This study aims to determine the Effect of Work Environment, Work Discipline, and Work Motivation on Post-New Normal Village Apparatus Work Productivity. The method used in this study is a non-probability sampling method with a saturated sampling technique. The sample in this study was all 50 village apparatus Village Government. Data collection techniques are observation, questionnaire, and literature study. The data analysis method used in this study is Multiple Linear Regression. The results of this study show that the variables are Work Environment, Work Discipline, and Work Motivation have a partial significant effect on the Work Productivity of Village Apparatus after the new normal. The variables of Work Environment, Work Discipline, and Work Motivation have a significant simultaneous effect on the Work Productivity of Village Apparatus after the new normal in Village Government.
INTRODUCTION

The development of post-new normal policies demands perfection in community services at the Village Government. The conditions that cause the transition of public services to online systems must be used as a positive momentum to continue to optimize these services. However, the transition to the post-new normal has caused the productivity of village officials to decline. According to the results of the researcher’s interview with the head of Banjaransari village, the decline in productivity was marked by a decrease in the work of the correspondence-making service which was getting less and less.

In addition, the work productivity of village officials in the Village Government will definitely be influenced by the work environment, work discipline, and work motivation. The problem with the work environment in the Village Government is that there is increased noise which can hinder the work productivity of village officials after the new normal in the Village Government. A very important factor in the level of discipline is the attendance rate. Absenteeism is how much the attendance rate of village officials complying with operating hours. The problem with work discipline in the Village Government is that they cannot know the level of employee attendance due to absenteeism. In addition, motivation can also affect the productivity of village officials. The decreased motivation in the village apparatus will make the village device not enthusiastic about doing its job. The problem with the motivation for the work of village officials is the lack of public trust in village officials so the community does not appreciate or respect the services of village officials. This is because the village apparatus is not or lacks transparency in managing finances. So that this problem makes village officials feel uncomfortable when doing services. This can certainly affect the motivation for the work of village officials in the Village Government.

Based on the above phenomenon, factors of work environment, work discipline, and post-new normal work motivation have an important function in helping employee work productivity. For this reason, the purpose of writing this study are:

1. Test and analyze whether the work environment affects the work productivity of village officials after the new normal in Village Government.
2. Test and analyze whether work discipline affects the work productivity of village officials after the new normal in Village Government.
3. Test and analyze whether work motivation affects the work productivity of village officials after the new normal in Village Government.
4. Test and analyze whether the variables of Work Environment, Work Discipline, and Work Motivation simultaneously have a significant effect on the work productivity of village officials after the new normal in Village Government.

Human Resource Management

According to SUSAN (2019), Human resource management includes human resource planning, implementation, recruitment, training, employee development, and employee careers, as well as human resource development as part of the organizational development strategy of the organization or company. Human resource management, according to Arif Yusuf Hamali (2018: 2) in (Farida, 2021), is a strategic approach to the skills, motivation, development, and administration of organizational resources.
Work Environment
According to Sedarmayanti (2017) in (Hustia, 2020), the work environment includes the overall number of tools and materials encountered, the arrangements in which people work, their work practices, as well as the work arrangements of individuals and groups. Indicators of the work environment in this study according to Ginanjar (2012) in (Dewi & Ninin, 2021), among others: work atmosphere, relationships between employees or employees and work facilities.

Discipline
According to Rivai Veithzal (2011) in (Saleh & Utomo, 2018) work discipline is a tool that managers use to communicate with employees to be willing to change their behavior and as an effort to increase awareness and willingness to comply with all company regulations. Discipline indicators in this study according to Sastrohadiwiryo (2013: 291) in (Saleh & Utomo, 2018), include: frequency of attendance, level of vigilance, adherence to work regulations, adherence to work standards, and work ethics.

Motivation
Robbins and Coulter (2010:109) in (Mindari, 2022), define that motivation as a business process that gives individuals continuous energy and encouragement to achieve a goal. Indicators of motivation in this study according to Maslow in Hosnawati (2016) in (Kusumawati et al., 2022), include: physiological needs, security needs, social needs, the need for appreciation and self-actualization.

Work Productivity
According to (Putriana & Sahputra, 2021) Productivity is a measurement of the quality and amount of work completed while considering costs and resources. Indicators of work productivity in this study according to Mulyadi (2015) in Putriana & Sahputra (2021), include: ability, improvement of results achieved, enthusiasm at work, self-development, efficiency and quality.

Previous Research
a) The research was conducted by Kandung Joko Nugroho (2021), with the title “The Effect of Workload, Work Motivation and Work Environment on Employee Work Productivity at the Central Statistics Agency of Blitar Regency”. This study aims to determine whether or not there is a relationship between the number of workers needed by BPS Blitar employees and their productivity levels. The population of this study consisted only of BPS Blitar employees. In this study, all BPS employees of Blitar Regency were included in the sample pool, and a multiple linear analysis model was used for this investigative analysis technique. Workload has a positive but insignificant effect on the productivity factor of BPS Blitar Regency, motivation has a major positive effect on the labor productivity of BPS Blitar, and the work environment has a positive but not significant effect on the work productivity of Britar Regency. The results of simultaneous testing show that the factors of workload, work motivation, and work environment affect the work results of BPS Blitar City.

b) This research was conducted by Fransisca (2022) with the title “Influence of Work Environment, Work Motivation and Work Discipline on Work Productivity of PT. Alfa Surya Mandiri”. This study aims to evaluate the extent of the influence of the work environment, work motivation, and work discipline on the work productivity...
of production staff working at PT. Alfa Surya Mandir. The research was conducted through the use of descriptive methodologies as well as the dissemination of questionnaires. The study authors used descriptive analysis of data, data frequency, validity and reliability tests, classical acceptance tests, F tests, and T tests, as well as multiple correlation analysis in the implementation of the study. Work productivity has been shown to be positively influenced by a variety of factors, including work environment, work motivation, and work discipline, according to the findings.

**Conceptual Framework**

![Figure 1 Conceptual Framework](source: Sugiyono (2018))

**Hypothesis**

H1 = The work environment is suspected to have a positive and significant effect on the Work Productivity of Village Apparatus After the New Normal in the Village Government.

H2 = Work Discipline is suspected to have a positive and significant effect on the Work Productivity of Village Equipment After the New Normal in the Village Government.

H3 = Work Motivation is suspected to have a positive and significant effect on the Work Productivity of Village Apparatus After the New Normal in the Village Government.

The sampling technique uses a saturated sampling technique, which is a sampling method in which all members of the population are taken into account as potential samples. are taken into account as potential samples (Sugiono : 2018).

**Variable Operational Definitions**

1. **Work environment (X1)**
   The work productivity of an organisation or company can be said to be directly or indirectly influenced by the work environment, which can be seen as a force that shapes the environment.
Indicators in this study according to Ginanjar (2012) in (Dewi & Ninin, 2021), include:

a. Work Atmosphere
   The work atmosphere is a condition that exists in the work environment both inside and outside the work environment. Work atmosphere means whether or not the condition is comfortable, safe or not the work environment.

b. Relationships between employees or employees
   Employee relations are human resource management activities related to the movement of employees within the organisation.

c. Work Facilities
   Work facilities are supporting facilities in the physical activities of an office or organisation, and are used normally in the workplace, have a long enough service life, and bring benefits in the future (Auliyah & Artaya, 2019).

2. Discipline (X2)
   Discipline is a person’s knowledge and willingness to follow all rules in organisations and social norms.

Indicators in this study according to Sastrohadiwiryo (2013: 291) in (Saleh & Utomo, 2018), include:

a. Frequency of attendance
   This frequency of attendance can be in the form of attendance. This attendance can be a benchmark for the company to see the level of employee discipline, starting from whether employees come in or not, whether employees are late for work and so on.

b. Alertness level
   The level of vigilance here can be said to be a sense of alertness of employees to their performance. This can also affect employee work productivity, because if employees have an awareness of how they are performing, they will be more careful and thorough in completing their work if they know that they are being evaluated. they are being evaluated.

c. Obedience to work rules
   No different from obeying work standards, obeying work rules can also affect employee productivity. If employees obey the work rules in the company, then the tasks and organizational work in the company will run smoothly.

d. Adherence to work standards
   Employees’ compliance with work norms can also affect the results of their work. If employees comply with the company’s work standards, work will be done more effectively and company goals will be achieved.

e. Work ethics
   Work ethics is the attitude and behaviour of employees towards their work in the company. If the work ethics of employees are good, then the work will also go well.

3. Motivation (X3)
   Motivation is a business process of providing employees with continuous encouragement to achieve a goal.

Indicators in this study according to Maslow in Hosnawati (2016) in (Kusumawati et al., 2022), include:

a. Physiological needs
   Physiological needs are expressed by offering salaries, bonuses, meal allowances, transportation costs, accommodation options, etc.
b. Security Needs
These requirements are met by job security institutions, including social and labour insurance, pension funds, health insurance, and accident insurance.

c. Social needs
The desire to be accepted in a group or the need to be respected are examples of social desires that can be expressed through interactions with others.

d. The need for honour
The need for rewards shows itself in the form of skill-based recognition and rewards, the need to be respected and appreciated by other workers and superiors for work achievements, and the desire to be recognised and rewarded for one's achievements.

e. Self-actualisation
This need manifests itself in the interesting and rewarding nature of work in which workers mobilise their competencies, skills, abilities and potential. Companies are able to fulfil this need through training and further education.

4. Work Productivity (Y)
According to Sinungan in Putriana & Sahputra (2021), work productivity is the ability of a person or group of people to produce goods and services within a certain time that has been determined or in accordance with the plan.

Indicators of work productivity in this study according to Mulyadi (2015) in Putriana & Sahputra (2021), include:

a. Ability
The ability to carry out responsibilities or obligations. The expertise and level of professionalism displayed by workers in a particular workplace have a significant impact on the level of performance that can be achieved by these workers. This has the potential to provide the necessary motivation to do the work that has been allocated.

b. Improvement of results achieved
The effects of endeavoring to improve such outcomes can be felt by the people who contribute to those outcomes and those who benefit from them.

c. Morale in the workplace
This can also be interpreted as an effort to improve on the achievements that have been made. Work ethic and current achievements compared to the results of previous efforts are two indicators that can be used to measure morale.

d. Self-development
Self-development can be done by looking at the challenges and expectations faced. The stronger the challenge, the more self-development will be needed.

e. Efficiency
Efficiency is a measure of the success of an activity that is assessed based on the number of costs/resources used to achieve the desired results.

f. Quality
Quality is the result of work that can be shown by the ability possessed by employees in carrying out their work.

In this study, data collection was carried out by description. Observation method, questionnaire approach, and literature review technique. In this study, data collection was carried out by description. Observation method, questionnaire approach, and literature review technique. Instrument testing uses validity and reliability. The analytical tool used is multiple linear regression analysis and...
correlation (R). Hypothesis testing partially using the t-test and simultaneously using the F-test.

RESULTS AND DISCUSSION

Test Instruments

A. Validity Test

According to Ghozali (2021:66), the Validity Test is a measure of showing the validity level of an instrument. The questionnaire can be said to be valid if the calculation $r_{\text{count}} > r_{\text{table}}$ with a significance value of 0.05 then the items on the questionnaire in the question can be declared valid. The DF value in this study is $DF = 50 - 2 = 48$, from the existing DF value and the two-way significance determined is 0.05, the table r value obtained is 0.2787.

Table 4.1 Comparison of $r$ Count and $r$ Table

<table>
<thead>
<tr>
<th>Indicators</th>
<th>$r$ Calculate Value</th>
<th>Value $r$ Table</th>
<th>Significance</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Environment (X1)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X1.1.1</td>
<td>0,683</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X1.1.2</td>
<td>0,678</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X1.2.1</td>
<td>0,524</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X1.2.2</td>
<td>0,596</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X1.3.1</td>
<td>0,509</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X1.3.2</td>
<td>0,466</td>
<td>0,2787</td>
<td>0,001</td>
<td>Valid</td>
</tr>
<tr>
<td>Work Discipline (X2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X2.1</td>
<td>0,445</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X2.2</td>
<td>0,603</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X2.3</td>
<td>0,905</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X2.4</td>
<td>0,655</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X2.5</td>
<td>0,905</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>Work Motivation (X3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>X3.1</td>
<td>0,674</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X3.2</td>
<td>0,782</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X3.3</td>
<td>0,648</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X3.4</td>
<td>0,819</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>X3.5</td>
<td>0,565</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>Work Productivity (Y)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Y1.1</td>
<td>0,775</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>Y1.2</td>
<td>0,840</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>Y1.3</td>
<td>0,808</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>Y1.4</td>
<td>0,785</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>Y1.5</td>
<td>0,840</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
<tr>
<td>Y1.6</td>
<td>0,775</td>
<td>0,2787</td>
<td>0,000</td>
<td>Valid</td>
</tr>
</tbody>
</table>

Source: Data processed
Because the value of \( r \) count all existing variable indicators is higher than the table \( r \) value (\( r \) count > 0.2787) and the significance value is below 0.05 (Sig < 0.05), it can be concluded that all instruments in this study are valid.

**B. Reliability Test**

According to Ghozali (2021:61), reliability test is a method to measure a questionnaire which is one of the variable indicators. If the Cronbach Alpha number is more than 0.60 then it can be ascertained that the questionnaire is reliable or consistent.

### Table 4.2 Reliability Tests X1, X2, X3 and Y

<table>
<thead>
<tr>
<th>No</th>
<th>Variable</th>
<th>Cronbach's Alpha</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Work Environment</td>
<td>0.697</td>
<td>Reliable</td>
</tr>
<tr>
<td>2</td>
<td>Work Discipline</td>
<td>0.748</td>
<td>Reliable</td>
</tr>
<tr>
<td>3</td>
<td>Work Motivation</td>
<td>0.736</td>
<td>Reliable</td>
</tr>
<tr>
<td>4</td>
<td>Work Productivity</td>
<td>0.890</td>
<td>Reliable</td>
</tr>
</tbody>
</table>

Source: Data processed

The value on cronbach Alpha in each variable (Work Environment, Work Discipline, Work Motivation and Work Productivity) is more than 0.60 which means that the answer given by the respondent has been trusted or reliable or has been reliable.

The results of the Kolmogorov-Smirnove normality test concluded that the existing data were normally distributed. That way, the assumption of normality in the regression model has been met.

### Table 4.3 Kolmogorov-Smirnov test

<table>
<thead>
<tr>
<th>Normal Parameter a,b</th>
<th>N</th>
<th>50</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td></td>
<td>.000000</td>
</tr>
<tr>
<td>Std. Deviation</td>
<td></td>
<td>2.04048036</td>
</tr>
</tbody>
</table>

Source: Data processed

a. Test distibution is Normal  
b. Calculated from data  
c. Lilliefors Significance Correction  
d. This is a lower bounded of the true Significance
B. Multicholinearity Test
According to Ghozali (2021:157), Multicholinearity occurs when many or all of the variables considered independent turn out to be strongly related to each other.

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>6.304</td>
<td>5.155</td>
</tr>
<tr>
<td></td>
<td>Working Environment</td>
<td>.445</td>
<td>.214</td>
</tr>
<tr>
<td></td>
<td>Work Discipline</td>
<td>.206</td>
<td>.240</td>
</tr>
<tr>
<td></td>
<td>Motivation</td>
<td>.604</td>
<td>.224</td>
</tr>
</tbody>
</table>

Table 4.4 Multicholinearity Test

From the output above, it can be seen that the Tolerance value of all independent variables is greater than 0.01 (Tolerance ≥ 0.01) and the VIF value of all independent variables is smaller than 10 (VIF ≤ 10), so it can be concluded that there is no multicholinearity in this study.

C. Heteroskedasticity Test
According to Ghozali (2021:178), the purpose of the heteroskedasticity test is to determine the presence or absence of variance and residual variance in the regression model between one observation and another. Detection of the presence or absence of heteroskedasticity can be done by looking at the absence of a certain pattern on the scatterplot chart between SRESID and ZPRED where the Y axis is the predicted Y. And the X-axis is residual (Y prediction – true Y) that has been studentized.

Figure 4.1 Scatterplot Chart
From the output above, it can be seen that the points on the graph spread out and do not form a pattern, so there is no heteroskedasticity in the regression model.

Multiple Linear Regression Test
According to Sugiyono, 2014 in Nurfarohim & Irawan (2021), Multiple regression is used to predict how the state (ups and downs) of dependent variables (bound), when two or more independent (free) variables as predictor factors are increased/decreased in value.

Table 4.5 Multiple Linear Regression Analysis

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>6.304</td>
<td>5.155</td>
<td>1.223</td>
</tr>
<tr>
<td>Working Environment</td>
<td>.445</td>
<td>.214</td>
<td>.312</td>
</tr>
<tr>
<td>Work Discipline</td>
<td>.206</td>
<td>.240</td>
<td>.248</td>
</tr>
<tr>
<td>Motivation</td>
<td>.604</td>
<td>.224</td>
<td>.430</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Work Productivity

Y=α+β_1 X_1+β_2 X_2+β_3 X_3+e
Y=6.304+0.445X_1+0.206X_2+0.604X_3+e

The constant (α) indicates the number 6.304. This means that if the variables Work Environment (X1), Work Discipline (X2), and Work Motivation (X3) are equal to zero (if these variables are not included in this regression equation), then the value of Work Productivity is 6.304.

Hypothesis Test
A. t-test (Partial)
T-test (partial), The t-test is used to determine the effect of each free (independent) variable on the bound (dependent) variable partially. Decision making based on the comparison of calculated t values and critical values according to the significant level used is 0.05.

T table is calculated with a two-way significance level of 0.025 with a Degree of

Table 4.6 t tests (Partial)

<table>
<thead>
<tr>
<th>Mode</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (Constant)</td>
<td>6.304</td>
<td>5.155</td>
<td>1.223</td>
</tr>
<tr>
<td>Working Environment</td>
<td>.445</td>
<td>.214</td>
<td>.312</td>
</tr>
<tr>
<td>Work Discipline</td>
<td>.206</td>
<td>.240</td>
<td>.248</td>
</tr>
<tr>
<td>Motivation</td>
<td>.604</td>
<td>.224</td>
<td>.430</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Work Productivity

Freedom value (Df = n – k) i.e. Df = 50 – 4 = 46, so that in the table t value is 2.013. Because t calculate > t table 2.013 and the significance level < 0.05, this shows that the variables Work Environment (X1), Work Discipline (X2) and Work Motivation (X3) have a partial significant effect on Work Productivity (Y).
B. Test F (Simultaneous)

To determine whether or not the influence of free variables together on bound variables is used, a probability of 5% (α=0.05) is used.

Table 4.14  F (Simultaneously) Tests.

<table>
<thead>
<tr>
<th>Mode</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>84.486</td>
<td>3</td>
<td>28.162</td>
<td>6.350</td>
<td>001b</td>
</tr>
<tr>
<td>Residual</td>
<td>204.014</td>
<td>46</td>
<td>4.435</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>288.500</td>
<td>49</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Work Productivity
b. Predictors : (Constant), Work Motivation, Work Environment Discipline

If the value of f calculates > f table and the significance level < 0.05 then it can be concluded that the independent variable simultaneously has a significant effect on the dependent variable. F table is calculated with a significance level of 0.05 with a Degree of Freedom value (Df 1 = 4 – 1 = 3) and (Df 2 = n – k – 1 = 50 – 4 – 1 = 95), so that the result of f table is 2.70. In the output above, it can be seen that the value of f count (6.350) > f table (2.70) with a significance of 0.001. This shows that Work Environment (X1), Work Discipline (X2) and Work Motivation (X3) simultaneously have a significant effect on Work Productivity(Y).

A. Coefficient of Determination (R²)

R2 is used to measure the best precision of multiple analyses. If R2 approaches one (1) then it says the stronger the variation of the free variable in explaining against the bound variable.

Based on the findings of this test, 78.3% variance of variables representing work productivity can be explained by variables representing the work environment, work discipline, and work motivation. While the remaining 21.7% can be accounted for by other factors that are not taken into account in the research model.

Table 4.15 Coefficient of Determination Test

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>619</td>
<td>.783</td>
<td>.746</td>
<td>.26994</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Work Motivation, Work Environment Discipline
b. Dependent Variable: Work Productivity

Source: Data processed
MANAGERIAL IMPLICATION

a) In the Work Environment variable, indicators of relationships between employees have a low value, therefore the advice that researchers can give is that it should be necessary to improve communication between village devices.

b) In the Work Discipline variable, the attendance rate indicator cannot be known because there is no attendance yet. Therefore researchers suggest that the need for absenteeism be enforced. This is done in order to be able to find out the level of employee attendance to support high work productivity.

c) Researchers also suggest maintaining a high level of employee work motivation because in this study the Work Motivation variable is the most dominant variable in influencing the work productivity of village officials after the new normal in Banjaransari Village Government, Padas District.

d) In the next study, it is hoped that it will be able to discuss the level of work productivity with other supporting aspects that are different with a higher sample range and use more references to obtain wider research results.

CONCLUSION

Based on the results of the analysis and hypothesis testing on existing variables, it can be concluded as follows:


2. Work discipline affects the Work Productivity of village officials after the new normal in the Village Government.


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