

## ABSTRACT

### EFFECT OF NON PHYSICAL WORK ENVIRONMENT AND FINANCIAL COMPENSATION TO WORK PRODUCTIVITY OF AGAM JAYA RICE FACTORY OF KALIANDA OF SOUTH LAMPUNG

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Based on productivity percentage of Agam Jaya rice factory employee of Kalianda of South Lampung in 2022 got some production problems. Employees can not reach production target based on company needs. It caused the income of company decreased. The aim of this research is to determine the effect of non physical work environment and financial compensation to productivity. The type of this research was quantitative research with associative method. The data analysis method used was multiple linear regression. The data collecting method in this research used primary and secondary research as interview and questionnaire distribution. The population in this research was 46 employees with the purposive sampling technique while the sample in this research was production employees as 35 employees. The data analysis requirement test used normality, linearity and multicollinearity tests. The data analysis used multiple linear regression with t-test and F test for hypothesis testing. The result of this research showed that non physical work environment affected positively to productivity and financial compensation affected positively to productivity.

**Keywords :** Non Physical Work Environment, Financial Compensation and Productivity.

