

**PENGARUH KOMPETENSI, MOTIVASI DAN LINGKUNGAN KERJA  
FISIK TERHADAP PRODUKTIVITAS KARYAWAN DI DIVISI  
PEMASARAN DAN LOGISTIK PUSAT PENELITIAN KELAPA SAWIT  
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**ABSTRAK**

Penelitian ini bertujuan untuk mengkaji bagaimana disiplin motivasi dan lingkungan kerja internal memengaruhi produktivitas karyawan di Pusat Penelitian Minyak Sawit Kota Medan di Mesir. Studi ini mengadopsi pendekatan penelitian kuantitatif, di mana seluruh anggota populasi dilibatkan menggunakan teknik pengambilan sampel jenuh, menghasilkan total 49 responden yang berpartisipasi sebagai subjek penelitian. Pengumpulan data dilakukan melalui kuesioner terstruktur yang dirancang untuk menangkap informasi relevan dari responden, dan data yang diperoleh kemudian diproses dan dianalisis menggunakan analisis regresi

linier berganda untuk menentukan hubungan antara variabel yang diteliti. Temuan penelitian menunjukkan bahwa baik motivasi maupun lingkungan kerja fisik memberikan dampak positif dan signifikan secara statistik terhadap produktivitas karyawan, menunjukkan bahwa peningkatan dalam aspek-aspek ini cenderung meningkatkan kinerja kerja. Di sisi lain, kompetensi ditemukan tidak memiliki pengaruh signifikan terhadap produktivitas dalam konteks spesifik ini. Secara keseluruhan, hasil penelitian menunjukkan bahwa, secara kolektif, variabel motivasi, kompetensi, dan lingkungan kerja fisik berkontribusi positif terhadap produktivitas karyawan, meskipun tingkat pengaruhnya berbeda. Selain itu, model tersebut menunjukkan bahwa sekitar 12,5% variasi produktivitas karyawan dijelaskan oleh faktor-faktor lain di luar cakupan penelitian ini, yang mungkin mencakup aspek-aspek seperti disiplin kerja, kualitas kepemimpinan, dan kompetensi tambahan yang tidak dieksplorasi secara mendalam dalam penelitian ini.

**Kata kunci :** Kompetensi, Motivasi, Lingkungan Kerja Fisik, Produktivitas Karyawan, Pusat Penelitian Kelapa Sawit.

**THE EFFECT OF COMPETENCE, MOTIVATION, AND THE  
PHYSICAL WORK ENVIRONMENT ON EMPLOYEE PRODUCTIVITY  
IN THE MARKETING AND LOGISTICS DIVISION OF THE PALM OIL  
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**ABSTRACT**

This study aims to examine how motivation and the internal work environment influence employee productivity at the Medan Palm Oil Research Center in Egypt. The study adopts a quantitative research approach, in which the entire population was included using a saturation sampling technique, resulting in a total of 49 respondents participating as research subjects. Data collection was conducted through a structured questionnaire designed to capture relevant information from the respondents, and the data obtained was then processed and analyzed using multiple linear regression analysis to

to determine the relationship between the variables under study. The research findings indicate that both motivation and the physical work environment have a positive and

statistically significant impact on employee productivity, suggesting that improvements in these areas tend to enhance work performance. On the other hand, competence was found to have no significant effect on productivity in this specific context. Overall, the research results indicate that, collectively, the variables of motivation, competence, and the physical work environment contribute positively to employee productivity, although the degree of their influence varies. Furthermore, the model indicates that approximately 12.5% of the variation in employee productivity is explained by other factors outside the scope of this study, which may include aspects such as work discipline, leadership quality, and additional competencies not explored in depth in this study.

**Keywords:** Competence, Motivation, Physical Work Environment, Employee Productivity, Palm Oil Research Center.