



The Effect of Work Discipline and Work Ethic on Employee Productivity at PT Rodaniaga Kokoh Nusantara, Tangerang Regency

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Abstract

This study evaluates the predictive paths of work discipline and work ethic regarding employee productivity within the activated carbon manufacturing sector. Utilizing an empirical quantitative descriptive method with an associative causal framework, this investigation executes a complete census of all sixty operational personnel through a saturated sampling technique. Primary data gathered over a multi month operational horizon via closed questionnaires were processed using classical assumption diagnostics and multi variate linear regression models. The resulting econometric estimations demonstrate that work discipline exerts a positive, statistically significant partial impact on labor output limits, whereas work ethic provides a mathematically superior contribution toward optimizing total production limits. Simultaneous statistical testing confirms that the joint integration of behavioral regulations and personal reliability yields an optimal structural baseline that explains a substantial portion of floor productivity variance, while the remaining percentage depends on external variables beyond the current empirical model. Consequently, industrial human resource executives must design integrated monitoring strategies that address punctual attendance patterns while fostering collaborative workspace initiatives to ensure sustainable organizational performance.

Keywords : *Work Discipline, Work Ethic, Employee Productivity, Operational Efficiency, Industrial Performance.*



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INTRODUCTION

The contemporary global market landscape demands unprecedented levels of organizational agility and operational efficiency, forcing enterprises worldwide to continuously reevaluate the optimization architectures of their human resources as primary drivers of sustainable competitive advantage. Within this fast evolving macroeconomic paradigm, employee productivity ceases to be a mere measure of physical output per worker hour, transforming instead into a multifaceted reflection of systemic behavioral alignment and psychological commitment inside corporate structures. Recent advancements in organizational behavior and strategic management increasingly focus on how macroeconomic fluctuations and shifting industrial dynamics require companies to cultivate robust internal mechanisms that secure operational continuity. Empirical investigations within major manufacturing conglomerates have demonstrated that structural resilience is deeply contingent upon how organizational behavior adapts to volatile market requirements and shapes employee job satisfaction levels (Vadilla, Fitria, & Wahjono, 2025). Furthermore, scientific discourses emphasize that the orchestration of strategic leadership styles plays a transformative role in defining the operational climate, directly dictating how workers internalize institutional values to achieve peak productivity (Zidayatullah, Al Qowiy, & Wahjono, 2025).

Extensive scholarly inquiries have historically endeavored to decode the exact determinants of workplace efficiency, establishing a dense body of literature that connects structural governance with individual output metrics. A significant critical mass of earlier research validates the premise that institutionalized behavioral frameworks act as fundamental pillars for organizational development, where structured guidance from leadership directly amplifies the systematic alignment of staff operational habits (Pisriwati, Hardi, & Siswanto, 2024). This structural perspective is heavily reinforced by comprehensive empirical evaluations proving that individual competencies, coupled with cumulative

field experience and well structured environments, directly dictate the ultimate trajectory of institutional performance standards (Sutaguna, Yusuf, Ardianto, & Wartono, 2023). Concurrently, academic arguments have expanded beyond purely mechanical inputs to incorporate psychological variables, demonstrating that the intricate interplay between leadership philosophies, job satisfaction, and underlying motivational fields serves as the actual catalyst for elevating workforce output across educational and industrial landscapes alike (Sudadi, Lahiya, Rijal, Mustafa, & Lumingkewas, 2023).

Despite these extensive academic explorations, the existing body of literature exhibits severe conceptual fragmentation and empirical inconsistencies, particularly regarding the simultaneous integration of external structural compliance and internal moral frameworks. Traditional human resource models frequently isolate institutionalized behavioral regulations from the deeply ingrained moral mindsets of the workforce, creating a significant theoretical gap regarding how these distinct forces interact within localized manufacturing environments. Empirical contradictions become highly apparent when observing how public sector frameworks struggle to replicate similar behavioral outcomes within regional tourism boards, where the blending of cultural ethics, regulatory compliance, and interpersonal communication channels yields highly variable performance outputs (Swastika, Kirana, & Septyarini, 2025). These inconsistencies are further exacerbated by studies in cooperative financial institutions showing that internal career development pathways and communication matrices often overshadow basic ethical frameworks, leaving the exact mechanism of work ethic as a primary driver of operational output highly contested and context dependent (Ose, Dekratia, & Samosir, 2023).

The urgency of resolving these unresolved conceptual and empirical gaps becomes both scientifically imperative and practically critical when confronting the stark operational realities of high stakes industrial manufacturing sectors. In the specific context of the activated carbon manufacturing industry, which faces stringent quality benchmarks and volatile international market demands, any noticeable deceleration in output predictability directly threatens corporate survival and broader supply chain stability. The practical manifestation of this problem is vividly illustrated at PT Rodaniaga Kokoh Nusantara in Tangerang Regency, where longitudinal operational data reveal a distressing downward trajectory in total production achievements from twenty four hundred tons down to a critical low of thirteen hundred and thirty five tons within a five year window. Because this severe drop occurred while the total manufacturing workforce remained perfectly constant at sixty individuals, the situation exposes a profound structural failure in maximizing human asset output, rendering an immediate, rigorous investigation into the underlying behavioral dynamics a matter of extreme organizational urgency.

Positioning this investigation within the broader scientific landscape requires a paradigm shift that actively moves away from simplistic, single variable descriptions toward a comprehensive causal associative framework that simultaneously synthesizes work discipline and work ethic as interdependent dimensions of productivity. Rather than treating compliance as an isolated administrative routine or viewing work ethic as a detached philosophical stance, this research establishes an empirical bridge that connects these dual elements directly to the specific indicators of capability, efficiency, and sustained work spirit. By embedding this investigation deeply within the unique industrial ecosystem of Tangerang Regency, the study challenges prevailing western centric management models by providing a localized, data driven perspective on how manufacturing personnel manage external corporate regulations alongside internal moral obligations. This strategic positioning allows the research to unpack the complex cause and effect configurations that traditional literature fails to capture, thereby enriching the global discourse on industrial resource management through an authentic Indonesian empirical lens.

The overarching purpose of this scientific inquiry is to explicitly determine, evaluate, and map both the partial and simultaneous effects of work discipline and work ethic on employee productivity within the high pressure production environment of PT Rodaniaga Kokoh Nusantara. Methodologically, this study departs from conventional loose qualitative descriptions by implementing a highly rigorous quantitative descriptive design backed by an associative causal approach and a saturated census sampling strategy encompassing the entire universe of the target workforce. Theoretically, this investigation contributes a novel conceptual framework that reconciles the behavioral compliance models of human resource management with intrinsic virtue ethics, showing how systematic administrative rules and individual professional pride operate in tandem to optimize manufacturing outcomes. Practically, the resulting empirical insights will provide organizational architects with a precise, evidence based blueprint to design targeted training interventions, optimize operational

attendance matrices, and cultivate an empowered production culture that directly reverses productivity declines.

RESEARCH METHODS

This study utilizes an empirical research design employing a quantitative descriptive method with an associative causal framework to systematically examine the relationships among the specified variables. The target population comprises 60 employees working at PT Rodaniaga Kokoh Nusantara in Tangerang Regency, and given the manageable size, the entire population is utilized as the research sample through a saturated sampling or census technique. Primary data collection was executed over the period from April 2024 to January 2025 using observation, structured interviews, and the distribution of closed questionnaires. To accurately capture the operationalization of variables, the constructs are measured using a five-point Likert scale, where work discipline encompasses five distinct indicators derived from Sinambela, work ethic is evaluated through three key indicators established by Priansa, and employee productivity is operationalized via six indicators formulated by Sutrisno.

The measurement apparatus was rigorously evaluated for construct validity and Cronbach's Alpha reliability to ensure structural precision and consistency before further econometric execution. Statistical evaluation involves comprehensive diagnostic validation through classical assumption tests, including the One-Sample Kolmogorov-Smirnov test for residual normality, variance inflation factors for multicollinearity diagnostics, the Glejser test for heteroscedasticity evaluation, and the Durbin-Watson statistic for autocorrelation verification. Following compliance with these econometric assumptions, the data were analyzed using simple and multiple linear regression models alongside correlation and determination coefficients to map the structural path of the variables. Hypothesis testing was formally conducted at a 5% significance level through the application of two-tailed t-tests to evaluate partial effects and F-tests to assess simultaneous structural significance using SPSS version 25.

RESULTS AND DISCUSSION

Empirical Mapping of Work Discipline and Econometric Diagnostics on Employee Productivity

The empirical identification of factors driving employee productivity remains a pivotal theme within human resource management literature, particularly in manufacturing contexts where rigid operational workflows necessitate high behavioral conformity. Operationalizing behavioral parameters within a structured, quantitative descriptive method with an associative causal framework allows for a systemic evaluation of organizational output metrics. Empirical documentation emphasizes that individual behavioral frameworks directly govern aggregate organizational efficiency, transforming latent human capacity into tangible, targeted corporate achievements (Amirudin, 2023; Sutrisno, 2016). Organizations operating in highly volatile economic environments require absolute behavioral alignment from their workforce to mitigate production deficits and maintain market relevance. Consequently, isolating the specific econometric trajectory of work discipline serves as a foundational step in diagnosing systemic production declines within industrial enterprises.

To establish the statistical validity of the empirical paths before formal regression modeling, a rigorous sequence of classical assumption diagnostics was executed on the primary data gathered from the sixty saturated census respondents. The diagnostic sequence verified that the residual distribution conforms to the necessary assumptions of ordinary least squares estimation, thereby ensuring that the subsequent parameter estimates remain best linear unbiased estimators. Econometric literature dictates that violations of these core assumptions, such as residual non-normality or severe multicollinearity, severely compromise the reliability of hypothesis testing and lead to inflated type I errors (Sugiyono, 2019). The data points generated from the five-point Likert scale indicators underwent comprehensive validation to guarantee structural precision before mapping the specific structural path of the variables. The operationalized metrics for work discipline and productivity were subjected to these strict diagnostic thresholds to validate the structural integrity of the empirical findings.

Table 1. Summary of Classical Assumption Test Results

Test	Value	Criterion	Result
Normality (K-S)	Asymp. Sig. = 0.200	> 0.05	Normal
Multicollinearity	Tolerance = 0.640; VIF = 1.562	> 0.1; < 10	Free
Heteroscedasticity (Glejser)	Sig. X1 = 0.170; X2 = 0.156	> 0.05	Free
Autocorrelation (Durbin-Watson)	DW = 2.296	1.55-2.45	Free

Source: Processed using SPSS 25 (2025)

The diagnostic values presented in Table 1 demonstrate full compliance with all classical econometric assumptions, confirming the structural viability of the research model. The One-Sample Kolmogorov-Smirnov test yielded an asymptotic significance value of 0.200, indicating that the behavioral residuals are normally distributed around the mean. Multicollinearity diagnostics produced a variance inflation factor of 1.562, which falls well below the critical threshold of ten, thereby proving the absence of redundant overlapping variances between the independent constructs. Furthermore, the Glejser heteroscedasticity test confirmed uniform variance across the residual spectrum, while the Durbin-Watson statistic of 2.296 verified the complete absence of serial autocorrelation within the chronological data points.

The structural path modeling regarding the isolated effect of work discipline reveals a positive and significant partial impact on the output metrics of the manufacturing workforce. The resulting simple linear regression equation demonstrates that every incremental shifting unit in individual discipline yields a corresponding enhancement in operational productivity. This linear progression indicates that systemic behavioral compliance directly converts into optimization of the overall manufacturing target realization. Previous empirical literature corroborates this path, demonstrating that institutionalizing behavioral standards creates a highly efficient operational environment that minimizes structural waste (Abrori et al., 2022, Anggraini, 2022). The mathematical formalization of this relationship provides management with a predictable framework for projecting how strategic adjustments in workforce supervision will manifest in tangible manufacturing gains.

Analyzing the specific indicators of work discipline reveals that individual awareness regarding peer operational interdependence scores exceptionally high among the surveyed manufacturing personnel. Employees demonstrate a profound cognitive understanding that localized negligence within the assembly sequence severely disrupts aggregate organizational workflows. However, this high conceptual awareness stands in stark contrast to the lower empirical scores recorded for raw temporal punctuality metrics. This internal discrepancy implies that while employees understand their functional roles, structural constraints or weak enforcement mechanisms hamper consistency in physical attendance. Scientific literature suggests that high cognitive understanding without rigorous temporal discipline ultimately restricts an organization from achieving maximum operational velocity (Camelie et al., 2023, Pisriwati et al., 2024).

The partial hypothesis testing executed via the two-tailed t-test confirms that the statistical significance of work discipline is highly robust, easily surpassing the required theoretical parameters. The empirical t-value of 4.061 exceeds the critical t-table threshold of 2.001 at a 5% significance level, leading to the definitive rejection of the null hypothesis. This statistical determination proves that work discipline exerts a non-random, systematically positive influence on employee manufacturing capabilities. Scholars argue that structured discipline serves as an internal regulatory mechanism that aligns diverse individual actions with standardized corporate targets (Harahap et al., 2022, Lestari et al., 2024). The statistical significance validated by this test provides strong empirical justification for the strategic prioritization of behavioral compliance frameworks within industrial operations.

The coefficient of determination indicates that the isolated variance of work discipline explains a moderate portion of the fluctuations observed in employee manufacturing outputs. While this partial contribution is meaningful, it simultaneously highlights that a large portion of productivity variance depends on external organizational dynamics. This finding aligns with comprehensive human resource theories which state that behavioral compliance operates as a necessary foundation rather than a sole

driver of total operational capacity (Sutaguna et al., 2023, Swastika et al., 2025). The moderate correlation coefficient confirms that achieving optimal industrial performance requires combining discipline with other supportive organizational elements. Consequently, relying solely on punitive disciplinary measures without addressing secondary behavioral components may yield diminishing returns in long-term production optimization.

Integrating these empirical findings with established human resource management theories confirms that rule compliance serves as the behavioral framework through which human labor translates into objective organizational output. When employees consistently adhere to operational protocols, the systemic errors that typically cause production delays are minimized. Contemporary researchers note that organizational cultures prioritizing structural discipline achieve superior operational resilience during market disruptions (Abdelwahed et al., 2025, Mufida et al., 2025). The empirical reality observed in this industrial unit validates the theoretical premise that individual behavioral regulation directly drives corporate efficiency. Therefore, building a culture of discipline is not merely an administrative requirement, but a strategic imperative that directly influences corporate competitiveness.

The empirical data indicates that optimizing industrial productivity requires resolving the tension between high conceptual awareness and low operational punctuality among the personnel. Management must transition from passive attendance recording to proactive behavioral shaping to correct these temporal discipline gaps. Scholars emphasize that leadership style plays an essential role in bridging the gap between rule awareness and actual behavioral compliance (Sudadi et al., 2023, Zidayatullah et al., 2025). Implementing automated tracking systems alongside transparent incentive structures can convert high cognitive understanding into consistent, punctual physical presence. Addressing these specific baseline behavioral gaps allows the enterprise to build a more predictable and reliable production workflow.

Ultimately, the empirical analysis of work discipline provides a clear blueprint for strategic managerial intervention aimed at reversing production declines. The quantitative proof demonstrates that behavioral regulation directly influences the physical volume of manufacturing output. Human resource experts agree that long-term organizational survival requires aligning individual behavioral habits with macro corporate objectives (Hidayat et al., 2025, Hosen et al., 2024). By focusing development policies on temporal compliance and procedural adherence, the enterprise can systematically enhance its productive capacity. This targeted approach ensures that human resource investments generate measurable improvements in overall operational performance.

Deconstructing the Linear Paths: The Interplay Between Individual Work Discipline and Employee Productivity

Empirical investigations into corporate micro-structures demonstrate that individual work discipline functions as a fundamental behavioral driver within modern manufacturing networks. The quantitative analysis reveals a simple linear regression equation written as $Y = 28.223 + 0.342X_1$, indicating that for every single-unit increase in behavioral compliance metrics, industrial output experiences a positive advancement of 0.342 units. This dynamic indicates that human output optimization requires rigid, pre-established operational frameworks that regulate employee task execution routines. Consequently, corporate protocols cannot be viewed merely as administrative restrictions, as they actively function as structural pillars that minimize performance volatility within the operational landscape (Amirudin, 2023).

The structural bond connecting employee behavior to production performance is statistically justified by the correlation and determination coefficients calculated through computational testing. The correlation coefficient ($R = 0.470$) identifies a moderate linear path, demonstrating that worker behavior is linked to output fluctuations. This statistical path indicates that individual compliance explains a significant portion of internal task variability, confirming that behavioral controls predict floor operational efficiency (Sugiyono, 2016). Industrial frameworks therefore depend heavily on institutional regulations to reduce procedural variations that lower resource utilization (Sutaguna et al., 2023).

To confirm whether this single-variate path is statistically valid rather than a product of accidental alignment, a formal significance test was executed. The two-tailed econometric execution produced a computed t -statistic of 4.061, which surpasses the critical t -table value of 2.001 at a 5% significance level, with an alpha value of 0.000. This mathematical proof justifies rejecting the null

hypothesis, demonstrating that individual work discipline exerts a positive, statistically significant partial impact on labor output limits. Managing industrial systems requires enforcing clear behavioral rules to ensure regular workforce engagement (Anggraini, 2022).

Table 2. Responses to the Work Discipline Variable (X_1)

No	Statement	Mean	Criterion
1	I always arrive at work on time	3.60	Good
2	If I am late or unable to attend, I inform my superior first	3.88	Good
3	I understand all the work regulations in force at the company	4.05	Good
4	I strive to comply with all established work rules	4.22	Very Good
5	I follow the work procedures set by the company	4.30	Very Good
6	I work according to the deadlines and targets set	4.26	Very Good
7	I recheck my work to avoid errors	4.20	Very Good
8	I am aware that small negligence can greatly affect team work	4.40	Very Good
9	I respect the rights and opinions of coworkers, superiors, and subordinates	4.26	Very Good
10	I strive to be honest in reporting my work results	4.00	Good
	Variable Average	4.10	Good

Source: Primary Data Processed (2025)

The empirical data gathered from the corporate field and illustrated in Table 2 highlights a major paradox between internal employee perception and actual behavior. Although the aggregated metrics place the behavioral construct in the good tier with an overall average score of 4.10, the statement regarding punctual arrival at work scored the lowest at 3.60. This low score explains the target deficits at the manufacturing facility, as tardiness disrupts production handovers and causes machinery to sit idle. Operational optimization requires strict time-management guidelines, since even minor delays disrupt assembly lines and lower aggregate manufacturing output (Kurdy et al., 2023).

This field data highlights that structural compliance forms the baseline of corporate human resource architecture. According to Sinambela (2016), work discipline is built on five behavioral pillars: attendance, compliance with work regulations, compliance with work standards, high alertness, and ethical conduct. When one pillar weakens—such as the low attendance and punctuality scores found in this study—the structural integrity of the entire system degrades. Consequently, management must treat early arrival not merely as a formal requirement, but as a critical operational driver that secures continuous processing capacity (Pisriwati et al., 2024).

The positive and significant partial impact of work discipline on labor output metrics aligns with empirical observations across external Asian corporate environments. For instance, recent studies confirm that tight behavioral control systems prevent operational delays and increase output efficiency (Abrori et al., 2022). Similarly, structured corporate oversight helps reduce process defects while maximizing total manufacturing volume (Camelie et al., 2023). These findings show that maintaining strict behavioral standards across regional manufacturing hubs is essential for keeping supply chains stable (Lestari et al., 2024).

Furthermore, empirical evidence from modern industrial networks confirms that consistent behavioral compliance increases operational efficiency. When corporate systems combine clear discipline guidelines with proper monitoring, workforce productivity grows steadily (Swastika et al., 2025). This pattern emphasizes that formal rule systems change how employees approach their daily tasks, transforming raw labor into reliable output. Conversely, missing clear control standards can lower operational quality, weaken focus, and reduce overall factory output (Harahap et al., 2022).

This single-variate connection highlights that when workers follow corporate guidelines, they create a reliable workflow that supports long-term growth. When employees regularly follow

operational procedures, they minimize manufacturing errors and prevent unexpected machinery downtime (Hosen et al., 2024). Organizations should therefore build a culture of natural compliance rather than relying only on punishments to correct behavior (Hidayat et al., 2025). This approach helps companies build a reliable, high-performing workforce that can meet demanding market goals (Guo et al., 2023).

Strategic planning must focus on building a disciplined work environment where individual responsibility aligns with the company's broader operational goals. Human resource departments need to address attendance issues early using automated tracking tools and regular performance coaching (Sutrisno, 2016). Improving these basic behaviors helps companies unlock hidden operational capacity, streamline workflows, and boost factory output. A disciplined workforce serves as a reliable foundation that helps the business handle volatile market conditions successfully (Sugiyono, 2019).

The Strategic Imperative of Professional Work Ethic as a Core Driver of Operational Efficiency

The strategic integration of a robust work ethic serves as a foundational pillar for elevating employee productivity within industrial organizations. According to Priansa (2018), the core psychological framework of an individual work spirit directly governs how professional duties are translated into high value outcomes. Corporate networks optimize their resource output metrics when the internal workforce exhibits advanced dedication and behavioral resilience (Amirudin, 2023). Consequently, manufacturing systems rely heavily on these internal behavioral paradigms to secure sustainable output gains over extended operating periods (Sutrisno, 2016).

The quantitative framework maps this behavioral path through a simple linear regression equation expressed as $Y = 23.058 + 0.470X_2$. This computational formula demonstrates that every single unit advancement in employee work ethic generates a positive increase of 0.470 units in industrial productivity. Empirical modeling suggests that focusing corporate interventions on professional mindsets yields predictable shifts in floor efficiency (Sugiyono, 2016). Structural assessments within manufacturing units prove that these positive regression tracks reflect highly structured internal task execution frameworks (Hundie & Habtewold, 2024).

The computational metrics reveal a high partial correlation score of $R = 0.682$, indicating a strong positive linear relationship between the two constructs. This strong association demonstrates that the work ethic variable explains a substantial partial contribution of 46.4% toward variance in employee productivity. This mathematical magnitude stands out significantly when evaluated against basic institutional work discipline frameworks alone (Sugiyono, 2019). This substantial percentage confirms that internal motivation drives operational excellence beyond standard compliance frameworks (Jufrizen et al., 2023), aligning with modern corporate human resource evaluations (Latifah et al., 2024).

To validate the authenticity of this single variable regression path, a formal two tailed hypothesis evaluation was executed. The econometric calculation produced a prominent t test magnitude of $t = 7.093$, which vastly exceeds the critical t table threshold of 2.001 at the five percent significance level. This mathematical verification yields an alpha value of 0.000, which justifies the formal rejection of the null hypothesis (Indrayani et al., 2024). The statistical magnitude confirms that individual work ethic exerts a highly significant partial impact on the output capacity of the enterprise (Megawaty et al., 2022), stabilizing organizational performance levels over time (Nurimansjah et al., 2022).

The field diagnostics gathered from the manufacturing facility offer an intricate view into how specific ethical dimensions manifest among the personnel. The primary survey responses collected from the sample are structurally organized to evaluate distinct items measuring employee perspectives. A clear breakdown of these quantitative metrics is displayed in Table 9 to identify specific areas of behavioral strength and operational vulnerability (Ose et al., 2023). Analyzing these specific field metrics provides management with actionable insights regarding employee commitment levels (Sudadi et al., 2023), which directly govern workplace satisfaction and output quality (Vadilla et al., 2025).

Table 3. Responses to the Work Ethic Variable (X_2)

No	Statement	Mean	Criterion
1	I am open to input and criticism from others	4.03	Good

No	Statement	Mean	Criterion
2	I can build positive working relationships with coworkers and superiors	4.23	Very Good
3	I support and help coworkers when they need assistance	4.08	Good
4	I look for ways to improve my own work results without being asked	4.05	Good
5	I offer help when I see a coworker needs support	4.08	Good
6	I suggest new ideas that improve work efficiency or quality	4.01	Good
7	I complete tasks on time as agreed	4.15	Good
8	I keep my work commitments despite personal challenges	4.21	Very Good
9	I deliver consistent work results that meet expectations	4.06	Good
10	I rarely am absent or leave work without a clear reason	4.03	Good
Variable Average		4.09	Good

Source: Primary Data Processed by the Researcher (2025)

The descriptive metrics detailed in Table 3 indicate that the statement regarding the expression of new ideas to improve efficiency scored the lowest mean value of 4.01. This statistical bottom point reveals a prominent bottleneck in proactive behaviors, suggesting that workers often hesitate to initiate innovative process adjustments. Enhancing workspace productivity limits requires a cultural transformation where employees feel empowered to suggest creative improvements without structural hesitation (Guo et al., 2023). When corporate environments lack active employee initiative, overall operational progress slows down significantly (Hidayat et al., 2025), which undermines long term productivity gains (Hosen et al., 2024).

Conversely, Table 3 demonstrates that the capability to build positive working relationships with coworkers and supervisors achieved the highest mean score of 4.23. This high valuation indicates that the manufacturing plant possesses a highly collaborative social environment that supports excellent interpersonal communication. Strong interpersonal bonds serve as social capital that helps mitigate daily operational frictions on the production floor (Abdelwahed et al., 2025). Cultivating these positive social dynamics enhances collective work alignment (Zidayatullah et al., 2025), thereby reinforcing the broader corporate culture within industrial institutions (Mufida et al., 2025).

The data also highlight that keeping professional commitments despite personal challenges achieved a very good rating with a mean score of 4.21. This metric emphasizes individual reliability as a vital driver that keeps operational schedules stable under shifting market demands. When manufacturing staff maintain high consistency in their daily tasks, production workflows proceed with minimal systemic interruptions (Juliarta et al., 2023). Such individual reliability ensures that unexpected logistical adjustments do not compromise corporate output capacity (Kurdy et al., 2023), providing a solid baseline for institutional efficiency (Swastika et al., 2025).

The pronounced partial influence exerted by ethical paradigms aligns closely with empirical findings documented across external industrial landscapes. Prior organizational research confirms that strong ethical structures prevent operational variance and optimize industrial output capacities (Abrori et al., 2022). Similarly, focusing on worker dedication helps mitigate quality defects while maximizing total manufacturing volume (Camelie et al., 2023). These parallel findings demonstrate that fostering high moral and professional standards across regional production hubs remains vital for maintaining supply chain stability (Lestari et al., 2024).

The quantitative evidence implies that long term corporate expansion requires the systematic development of an active, reliable workforce. Human resource executives must design specific evaluation frameworks that reward proactive behaviors and celebrate innovative worker suggestions (Pisriwati et al., 2024). Addressing the underlying initiative deficits will help the firm unlock hidden processing capacities and streamline its assembly line routines. Ultimately, embedding a progressive work ethic into the corporate framework ensures that the enterprise achieves its target production milestones effectively (Sutaguna et al., 2023).

CONCLUSION

The comprehensive empirical investigation confirms that employee productivity within industrial frameworks is structurally governed by the linear paths of individual work discipline and professional work ethic. The single variate regression trajectories prove that basic behavioral compliance establishes the necessary operational stability to minimize performance volatility, while a strong work ethic acts as a statistically superior driver that yields a higher partial contribution toward explaining variance in labor output margins. Quantitative diagnostics validate that minor fluctuations in punctual attendance and individual initiative represent critical levers that directly interrupt or accelerate continuous processing capacity on the manufacturing floor. Ultimately, the simultaneous alignment of tight regulatory boundaries with a deeply embedded ethical paradigm generates an optimal socio technical ecosystem that enables the enterprise to systematically secure its aggregate production targets and withstand volatile market conditions.

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