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The Influence of Education Level, Work Discipline, and Work Stress on Employee Productivity at CV. XYZ

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Abstract: This study aims to determine the effect of education level, work discipline and work stress on employee productivity at CV. XYZ. The method used in this research is quantitative method with descriptive and verification approaches, the population used is 42 respondents of CV employees. XYZ by using saturated samples. Based on the results of the research conducted, it can be seen that the level of education has no effect on work productivity and the relationship between the level of education and productivity is 1.1. As well as Work Discipline affects Work Productivity by 3.5% and the relationship between work discipline and work productivity is 0.186 or 18.6%. And work stress affects productivity by 16.2% and the relationship between work stress and productivity is -0.402 or -40.2%. The results of the coefficient of determination analysis test show that the level of education, work discipline and work stress affect productivity by 40.5% while the remaining 59.5% is influenced by other factors not included in this study.

Keywords: Education Level, Work Discipline, Work Stress, Work Productivity

INTRODUCTION

Human resources are an asset to the success of a company because they are the most important part of the company's operations. In a sense, human resources are the type of labor, thinking, knowledge, and expertise needed to make the business operational process successful. According to Hasibuan (2019: 10), human resources is the science and art of regulating the relationship and role of labor so that it effectively and efficiently helps realize the goals of the company, employees, and society.

In general, every company that is established expects that it will experience significant growth in its business scope. In addition, companies want to achieve high productivity in their field of work. By achieving a high level of productivity, it will be very beneficial for the organization and its employees. According to Sulistiyani in Amarsyah (2020), when talking about productivity, it refers to the final result, namely the number of final results achieved during the production process. In this context, efficiency and effectiveness cannot be separated from each other, and it is impossible to separate productivity from both. To measure efficiency, the ratio of inputs and outputs must be calculated. The belief that one can do a better job today than yesterday and also better tomorrow than today. Productivity is defined as a comparative measurement between the quality and quantity of a worker's performance within a certain

period of time to achieve results or work performance effectively and efficiently by using available resources. (Nurwidyani et al., 2024). According to Hasibuan in Busro (2018: 340), productivity is the ratio between output (results) and input (input). If productivity rises, it will increase efficiency (time, materials, energy) and work systems, production techniques and an increase in the skills of the workforce.CV. XYZ merupakan perusahan perusahaan yang bergerak dibidang pembuatan serta penjualan tahu dan tempe. Berdasarkan observasi, wawancara dan pembagian pra kusioner yang dilakukan di CV. XYZ terlihat beberapa fenomena yang berkaitan dengan produktivitas kerja karyawan antara lain:

Based on the data in table 1.1, it can be seen that the production of tofu produced by CV. XYZ in April 2023 to March 2024 experienced ups and downs every month, it can be proven that production results decreased in June, July, September, November, December, January and February. This happens because of the state of employees who are less productive in carrying out their work.

One of the factors affecting employee productivity decreases in CV. XYZ production section is thought to be caused by a low level of education. According to Soekidjo Notoatmodjo (2003: 27) that (formal) education in a company is a process of developing talent in the direction desired by the company. In CV XYZ for production employees whose last diploma is elementary school is 19%, junior high school is 53% and high school is 28%, this can be said that the education of CV production employees. XYZ is still low.

Another factor that can affect employee productivity regarding employee time discipline at the research location is the discovery of employees who are not on time. There are also employees who are absent unclear. This is in line with the results of research conducted by Putu, et al (2018) that there is an influence of work discipline on work productivity. With discipline, employees can overcome errors and omissions caused by inattention, incompetence, and tardiness. (Apriyani, N., Jaya, R. C., & Nuradina, K. (2023). According to Agustini (2019: 89) Work discipline is an attitude of obedience to the rules and norms that apply in a company in order to increase employee constancy in achieving company / organization goals.

Work stress is a condition in which a person experiences extreme pressure at work as a result of circumstances that place unreasonable psychological or physical demands on a person. According to Hasibuan (2016:76), people who experience stress will become tense and worried constantly, as a result they will often lose their composure, be unfriendly, find it difficult to relax and act uncooperatively. Stress in the workplace will have an impact on a person's stability, which in turn can have an impact on a person's ability to concentrate and focus. The phenomenon caused by work stress, namely the amount of demands given by the company causes employees to become stressed. Employees who experience work stress can cause unfavorable and less than optimal results for the company. This, if allowed to continue, can certainly reduce the level of productivity so that it is difficult to achieve company goals. Based on this background, the authors are interested in making a research topic with the title "The Effect of Education Level, Work Discipline, and Work Stress on Employee Productivity in the Production Section of CV.XYZ.

Research Objectives:

1. Test and analyze the effect of education level on employee productivity in the production department of CV. XYZ.
2. Test and analyze the effect of Work Discipline on employee productivity in the production department of CV. XYZ.
3. Test and analyze the effect of Job Stress on Employee Productivity in the production department of CV. XYZ.

Test and analyze the effect of Education Level, Work Discipline, and Work Stress on Employee Productivity in the production department of CV. XYZ.

METHOD

Sugiyono (2021: 2) says that the research method is a scientific approach to collecting data for specific uses and purposes. The method used in this research is quantitative with descriptive and verification approaches. According to Sugiyono (2021: 2), "Quantitative research methods can be defined as research techniques based on the philosophy of positivism, which are used to research on certain populations or samples, collect and use research equipment, and analyze quantitative / statistical data, with the aim of testing the hypothesis set." According to Sugiyono (2018: 86), "Descriptive approach is research conducted to determine the value of independent variables, either one or more variables (independent) without making comparisons, or connecting one with other variables". This means that this research only wants to know the overall condition of the variable without examining its relationship with or affecting other variables, such as experimental or correlation research. While the verification approach is an approach that looks for the relationship between each independent and dependent variable before testing the relationship through hypothesis analysis. (Sugiyono 2018:11).

According to Sugiyono (2021: 127), population is: "A generalization area consisting of: objects / subjects that have certain qualities and characteristics set by the researcher to study and then draw conclusions". The population in this study consisted of 42 employees in the production department at CV. XYZ. In this study, researchers used a sample of the population at CV. XYZ in the production department. According to Sugiyono (2021: 127), the sample is part of the number and characteristics possessed by the population. Referring to Arikunto's opinion (2017: 173) says that if the subject is less than 100 - 150, then the entire population becomes the research sample. but if the subject is more than 100 then 10-15% or 25-30% of the population can be taken. Thus, this research examines all members of the population or is often called a saturated sample.

RESULT AND DISCUSSION

Respondent Indentity

Based on Table 1.2, it can be seen that 12 respondents (29%) are 20-30 years old, 16 respondents (38%) are 31-40 years old, 9 respondents (21%), aged 41-50 years and 5 respondents are over 50 years old. This proves that the majority of CV employees. XYZ is a productive age group employee. Based on Table 1.3, it can be seen that 42 respondents of CV employees. XYZ employees are all male. This is because the company needs a lot of male labor for the production department.

Table 1. Production data of CV. XYZ in April 2023-March 2024

Months	Number of employees	Soybeans (Kg/Month)	Production Results (Jirangan/Moth)	Employee Productivity (Jirangan/Moth)
April	42	4.745	365	8,7
May	42	7.215	555	13,2
June	42	6.396	492	11,7
July	42	6.292	484	11,5
August	42	6.981	537	12,8
September	42	6.604	508	12,1
October	42	6.656	512	12,2
November	42	6.553	504	12,0
December	42	5.902	454	10,8
January	42	5.655	435	10,4
February	42	5.226	402	9,4
March	42	5.551	427	10,2

Source: primary data processed

Table 2. Respondent Characteristics

Age	Frequency	Precentage (%)
20 – 30 years	12	29
31 - 40 years	16	38
41 – 50 years	9	21
> 50 years	5	12
Totally	42	100

Source: primary data processed

Table 3. Characteristics of Respondents Based on Gender

Gender	Frequency	Precentage (%)
Male	42	100
Female	0	0
Totally	42	100

Source: primary data processed

Validity and Reliability Tests

Validity Test

The results of testing the validity of all questions can be said to be valid if they have a sig.2 tailed value <0.05 or r-count greater than r-table. In this study, the r-table value of Product Moment df = (N-2) = 40. All question items for each variable have r-count ≥ r table (0.05; 40) so that all of them are valid. This can be seen based on table 1.4.

Table 4. Validity Test Results

Item	Education Level (X1)		Work Discipline (X2)		Job Stress (X3)		Produktivity (Y)	
	Pearson Correlation	Signifikansi	Pearson Correlation	Signifikansi	Pearson Correlation	Signifikansi	Pearson Correlation	Signifikansi
1	0,760	0,000	0,776	0,000	0,576	0,000	0,545	0,000
2	0,596	0,000	0,542	0,000	0,507	0,001	0,536	0,000
3	0,595	0,000	0,455	0,002	0,595	0,000	0,668	0,000
4	0,621	0,000	0,473	0,002	0,540	0,000	0,660	0,000
5	0,727	0,000	0,480	0,001	0,729	0,000	0,552	0,000
6	0,569	0,000	0,514	0,001	0,547	0,000	0,674	0,000
7	0,628	0,000	0,536	0,000			0,465	0,002
8	0,675	0,000	0,485	0,001			0,612	0,000
9	0,433	0,004	0,532	0,000			0,547	0,000
10	0,677	0,000	0,473	0,002			0,474	0,002

Reliability Test

Based on table 1.5 above, it can be seen that the Cronbach's Alpha value obtained by the variable level of education, work discipline and work stress is greater than Cronbach's Alpha 0.60. So it can be concluded that all variables are reliable and can be used for research.

Table 5. Results of Instrument Reliability Test Variable

Questions	Cronbach's Alpha	N of Items
Education Level (X1)	0,830	10
Work Discipline (X2)	0,704	10
Job Stress (X3)	0,608	6
Produktivity	0,765	10

Descriptive analysis results

It can be seen in table 1.6 that the average score achieved from all the questions that make up the education level variable is 1197 so that based on the results of the total average score it falls into the category of not good and is in the interval 1092 - 1427, so it can be said that the level of education at CV.XYZ is not good. And the average score achieved forms the Work Discipline variable of 1212, so that based on the results of the total average score it is not good and is in the interval 1092 - 1427, so it can be said that work discipline at CV.XYZ is not good. And the average score achieved forms the work stress variable of 810, and is in the interval 655.2 - 855.8, so it can be said that work stress at CV.XYZ is not good. And for the average score achieved to form the work productivity variable of 1220, so that based on the total results the average score is not good and is in the interval 831.6 - 1200.2, so it can be said that Work Productivity at CV.XYZ is not good.

Table 6. Descriptive Analysis Results

Variabels	Total Score	Category
Education Level (X1)	1197	Kurang Baik
Work Discipline (X2)	1212	Kurang Baik
Job Stress (X3)	810	Kurang Baik
Produktivity	1220	Tidak Baik

Verificative Analysis

Classical Assumption Test

Normality Test

Based on table 1.7, it is known that the significance value is 0.200> 0.05, it can be concluded that the residual value is normally distributed.

Table 7. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	6.55181040
Most Extreme Differences	Absolute	.094
	Positive	.087
	Negative	-.094
Test Statistic		.094
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: primary data processed

Multicollinearity Test

Based on Figure 1.8, it is known that the VIF value on the variable education level is 1.010, and work discipline is 1.168, and work stress is 1.162 which is more than 0.10. So it can be concluded that there are no symptoms of multicollinearity.

Table 8. Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	41.201	10.220		4.032	.000		
	Tingkat Pendidikan	-.017	.131	-.020	-.133	.895	.990	1.010
	Disiplin Kerja	.057	.210	.044	.272	.787	.856	1.168
	Stres Kerja	-.672	.277	-.387	-2.423	.020	.860	1.162

a. Dependent Variable: Produktivitas Kerja

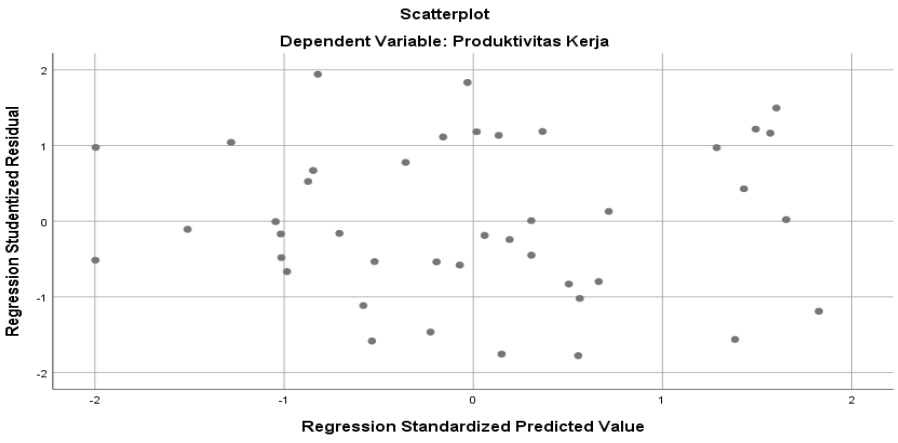
Source: primary data processed

Heteroscedasticity Test

According to Ghozali (2018: 137), "the heteroscedasticity test aims to test whether in a regression model there is an inequality of variance from the residuals of one observation to another". If the variance is different, it is called heteroscedasticity. One way to determine the presence or absence of heteroscedasticity in a multiple linear regression model is to look at the scatterplot graph or the predicted value of the dependent variable, SRESID, with the residual error, ZPRED. If there is a certain pattern such as the existing points forming a certain regular pattern (wavy, widening then narrowing), it indicates that heteroscedasticity occurs. If there is no clear pattern, as well as points that spread above and below the number 0 on the y-axis, then there is no heteroscedasticity. A good model is one in which heteroscedasticity does not occur.

Based on Figure 1.9, it is known that the data in the study spread out without forming a certain pattern. So it can be concluded that the regression model does not contain heteroscedasticity.

Table 9. Heteroscedasticity Test



Source: primary data processed

Results of Research Data Analysis

Multiple Linear Regression Equation Analysis

Based on the calculation results of table 1.10 which are entered into the multiple linear regression equation Y = a + β1X1 + β2 X2 + β3X3 so that it is obtained: Y = 41.201 + (-0.017) + 0,057 + (-0,672).

This equation can be interpreted as follows:

1. The positive constant value of 41,201 states that if the level of education (X1), work discipline (X2) and work stress (X3, there is no change or equal to 0, then the value of employee productivity (Y) is 41,201.
2. The level of education (X1) is -0.017, which means that if the level of education is increased every 1 time, the value of work productivity will decrease by 0.017.
3. Work Discipline (X2) of 0.057, which means that if work discipline is increased every 1 time, the value of productivity will increase by 0.057.
4. Work Stress (X3) of -0.672, which means that if work stress is increased every 1 time, the value of work productivity will decrease by 0.672.

Table 10. Multiple Linear Regression Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	41.201	10.220		4.032	.000
	Tingkat Pendidikan (X1)	-.017	.131	-.020	-.133	.895
	Disiplin Kerja (X2)	.057	.210	.044	.272	.787
	Stres Kerja (X3)	-.672	.277	-.387	-2.423	.020

a. Dependent Variable: Produktivitas Kerja (X4)

Source: primary data processed

Coefficient of Determination (R2)

Partial Coefficient of Determination

Based on the table above, the partial determination test obtained the R square value of the Education Level variable (X1) of 0%, the Work Discipline variable of 1% and the Work Stress variable (X3) of 14.1%.

Table 11. Partial Determination Coefficient

Variabel	Standarized Coefficient Beta (R)	R square	Presentase (%)
Tingkat Pendidikan (X1)	**0,11**	**0,000**	**0**
Disiplin Kerja (X2)	**0,186**	**0,035**	**3,5**
Stres Kerja (Y)	**0,402**	**0,162**	**16,2**

Source: primary data processed

Simultaneous Coefficient of Determination

Based on the table, it shows that the results of the determination test R square value of 0.164 or 16.4%. This shows the influence between the level of education, work discipline and work stress on employee productivity by 16.4% and the remaining 83.6% is influenced by other factors outside the study.

Table 12. Simultaneous Coefficient of Determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.405[a]	.164	.098	6.80552

a. Predictors: (Constant), Stres Kerja (X3), Tingkat Pendidikan (X1), Disiplin Kerja (X2)

Source: primary data processed

Effect of Education Level on Productivity

Based on the results of the study, it shows that the level of education has no effect on work productivity in CV.XYZ employees. This statement is evidenced by the results of the coefficient of determination partially showing that the level of education contributes 0%. The results of the correlation coefficient of education level have a relationship with work productivity of 0.011 or 1.1% which means there is a low relationship. Because the correlation value is positive, it means that if the level of education is high, productivity will decrease.

The results of this study are not in line with the theory used in this study where according to Nur, et al (2024) that a high level of education in each employee will increase high work productivity as well. This is because the employees of the CV.XYZ production department are dominated by workers who complete their education at the junior high school level. The high level of education possessed by employees cannot promise that employees have adequate skills because education does not emphasize employee skills but focuses more on knowledge insights, especially at the junior and senior high school levels that control employees in the CV.XYZ production section. The level of education will be more useful when there is a correlation with the field of work, and if there is none, then the correlation will not be useful.

Nevertheless, this research is in line with the statement that education level does not have a positive and insignificant influence on labor productivity because the type of concrete production work does not require high education but requires high skills. Thus, education cannot be used as the only indicator or as a basis for reference in carrying out an analysis of the effect on labor productivity**.**

Effect of Work Discipline on Productivity

Based on the results of the study, it shows that work discipline affects work productivity in CV.XYZ employees. This statement is evidenced by the results of the coefficient of determination partially showing that work discipline contributed 3.5%. The results of the correlation coefficient of education level have a relationship with work productivity of 0.186 or 18.6% which means there is a low relationship. Because the correlation value is positive, it means that if work discipline is high, productivity will increase. The results of this study are in line with Ariani et al (2020) which states that work discipline has a positive and significant effect on productivity. This indicates that the higher the discipline, the higher the employee's work productivity.

Based on the results of the study, it shows that Job Stress affects Work Productivity in CV.XYZ employees. This statement is evidenced by the results of the coefficient of determination partially shows that work stress contributes 16.2%. The results of the correlation coefficient of work stress have a relationship with productivity of -0.402 or -40.2% which means there is a low relationship. Because the correlation value is negative, it means that if work stress is high, productivity will decrease. The results of this study are in line with Rahmawati et al (2021) which states that work stress has a negative effect on productivity. This indicates that the higher the work stress, the lower the employee's work productivity and vice versa.

Effect of Education Level, Work Discipline, & Work Stress on Productivity

Based on the results of the study, it shows that the level of education, work discipline and work stress affect work productivity in CV.XYZ production employees. Evidenced by the results of the calculation of the coefficient of determination simultaneously by 16.4% while the remaining 83.6% is influenced by other factors not included in this study.

CONCLUSION

Based on the research results obtained, it can be concluded that:

1. The level of education has no effect on work productivity and the relationship between the level of education and productivity is 1.1, which means that there is a very low relationship, meaning that if the level of education is high, work productivity will decrease.
2. Work Discipline affects Work Productivity by 3.5% and the relationship between work discipline and work productivity is 0.186 or 18.6% which means there is a low relationship, meaning that if work discipline is high, work productivity will decrease.
3. Work stress affects productivity by 16.2% and the relationship between work stress and productivity is -0.402 or -40.2% which means that there is a very low relationship meaning that high work stress will decrease work productivity.
4. The results of the coefficient of determination analysis test show that the level of education, work discipline and work stress affect productivity by 16.4% while the remaining 83.6% is influenced by other factors not included in this study.

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