



Empowerment, Work Environment and Fatigue on Employee Productivity in the Pottery Industry

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ABSTRACT

The success and success of a business cannot be determined by the size of the capital, but is also determined by other factors, namely the success of business actors in managing their human resources. The problem in this research is the unstable employee productivity caused by several factors. This research was conducted to examine the effect of empowerment, work environment and fatigue which partially and simultaneously have a significant effect on the productivity of the moving pottery industry employee performance. Respondents in this study were employees of the pottery industry, totaling 40 respondents. By using multiple linear regression analysis technique, it was found that empowerment had no significant effect, while work environment and fatigue had a significant effect on productivity. Simultaneously empowerment, work environment and fatigue have a significant effect on productivity. This study has limitations, namely only examining the employees of the pottery industry in Lumajang Regency, so it is hoped that these limitations can be investigated in further research.

KEYWORDS: Empowerment, Environment, Fatigue, Productivity

INTRODUCTION

The business world is currently developing quite rapidly, where these conditions require a good management construction pattern, meaning that the pattern can adapt and can accommodate all changes, both ongoing and occurring quickly, precisely and purposefully and at a low cost. Currently the system in the organization is no longer seen as a closed system "Closed System" but the organization is considered an open system "Opened System" that can respond and accommodate all changes efficiently.

The survival of a business is not only determined by the success in carrying out good financial management based on the strength of capital, but is also determined by the success in managing its human resources. Human resource management itself is intended, namely that business actors must be able to unite the perceptions of employees and leaders in order to achieve goals, including the formation of a good work mentality with high dedication and loyalty to their work, providing work motivation, compensation, guidance, direction and coordination. good at working by a leader to his subordinates.

Empowerment is a means that can be used as a stimulus in increasing work productivity. Employees will bring out their full potential through empowerment activities. Carrying out empowerment activities for employees is an obligation

for business actors to maintain business continuity by continuously increasing their productivity. Empowerment can be in the form of giving more responsibilities or tasks so that it reflects responsibility and work spirit that can lead to a desire to work. Empowerment, work environment and work fatigue can also affect the performance or productivity of an employee. Several empirical studies prove this, including Merlin Kurniati and Prastyo Widyo Iswara (2013), in their research entitled The Effect of Work Stress, Work Environment and Organizational Culture on Lecturer Performance, giving the results that the work environment, work stress, organizational culture simultaneously and significantly affect the performance of lecturers. Suryani, D. & Wulandari (2009) in their research entitled Relationship between Workload, Work Stress and Conflict Level with Nurses' Work Fatigue at Pdhi Islamic Hospital Yogyakarta, Yogyakarta City. The results showed that there was a significant relationship between workload, work stress and the level of conflict with work fatigue. Diana Khairani Sofyan (2013) (Sofyan, 2013), in her research entitled The Effect of the Work Environment on the Work Performance of BAPPEDA Employees. The results showed that there was a significant influence between the work environment on employee performance at BAPPEDA District X. organizational culture simultaneously and significantly affects the performance of lecturers. Suryani, D. & Wulandari (2009) in their research entitled Relationship between Workload, Work Stress and



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work environment on employee performance at BAPPEDA District X.

In Lumajang district there is a pesantren cooperative which is engaged in the business of making soap made from Etawa goat's milk. The cooperative embraces students and the surrounding community to become its employees. Soap products are still marketed independently in a limited scope in Lumajang Regency. The manufacture of soap products is done manually by each employee. Empowerment, work environment and work fatigue can affect the quality of work of employees. This encourages interest in researching the effect of empowerment, work environment and fatigue on the work productivity of zain amanah maslaha kooptren employees.

Several empirical studies prove this, including Merlin Kurniati and Prastyo Widyo Iswara (2013), in their research entitled *The Effect of Work Stress, Work Environment and Organizational Culture on Lecturer Performance*, giving the results that work environment, work stress, organizational culture simultaneously affect and significant to the performance of lecturers. Suryani, D. & Wulandari (2009) in their research entitled *The Relationship Between Workload, Work Stress And Level of Conflict with Nurse Work Fatigue at Pdhi Yogyakarta Islamic Hospital, Yogyakarta City*. The results showed that there was a significant relationship between workload, work stress and the level of conflict with work fatigue. Diana Khairani Sofyan (2013)(Sofyan, 2013), in his research entitled *The Effect of the Work Environment on the Work Performance of BAPPEDA Employees*. The results of the study indicate that there is a significant influence between the work environment on the work performance of employees in BAPPEDA District X, so it is clear that work productivity is strongly influenced by the work environment.

In Lumajang Regency there is a pottery industry. Making quality pottery products requires high skill and concentration for employees. Empowerment, the surrounding environment and work fatigue can affect product quality s. This prompted interest in researching the effect of empowerment, work environment and fatigue on pottery employees on their productivity.

RESEARCH METHODS

The purpose of this study is explanatory research where explanatory research is a type of research that explains the causal relationship between one variable and another through hypothesis testing. Based on its nature, this research is exploratory because further testing is needed on a study, so this research is exploratory.

The data used in this study is primary data. Primary data were collected by researchers to answer research questions. In this study, the primary data used were the results of filling out questionnaires by respondents, namely the pottery craft employees of Kab. Lumajang.. The type of data is internal data obtained from pottery employees Kab. Lumajang. The

population in this study were all employees of pottery craft Kab. Lumajang. This research belongs to the type of survey research, namely research that does not make changes or there is no special treatment of the variables studied (non-experimental). The purpose of this research is explanatory research where explanatory research is a type of research that explains the causal relationship between one variable and another through hypothesis testing. Based on its nature, this research is exploratory because it requires further testing of a study, namely exploratory research. The research was conducted on the Lumajang community who are also employees of the pottery craft of Lumajang Regency. The reason for selecting this object is because by selecting employees it is hoped that the data or responses obtained from this research can provide accurate results about the factors that affect their productivity. The data used in this study is primary data. Primary data were collected by researchers to answer research questions. In this study, the type of data is internal data obtained from employees of the pottery craft district. Lumajang The population in this study were all employees of Kopontren Zain Amanah Maslaha Kab. Lumajang. The method of determining the size of the sample used is the method developed by Roscoe in his book *Research Methods For Business* (1982:253) as quoted in (Sugiyono, 2009:129), that is, if the research will conduct multivariate analysis, the total number of sample members is at least 10 (ten) times the number of variables studied, including the number of independent and dependent variables. The analysis used in this study was multivariate analysis, namely multiple linear regression analysis and path analysis consisting of 4 (four) variables. Researchers will take a large number of samples to collect respondents' opinions that each variable is represented by 10×4 variables = 40 samples. Data collection techniques using questionnaires sent to respondents. that is. pottery employees The aim was to collect respondents' opinions about empowerment, work environment and fatigue and their effect on work productivity. The measurement of the data is done by giving a score for each answer to the question from the questionnaire. The assessment in this study is based on a Likert scale. The research model that describes the relationship between the variables to be tested which is the research paradigm is described as follows: The scoring in this study is based on a Likert scale. The research model that describes the relationship between the variables to be tested which is the research paradigm is described as follows: The scoring in this study is based on a Likert scale.



Figure 1. Research Model

The data analysis technique in this study will be carried out using multiple linear regression analysis models with the IBM SPSS 24 application. Previously the research instrument was tested because the research instrument used was a questionnaire that had to be tested for validity and reliability. Before testing the hypothesis, it is necessary to test the validity and reliability of the questionnaire used to collect respondent data. The validity test was conducted to find out the extent to which the proposed questionnaire could dig up the required data or information. As stated by Arikunto (2003:135) that the instrument is said to be valid if it is able to explore what is desired and disclose data from the variables studied appropriately. According to Sugiyono (2008:134), the minimum requirement for qualitative data is considered to meet the validity requirements if r is at least 0,3. So if the correlation between items with a total score of less than 0.3 then the items on the instrument are declared invalid. Reliability or reliability is carried out to determine the extent to which the questionnaire submitted can provide results that are not different (Sugiyono, 2008: 137). If repeated measurements of the same subject at different times. A questionnaire is said to have reliability or can be trusted. If the questionnaire is stable and reliable, then the repeated use of the questionnaire will give similar results. Multiple regression analysis is an analytical method used to determine the accuracy of predicting the effect that occurs between the independent variable (X) on the dependent variable. variable (Y). The formula for multiple regression is as follows: $Y=a+b_1 X_1+b_2 X_2+b_3 X_3+e$. After performing multiple linear regression analysis, then hypothesis testing is carried out to determine whether there is an influence and how much influence the independent variables have on the dependent variable either partially or simultaneously. The t-test was used to determine the effect of the independent variable on the independent variable which was partially tested by means of significance. The F test is used to determine the effect of the independent variables on the dependent variable simultaneously which is tested by means of significance. The coefficient of determination (R^2) is intended to determine the best level of accuracy in regression analysis. then hypothesis testing is used to determine whether there is an effect and how much influence the independent variable has on the dependent variable either partially or simultaneously. The t-test was used to determine the effect of the independent variable on the independent variable which was partially tested by means of significance. The F test is used to determine the effect of the independent variables on the dependent variable simultaneously which is tested by means of significance. The coefficient of determination (R^2) is intended to determine the best level of accuracy in regression analysis. then hypothesis testing is used to determine whether there is an effect and how much influence the independent variable has on the dependent variable either partially or simultaneously. The t-test was used to determine the effect of the independent variable on the independent variable which was partially tested by means of significance. The F test is used to determine the effect of the independent variables on the dependent variable simultaneously which is tested by means of significance. The coefficient of determination (R^2) is intended to determine the best level of accuracy in regression analysis. then hypothesis testing is used to determine whether there is an effect and how much influence the independent variable has on the dependent variable either partially or simultaneously. The t-test was used to determine the effect of the independent variable on the independent variable which was partially tested by means of significance.

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RESULTS AND DISCUSSION

Micro industry is a stand-alone productive economic business carried out by individuals or business entities that are not subsidiaries or branches of companies that are owned, controlled, or become a part, either directly or indirectly, of the micro industry, small business or large business that meets the criteria. micro-enterprises (UU RI. No. 20 of 2008). Talking about the industrial world is closely related to entrepreneurs, considering that entrepreneurial theory is often unable to provide satisfactory answers to the problems faced in analyzing and building micro-industry, it should be realized that the facts show that micro-industry only covers a part of all economic activities, and micro-industry will only can live in very special conditions.

Table 1. Description of Respondents by Gender

No	Gender	Amount	%
1	Man	36	90.00%
2	Woman	4	10.00%
	Amount	40	100%

Data source: Research Questionnaire Results, 2021

The data above shows that of the 40 selected respondents, it shows that the employees of the pottery micro industry are dominated by male respondents, namely 90%.

Table 2. Description of Respondents by Age

No	Age	Amount	%
1	17 - 25 years old	5	12.5%
2	26 - 33 years old	11	27.5%
3	34 - 41 years	10	25.0%
4	42 – 49 years old	11	27.5%
5	50 years and over	3	7.5%
	Amount	40	100%

Data source: Research Questionnaire Results, 2021

The data above shows that of the 200 selected respondents, it shows that the pottery production of employees. The micro pottery craft industry is dominated by respondents aged 17 to 25 years and 42 to 49 years, 27.5% respectively.

Table 3. Description of Respondents Based on Education

No	Education	Amount	%
1	SD	11	36.67%
2	Junior high school	19	30.0%
3	SENIOR HIGH SCHOOL	10	33.33%
4	BACHELOR	0	0%
	Amount	40	100%

Data source: Research Questionnaire Results, 2021

The data above shows that of the 40 selected respondents, it shows that the employees of the pottery micro industry are dominated by respondents with an elementary education level of 36.67%.

Table 4. Description of Respondents Based on Status

No	Education	Amount	%
1	Marry	32	80.00%
2	Not married yet	8	20.00%
	Amount	40	100%

Data source: Research Questionnaire Results, 2021

The data above shows that of the 40 selected respondents, 80% of the employees of the pottery micro industry are dominated by married respondents.

The results of testing the validity of the empowerment variable (X1) there are 4 (four) invalid statements, namely X1.1, X1.2, X1.4 and X1.5. The results of testing the validity of the environmental variable (X2) there is 1 (one) invalid statement, namely in X2.4. While the results of the validity test on the fatigue variable (X3) there are 2 (two) invalid statements, namely in X3.4 and X3.5. Therefore, invalid statements will be issued and the data will be retested for validity. The results of testing the validity of the questionnaire on 4 (four) variables in this study indicate that all statement items in each variable have r count > 0.3 with a significant level below 5%, it can be concluded that all questionnaires used to explore the data are valid. so that it can dig up the data or information needed. *Alpha Cronbach* as listed in table 5.11. So it can be concluded that all the concepts of measuring each variable from the questionnaire used in this study are reliable questionnaires.

A good regression model must be free from the problem of deviation from classical assumptions or basic assumptions. The following are the results of testing the classical assumptions in the regression model. The results of the data normality test show a normal graph in the model where the points are not far from the diagonal line, this means that the two regression models are normally distributed. The



test results show that all variables used as predictors of the regression model show a fairly small VIF value, where all of them are below 10 and the tolerance value is more than 0.1. This means that the independent variables used in this study do not show symptoms of multicollinearity, meaning that all the independent variables in this study are independent variables. The results of the heteroscedasticity test show that there is no clear pattern from these points.

Multiple linear regression testing between empowerment (X1), environment (X2) and fatigue (X3) on productivity (Y) gives the following regression equation:

$$Y = 26.745 - 0.041 X1 + 0.115 X2 - 0.116 X3$$

Hypothesis Testing 1

H1 : There is a significant effect of empowerment on employee productivity in the micro pottery industry in the sub-district. Lumajang

First we determine $t_{(table)}$ where the value of $t_{(table)}$ with $\alpha=5\%$, $df(n-2)$ we get $t_{(table)}$ ($\alpha/2;40-2=0.025;38$) = ± 2.02439

test criteria;

The hypothesis is accepted if $t_{hitung} > t_{table}$ or $t_{hitung} < -t_{table}$

The hypothesis is rejected if $-t_{table} \leq t_{hitung} \leq t_{table}$

The value of t count is -0.235 with a significance level of 0.816 which means t_{count} (-0.235) lies between $-t_{table}$ (-2.02439) and t_{table} (2.02439) and sig (0.816) $> \alpha$ (0.05) so that the hypothesis is rejected and it is concluded that empowerment (X1) has no significant effect on productivity (Y).

Hypothesis Testing 2

H2 : There is a significant environmental influence on employee productivity in the micro pottery industry in the sub-district. Lumajang

First we determine $t_{(table)}$ where the value of $t_{(table)}$ with $\alpha=5\%$, $df(n-2)$ we get $t_{(table)}$ ($\alpha/2;40-2=0.025;38$) = ± 2.02439

test criteria;

The hypothesis is accepted if $t_{hitung} > t_{table}$ or $t_{hitung} < -t_{table}$

The hypothesis is rejected if $-t_{table} \leq t_{hitung} \leq t_{table}$

The t-count value is 2.673 with a significance level of 0.005 which means t_{count} (2.673) $< t_{table}$ (2.02439) and t_{table} (2.02439) and sig (0.005) $< \alpha$ (0.05) so that the hypothesis is accepted and it is concluded that the environment (X2) has a significant effect on productivity (Y)

Hypothesis Testing 3

H3 : There is a significant effect of work fatigue on employee

productivity in the micro pottery industry in the sub-district. Lumajang

First we determine $t_{(table)}$ where the value of $t_{(table)}$ with $\alpha=5\%$, $df(n-2)$ we get $t_{(table)}$ ($\alpha/2;40-2=0.025;38$) = ± 2.02439

test criteria;

The hypothesis is accepted if $t_{hitung} > t_{table}$ or $t_{hitung} < -t_{table}$

The hypothesis is rejected if $-t_{table} \leq t_{hitung} \leq t_{table}$

The t-count value is -3.015 with a significance level of 0.017 which means t_{count} (-3.015) $< -t_{table}$ (-2.02439) and t_{table} (2.02439) and sig (0.017) $< \alpha$ (0.05) so that the hypothesis is accepted and it is concluded that the environment (X3) has a significant effect on productivity (Y)

Hypothesis Testing 4

H4: It is suspected that empowerment, work environment and fatigue simultaneously have a significant effect on employee productivity in the micro-pottery industry in the sub-district. Lumajang First we determine F (table,) where the value of F (table,) with α ; (df1); (df2) = (α 0.05); (df1:3); (df2=40-2- 1= 37) obtained F table of 2.86

test criteria;

The hypothesis is accepted if $F_{count} > F_{table}$

The hypothesis is rejected if $F_{count} < F_{table}$

Based on the test results, the calculated F value is 8.344 with a significance level of 0.004 meaning $F_{arithmatic}$ (8.344) $> F_{table}$ (2.86) and sig (0.004) $< \alpha$ (0.05) then the hypothesis is accepted and it is concluded that there is an influence of empowerment, environment and fatigue is simultaneously significant to productivity.

The coefficient of determination (R Square) obtained is 0.428. This means that 42.8% of the productivity of silver craftsmen in the Industrial Center of employees of the micro-pottery industry in Lumajang district can be explained by the variables of empowerment, environment and fatigue, while the remaining 57.2% of performance is influenced by other variables not examined in this study. This discussion relates to the results of testing the first hypothesis which states that there is a significant influence of empowerment on employee productivity in the micro-pottery industry in the District. Lumajang. The results showed that empowerment had no significant effect on productivity. The results of this test contradict the research of Pramayani & Adnyani (2018), Prabawa & Suprta (2018) whose research results show that empowerment has an effect on increasing work productivity. Empowerment does not mean only involving employees but involving them by giving a real voice. Involving employees in making decisions regarding their work is a basic principle of good management. With total quality management, this principle even takes precedence. Employees are involved

not only in decision making but also in the creative thinking process that initiates decision making. In this study, empowerment has no effect on productivity, it can be explained that the employees of the micro pottery industry who are respondents in this study on average have their own expertise, so the element of empowerment does not occur here. Empowerment does not mean only involving employees but involving them by giving a real voice. Involving employees in making decisions regarding their work is a basic principle of good management. With total quality management, this principle even takes precedence. Employees are involved not only in decision making but also in the creative thinking process that initiates decision making. In this study, empowerment has no effect on productivity, it can be explained that the employees of the micro pottery industry who are respondents in this study on average have their own expertise, so the element of empowerment does not occur here. Empowerment does not mean only involving employees but involving them by giving a real voice. Involving employees in making decisions regarding their work is a basic principle of good management. With total quality management, this principle even takes precedence. Employees are involved not only in decision making but also in the creative thinking process that initiates decision making. In this study, empowerment has no effect on productivity, it can be explained that the employees of the micro pottery industry who are respondents in this study on average have their own expertise, so the element of empowerment does not occur here. Employees are involved not only in decision making but also in the creative thinking process that initiates decision making. In this study, empowerment has no effect on productivity, it can be explained that the employees of the micro pottery industry who are respondents in this study on average have their own expertise, so the element of empowerment does not occur here. Employees are involved not only in decision making but also in the creative thinking process that initiates decision making. In this study, empowerment has no effect on productivity, it can be explained that the employees of the micro pottery industry who are respondents in this study on average have their own expertise, so the element of empowerment does not occur here. Employees are involved not only in decision making but also in the creative thinking process that initiates decision making. In this study, empowerment has no effect on productivity, it can be explained that the employees of the micro pottery industry who are respondents in this study on average have their own expertise, so the element of empowerment does not occur here. Employees are involved not only in decision making but also in the creative thinking process that initiates decision making. In this study, empowerment has no effect on productivity, it can be explained that the employees of the micro pottery industry who are respondents in this study on average have their own expertise, so the element of empowerment does not occur here. Employees are involved not only in decision making but also in the creative thinking process that initiates decision making. In this study, empowerment has no effect on productivity, it can be explained that the employees of the micro pottery industry who are respondents in this study on average have their own expertise, so the element of empowerment does not occur here. Employees are involved not only in decision making but also in the creative thinking process that initiates decision making. In this study, empowerment has no effect on productivity, it can be explained that the employees of the micro pottery industry who are respondents in this study on average have their own expertise, so the element of empowerment does not occur here.

This action will facilitate decision making and support organizations that are easy to adapt to changes in the environment that occur so that the organization is more competitive than its competitors. This discussion relates to the results of testing the second hypothesis which states that there is a significant environmental influence on the work productivity of employees of the pottery micro industry in Kab. Lumajang. The results showed that the work environment had a significant effect on productivity. The results of this study are in line with the research of Suryani & Wulandari (2013), Diana Khairani (2013) whose research results in the work environment affect work productivity. This can be explained that the manufacture of quality soap products requires a comfortable environment, including lighting, ventilation and room conditions that support in producing quality soap products. Do not escape also about the work environment required a sense of security around it so that craftsmen can feel calm in doing their work. A good and conducive work environment is expected to achieve more effective results. So effectiveness in the organization can be further enhanced by creating situations with job characteristics that are in line with the nature of the job developer. It is recommended that there are several strategies to develop a work environment that leads to goals, namely: (a) job selection and placement, (b) education and development, (c) clear task design or design and (d) assessment and remuneration or achievement. Together, these activities can make a major contribution to the improvement of the work environment in which organizational effectiveness is ultimately determined. This discussion relates to the results of testing the third hypothesis which states that there is an effect of fatigue on employee productivity in the pottery micro industry in Lumajang Regency. The results showed that fatigue had a significant effect on productivity. The results of this study are in line with the research of Kondangen P. Elia, et al (2016), Maulid Sidiq (2019) whose research results show that fatigue affects work productivity. It is proven that the results of the study show a negative relationship between work fatigue and productivity, meaning that if the fatigue experienced by employees is higher, their productivity will decrease and vice versa. The lower the level of fatigue experienced by employees, the productivity will increase. This discussion relates to the results of testing the fourth hypothesis which states that there is a simultaneous significant influence of empowerment, work environment and fatigue on employee productivity in the pottery micro industry in Lumajang Regency. The combination of empowerment, work environment and fatigue together will affect productivity. So in principle, because making soap products is a job that requires high concentration, high skills and high work motivation, it is very necessary to always maintain empowerment, work environment and avoid work fatigue if you want employees to be able to produce high productivity.

CONCLUSION

Based on the results of the research and discussion described above, the following conclusions can be drawn: a) Empowerment has no significant effect on employee productivity in the micro pottery industry in the District. Lumajang. b) The work environment has a significant effect on employee productivity in the sub-district pottery micro industry. Lumajang. c) Fatigue has a significant effect on employee productivity in the micro pottery industry in Lumajang. d) Empowerment, work environment and fatigue have a significant effect simultaneously on employee productivity in the micro pottery industry in Lumajang. Based on the results of the research and discussion above, the suggestions given to several parties are as follows:

For the micro-industry of pottery crafts

Contribute scientific thinking to employees of the pottery micro industry, in order to create a conducive working atmosphere and always keep employees from experiencing work fatigue which can lead to a decrease in productivity. Although empowerment has no effect, it is necessary to make efforts to increase employee empowerment so that they are motivated to produce quality soap products.

For Further Research

The limitation of this study is the research sample, which is only limited to employees of the Lumajang pottery micro industry, whereas in Lumajang there are many similar industries. Therefore, it is recommended for further researchers to conduct research with a wider research object. Considering that the sample of respondents studied has different characters, it will be very interesting if further research is carried out.

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