The Influence Of Organizational Culture, Job Insecurity, And Job Satisfaction On Employee Productivity (Study At PDAM Tirta Amerta, Blora Regency)

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Article Information		*Abstract*
Submission date	06 Desember 2023	***Research aim:*** *This research aims to determine the influence of organizational culture, job insecurity, and job satisfaction on employee work productivity at PDAM Tirta Amerta, Blora Regency.*
Revised date	08 Desember 2023	***Design/Methode/Approach:*** *This type of research is quantitative research that uses statistical analysis. The population in this study was 174 employees and the sample determined in this study was 121 employees with a sampling technique using the Slovin formula. This research uses SPSS software to answer the main facts using a list of questionnaires that respondents have answered.*
Accepted date	12 Desember 2023	***Research Finding:*** *The findings in this research are that organizational culture influences employee work productivity at PDAM Tirta Amerta, job insecurity influences employee work productivity at PDAM Tirta Amerta, and job satisfaction influences employee work productivity at PDAM Tirta Amerta, Blora Regency.*
		Keywords: *Organizational culture, job insecurity, job satisfaction, employee work productivity*

1. Introduction

Every organization or company needs resources to achieve its goals. One of them is human resources or employees. Human resources (HR) or employees are the most important resource when compared to other resources. The quality of human resources or employees can be measured by the productivity of their employees' work for the organization.

Employee work productivity is a very important factor in supporting the success of a company, where high productivity will provide benefits for the company and its employees, especially their welfare (Wahyuningsih, 2019). Work productivity is an issue that must receive serious attention from the company, because increasing work productivity in the company will not happen by itself, but there is a good effort and role from the company and its employees (Purwanto & Wulandari, 2016). Productivity is the ability of a set of economic resources to produce something as a comparison between sacrifice (input) and production (output), (Sinungan, 2003). Work productivity among employees is generated based on what employees do in accordance with their responsibilities in carrying out a task that has been determined by the company to create good results and in accordance with the targets that have been determined by the company (Saputra, 2014). Success in a company is of course closely related

to the quality of work which can increase the work productivity of its employees, thus companies are required to manage their employees in such a way as to obtain an optimal balance for employees and the company itself. Good employee productivity will increase company profits and can influence the success of a company (Bagus, 2019).

Achieving company goals requires managing Human Resources effectively and efficiently. Human Resources Management not only pays attention to the interests of the company, but also pays attention to employee needs and the demands of the wider community. Employee contributions to the company will determine whether or not a company is able to achieve its long-term goals of continuing to grow and develop. The characteristics of an employee, the effort and willingness to work professionally, as well as various things within the organization are very influential in reflecting employee performance in a company.

PDAM Tirta Amerta Blora Regency is a company engaged in community services, so that human resources play a vital function in carrying out its operational activities. For this reason, the company wants every employee to be able to improve their performance. However, in reality, not all employees of PDAM Tirta Amerta, Blora Regency have experienced improvements over time. It can be seen from employee absenteeism data during 2022 that the percentage of employee absenteeism or absence levels during 2022 experienced fluctuating increases and decreases.

The following table summarizes employee attendance at PDAM Tirta Amerta, Blora Regency in 2022:

Employee Absence Recapitulation
PDAM Tirta Amerta Blora Regency in 2022

No.	Month	Permission Number of days	Percentage (%)	Reason of illness Number of days	Percentage (%)
1.	January	15	9,2	3	4,8
2.	February	10	6,1	1	1,6
3.	Mart	8	4,9	1	1,6
4.	April	3	1,8	2	3,2
5.	May	13	8,0	12	19,4
6.	June	32	19,6	11	17,7
7.	July	17	10,4	5	8,1
8.	August	16	9,8	0	0,0
9.	September	15	9,2	7	11,3
10.	October	18	11,0	2	3,2
11.	November	7	4,3	5	8,1
12.	December	9	5,5	13	21,0
Total (days)		163	100%	62	100%

Source: PDAM Tirta Amerta, Blora Regency, 2022

From the table above, the attendance data in 2022 shows that the percentage of employee absenteeism or absenteeism in 2022 will experience a fluctuating increase or decrease. Based on the table above, the highest level of employee absences due to permits was in June, reaching 19.6% or 32 working days and for reasons of illness, the highest was in December, reaching 21.0% or 13 working days. The inability of employees to comply with

regulations and the increase in employees who are absent on work days indicate a decrease in employee work productivity at PDAM Tirta Amerta, Blora Regency. This can be linked to table 1.2, namely the summary of comparative data on total customer complaints from PDAM Tirta Amerta for 2021/2022, which is as follows:

Table 1.2
Recapitulation of comparative data on total customer complaints
PDAM Tirta Amerta in 2021/2022

No.	Type of Complaint	Tahun 2021	2022
1.	Water doesn't come out	289	208
2.	The water is too small	77	35
3.	Cloudy water	44	95
4.	Blocked	242	460
5.	Leaking house connections	984	1039
6.	Leaking transmission and distribution pipes	525	371
7.	Moving water meters (buried, etc.)	28	11
8.	Broken water meter	62	66
9.	Water meters missing	2	17
10.	Stop faucet is broken	78	40
11.	Lots of use	24	164
Total		Total	2.506

Source: PDAM Tirta Amerta, Blora Regency, 2021/2022

Based on table 1.2, it can be seen that the number of customer complaints from PDAM Tirta Amerta during 2021 and 2022 experienced significant fluctuations in the number of customer complaints. Especially customer complaints regarding leaking house connections, leaking transmission pipes, water not coming out or being blocked are the highest numbers submitted by customers every month.

In 2021, customer complaints related to leaking connections were recorded at 984, while in 2022 the number of complaints related to leaking connections was recorded to have increased, namely to 1039. Then customer complaints related to leaking transmission pipes in 2021 were 525, while in 2022 complaints related to leaking pipes transmission was observed to have decreased the number of complaints, namely to 371.

Apart from that, customer complaints regarding water not coming out are also included in the category of customer complaints whose numbers fluctuate significantly. In 2021, customer complaints related to water not coming out were recorded at 289 and the number of complaints decreased in 2022 to 208. And finally, customer complaints related to blocked water, in 2021 there were 242 recorded, then increased in 2022 to 460. customer complain.

Therefore, the background of this research is based on employee attendance data which is linked to recapitulation data on the comparison of total customer complaints from PDAM Tirta Amerta. This research focuses on keys that have the potential to influence employee work productivity, namely organizational culture, job insecurity and job satisfaction.

1.1. Statement of Problem

Based on the problems that occur, further research needs to be carried out on organizational culture, job insecurity, and job satisfaction and their impact on the work productivity of PDAM Tirta Amerta Blora Regency employees and the following research questions can be formulated:

1. Does organizational culture influence employee productivity?
2. Does Job Insecurity affect employee productivity?
3. Does job satisfaction affect employee productivity?

1.2. Research Objectives

Based on the background and problem formulation above, here are several objectives to be achieved in this research:

1. To determine the influence of organizational culture on employee work productivity at PDAM Tirta Amerta, Blora Regency
2. To determine the effect of job insecurity on employee work productivity at PDAM Tirta Amerta, Blora Regency
3. To find out the effect of job satisfaction on employee work productivity at PDAM Tirta Amerta, Blora Regency

2. Method

This research uses a quantitative type of research. Quantitative research is a research method that focuses on the variables that are the object of research and these variables must be interpreted in the form of operationalization of each variable. The quantitative approach is an approach related to structural functionalism, realism, positivism, behaviorism and empiricism which essentially emphasizes concrete things, empirical tests and real facts in the field (Sarwono, 2018).

This method was used in this research to collect data using the technique of distributing questionnaires to respondents. This research was conducted to determine the influence of organizational culture, job insecurity, and job satisfaction on employee work productivity.

1. **Population**

   Population is an area consisting of a group of people as objects and subjects who have certain quantities and characteristics determined by researchers to study and draw conclusions. So populations can be objects and other natural objects. Population is also not just the number of objects studied, but also includes all the characteristics or traits possessed by this subject or object (Klein, 2016). The population of this research is all employees of PDAM Tirta Amerta, Blora Regency, totaling 174 employees

2. **Sample**

   In connection with the population in the research that will be carried out by researchers, it is classified as a large population because the number of employees at PDAM Tirta

Amerta, Blora Regency is more than 100 employees, so the sampling technique in this research will use the Slovin formula :

$$n = \frac{N}{1 + Ne2}$$

With :

n = Sample Size

N = Population Size

e = Standard Error (5%)

From the formula above, research samples can be produced as large as:

$$n = \frac{174}{1 + 174(0,5)^2}$$

= 121.25 rounded up to 121 respondents

3. Results and Discussion

3.1 Validity and Reliability
Validity Test

The validity tests that have been carried out in this research are shown in the following table :

Table 3.1
Validity Test Result Data

No.	Variable	Question	Corrected Item total correlation	R table	Description
1.	Organizational culture (X1)	X1.1	0,630	0,1786	Valid
		X1.2	0,720	0,1786	Valid
		X1.3	0,509	0,1786	Valid
		X1.4	0,547	0,1786	Valid
		X1.5	0,624	0,1786	Valid
		X1.6	0,508	0,1786	Valid
		X1.7	0,604	0,1786	Valid
		X1.8	0,598	0,1786	Valid
		X1.9	0,657	0,1786	Valid
		X1.10	0,655	0,1786	Valid
		X1.11	0,664	0,1786	Valid
		X1.12	0,685	0,1786	Valid
		X1.13	0,541	0,1786	Valid
		X1.14	0,523	0,1786	Valid
2.	*Job Insecurity* (X2)	X2.1	0,663	0,1786	Valid
		X2.2	0,766	0,1786	Valid
		X2.3	0,780	0,1786	Valid
		X2.4	0,688	0,1786	Valid
		X2.5	0,589	0,1786	Valid

		X2.6	0,629	0,1786	Valid
		X2.7	0,725	0,1786	Valid
		X2.8	0,740	0,1786	Valid
		X2.9	0,642	0,1786	Valid
		X2.10	0,573	0,1786	Valid
3.	Job satisfaction (X3)	X3.1	0,726	0,1786	Valid
		X3.2	0,750	0,1786	Valid
		X3.3	0,651	0,1786	Valid
		X3.4	0,735	0,1786	Valid
		X3.5	0,720	0,1786	Valid
		X3.6	0,705	0,1786	Valid
		X3.7	0,755	0,1786	Valid
		X3.8	0,704	0,1786	Valid
		X3.9	0,743	0,1786	Valid
		X3.10	0,735	0,1786	Valid
4.	Employee productivity (Y)	Y.1	0,563	0,1786	Valid
		Y.2	0,746	0,1786	Valid
		Y.3	0,697	0,1786	Valid
		Y.4	0,740	0,1786	Valid
		Y.5	0,621	0,1786	Valid
		Y.6	0,650	0,1786	Valid
		Y.7	0,592	0,1786	Valid
		Y.8	0,661	0,1786	Valid
		Y.9	0,629	0,1786	Valid
		Y.10	0,524	0,1786	Valid

Source: IBM SPSS 26 Data Processing 2023

From the results of validity testing in the table above, the questionnaire containing 4 variables contained 44 statements which were filled in by 121 respondents in this study. One way to find out which questionnaires are valid and invalid, we have to find out the table first. The formula for r table is df = N-2 so 121-2 = 119, so r table = 0.1786. From the results of the validity calculations in the table above, it can be seen that all items in the questionnaire are declared valid and can be used for further forms of testing.

Reliability test

Reliability is an elaboration of the word reliability which comes from the words rely and ability, while measurements that have high reliability are called reliable measurements (Sukarman, 2018). The reliability of the SPSS program, can be seen from the Cronbach's Alpha value in the Reliability Statistics results. If the Cronbach's Alpha value is greater than 0.60 then the instrument in this study is said to be reliable. The following is a table of reliability test results:

Table 3.2
Reliability Test Results

Variable	Cronbach's Alpha	N of item	Information
Organizational culture (X1)	0,858	14	Reliable
Job Insecurity (X2)	0,868	10	Reliable
Job satisfaction (X3)	0,898	10	Reliable
Employee productivity (Y)	0,843	10	Reliable

Source: IBM SPSS 26 Data Processing 2023

In the table above, it is known that all indicators on the variables in the questionnaire show reliable results that can then be used in further research. This can be seen in the Cronbach's Alpha column table with all item results showing a value of >0.60. The work culture variable gets a value of 0.858, the job insecurity variable gets a value of 0.868, the job satisfaction variable gets a value of 0.898, and the employee work productivity variable gets a value of 0.843.

3.2 Descriptive statistical test

Sugiyono (2017) stated that descriptive analysis is an activity after all respondents have been collected. Activities in research data analysis are grouping data based on variables and type of respondent, tabulating data based on variables from all variables. The following are the results of the respondents' descriptions of each variable expressed in descriptive statistics as follows:

Table 3.3
Descriptive Statistics Test Results

	N	Minimum	Maximum	Mean	Std. Deviation
Organizational culture	121	1.57	5.00	4.1700	.58672
Job Insecurity	121	1.50	5.00	4.1000	.72180
Job satisfaction	121	1.30	5.00	4.1653	.74114
Employee productivity	121	2.80	5.00	4.1132	.52408
Valid N (listwise)	121				

Source: IBM SPSS 26 Data Processing 2023

Based on the statistical results above, it can be seen that the organizational culture variable has a minimum answer value of 1.57 rounded up to 2 which means disagree, the maximum answer is 5 which means strongly agree and the average respondent answer is 4.17 rounded up to 4 which means agree. The job insecurity variable has a minimum answer value of 1.5 rounded up to 2 which means disagree, a maximum answer of 5 which means strongly agree and the average respondent answer is 4.1 rounded up to 4 which means agree. The job satisfaction variable has a minimum answer value of 1.3 rounded up to 1 which means disagree, a maximum answer of 5 which means strongly agree, and the average respondent answer is 4.1 rounded up to 4 which means agree. Then for the employee work productivity variable, the minimum answer value is 2.8, rounded up to 3, which means neutral, the maximum answer value is 5, which means strongly agree, and the average answer value of respondents is 4.1, rounded up to 4, which means agree.

3.3 Assumption test results

The next stage for indicator testing is the classic assumption test. At this stage the researcher will carry out a normality test, multicollinearity test, and heteroscedasticity test.

Normality Test

When carrying out a normality test, the regression model can be said to be normally distributed if the significance in the Kolmogrov-Smirnov test table is greater than 0.05. The table below shows the results of the normality test using the Kolmogorov-Smirnov test as follows:

Table 3.4
Normality test

One-Sample Kolmogrov Smirnov Test		Unstandardized Residual
N		121
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	.33077618
Most Extreme	Absolute	.068
Differences	Positive	.068
	Negative	-.066
Test Statistic		.068
Asymp. Sig. (2-tailed)		.200[c,d]

Source: IBM SPSS 26 Data Processing 2023

Based on the table above, it is known that the significance value in the one-sample Kolmogrov-Smirnov significance test table is 0.200 or greater than 0.05. Therefore, it can be concluded that the regression model is normally distributed and can be used for further testing.

Multicollinearity Test

The multicollinearity test is a form of test used to see whether there are similarities between the independent variables of the regression model. The regression model itself can be considered to have a multicollinearity problem if there is a relationship or some form of correlation between the independent variables. To avoid multicollinearity problems, the variant inflation factor (VIF) value must be less than 10 or the tolerance value must be greater than 0.01. The following is the data from the multicollinearity test as follows:

Table 3.5
Multicollinearity Test Results Data

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Organizational culture	.437	2.288
	Job Insecurity	.388	2.576
	Job satisfaction	.838	1.193
a. Dependent Variable: Employee productivity			

Source: IBM SPSS 26 Data Processing 2023

In the table above, it can be seen that the values in the tolerance column table for the three independent variables, namely organizational culture, job insecurity, and job satisfaction, respectively, get values of 0.437, 0.388, 0.838 which are greater than 0.1 and the VIF value less than 10. Therefore, it can be concluded that there is no multicollinearity in the regression model and the data can be used for further testing.

Heteroscedasticity Test

The heterosdasticity test is part of the classical assumption test which aims to assess whether there are similar variants of the residual values of the regression model. To determine the occurrence of symptoms of heteroscedasticity, the Glejser test is used. Assessing whether or not there are symptoms of heteroscedasticity in data can be seen from the significance value of the T-test and the results of the Glejser test. It is said to pass the heteroscedasticity test if the sig value is > 0.05. The following are the results of the heteroscedasticity test :

Table 3.6
Glejser Test Results

Coefficients[a] Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.700	.436		6.191	.000
Organizational culture	.093	.117	.113	.797	.428
1 Job Insecurity	.067	.119	.079	.565	.574
Job satisfaction	.199	.120	.260	1.661	.101

Source: IBM SPSS 26 Data Processing 2023

In the table above, it can be seen that the values contained in the tolerance column table for the three independent variables, namely organizational culture, job insecurity and job satisfaction, respectively, have sig values. Amounting to 0.428, 0.574, 0.101 which is greater than 0.05, therefore it can be concluded that there is no heteroscedasticity problem.

3.4 Hypothesis Testing

T Test (Partial)

In partial hypothesis testing, this can be seen in the significance value. If the significance value is less than 0.05 then it can be said that partially or individually the independent variable has an effect on the dependent variable.

Table 3.7
T Test Results Data

Coefficientsᵃ					
Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	3.015	.197		15.276	.000
Organizational culture	.426	.055	.523	4.792	.000
Job Insecurity	.152	.052	.210	2.951	.004
Job satisfaction	.540	.036	.764	15.046	.000

Source: IBM SPSS 26 Data Processing 2023

Based on the data in the table above, it can be seen that the organizational culture variable has a significant value of 0.000 or less than 0.05, so partially the relationship between X1 and Y has a significant relationship. The job insecurity variable has a significant value of 0.004 or smaller than 0.05 so partially the relationship between X2 and Y has a significant relationship. The job satisfaction variable has a significant value of 0.000 or smaller than 0.05 so that partially the relationship between X3 and Y has a significant relationship.

Table 3.8
Hypothesis Testing Results

Hypothesis	Hypothesis Statement	Research Results	Conclusion
H1	Organizational culture (X1) influences employee work productivity (Y)	Organizational culture (X1) influences employee work productivity (Y) where the calculated t value is 4.792 > t table of 1.980.	Accepted
H2	Job insecurity (X2) influences employee work productivity (Y)	Job insecurity (X2) influences employee work productivity (Y) where the t count is 2.951 > t table of 1.980	Accepted
H3	Job satisfaction (X3) influences employee work productivity (Y)	Job satisfaction (X3) influences employee work productivity (Y) where the calculated t value is 15,046 > t table of 1,980	Accepted

Multiple Linear Regression Analysis

Multiple linear regression analysis is used to find out how much influence the independent variables have on the dependent variable. In this research, regression analysis was carried out to see the influence of organizational culture (X1), job insecurity (X2), and job satisfaction (X3) on employee work productivity (Y).

Based on the data in table 4.14 above, the following regression equation can be obtained:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$
$$Y = 3.015 + 0{,}426X1 + 0{,}152X2 + 0{,}540X3$$

The regression equation above can be explained as follows:

1. Organizational culture value (X1) has a regression coefficient of 0.426. If organizational culture (X1) increases by one value, it will increase work productivity (Y) by 0.426.
2. The value of job insecurity (X2) has a regression coefficient of 0.152. If job insecurity (X2) increases by one value, it will increase work productivity (Y) by 0.152`
3. Job satisfaction value (X3) has a regression coefficient value of 0.540. If job satisfaction (X3) increases by one value, it will increase work productivity (Y) by 0.540.

F Test (ANOVA)

Ghazali (2006) states that the F test is tested to show how much the F test value shown on the independent variables which together influence the dependent variable. This F test is carried out to determine the level of significance of the independent variable on the dependent variable simultaneously. In this study, the significance level was determined to be 0.05. So if the significance value in the anova table or F test is less than 0.05, it can be concluded that the independent variable simultaneously influences the dependent variable. The following is the F test value in the regression model:

Table 3.9
F Test Results

ANOVAa					
Model	Sum of Squares	f	Mean Square	F	sig.
Regression	4.600		8.200	14.774	000b
Residual	.359	17	.071		
Total	2.959	20			

Source: IBM SPSS 26 Data Processing 2023

The table above shows that the significance value is 0.000 or smaller than 0.05. Thus, it can be concluded that the regression model in the research is stated to be good and the variables of organizational culture, job insecurity, and job satisfaction simultaneously influence employee work productivity.

Coefficient of Determination Test

The coefficient of determination is a test used to see the extent to which the independent variable influences the dependent variable. In this case, to measure and find out how much influence the variables have, it can be seen from the percentage of results in the Adjusted R Square column. In this case, the percentage shown in the Adjusted R Square column table shows the magnitude of the influence explained by the independent variable on the dependent variable. Meanwhile, the remaining percentages in the Adjusted R Square column are explained by causes that are outside this research model. Based on this explanation, the results of testing the coefficient of determination are as follows:

Table 3.10
Coefficient of Determination Test Results

Model Summary			
Model	Square	Adjusted R Square	Std. Error of the Estimate
	864ᵃ	746	.740	.26729

Source: IBM SPSS 26 Data Processing 2023

Based on table 3.10 above, it can be seen that the Adjusted R Square value is 0.740 or 74.0%, which means that the variability of the independent variables organizational culture (X1), job insecurity (X2), and job satisfaction (X3) is able to explain the influence on the variables dependent work productivity (Y) was 74.0% while the remaining 26.0% was influenced by other variables not examined in this research. This value shows a fairly strong influence between the independent variable and the dependent variable.

The influence of organizational culture on employee work productivity at PDAM Tirta Amerta, Blora Regency

Based on the results of research conducted by researchers on the influence of organizational culture on employee work productivity at PDAM Tirta Amerta, it can be concluded that the results of the T test are known to have a significance value of 0.000 <0.05, so hypothesis H1 is accepted. Based on this explanation, it can be concluded that organizational culture has an influence on employee work productivity at PDAM Tirta Amerta, Blora Regency. This means that the organizational culture applied by the leadership to PDAM Tirta Amerta employees, such as discipline, openness, and awareness of mutual respect and cooperation between employees, is carried out well so as to increase employee work productivity at PDAM Tirta Amerta, Blora Regency.

The results of this research support research conducted by Indrawati & Sembiring (2021) that organizational culture has a significant influence on employee work productivity. A good organizational culture is able to provide a feeling of comfort to employees, thereby encouraging them to do their work enthusiastically and produce good work productivity.

The effect of job insecurity on employee work productivity at PDAM Tirta Amerta, Blora Regency

Based on the results of research conducted by researchers on the influence of job insecurity on employee work productivity at PDAM Tirta Amerta, it can be concluded that the results of the T test are known to have a significance value of 0.004 < 0.05, so hypothesis H2 is accepted. Based on this explanation, it can be concluded that job insecurity has an influence on employee work productivity at PDAM Tirta Amerta, Blora Regency. Job insecurity can have a very broad impact, both psychologically and physiologically. Employees who tend to have high job insecurity cannot focus optimally, which has a negative impact on their productivity. Vice versa, employees who avoid feelings of anxiety and worry or who have low job insecurity tend to have high work productivity and can do their work optimally. This is in line with research conducted by Takhirima (2016) which states that job insecurity is related to employee productivity.

The influence of job satisfaction on employee work productivity at PDAM Tirta Amerta, Blora Regency

Based on the results of research conducted by researchers on the influence of job satisfaction on employee work productivity at PDAM Tirta Amerta, it can be concluded that from the results of the T test it is known that it has a significant value of 0.000 < 0.05, so the results of hypothesis H3 are accepted. Based on this explanation, it can be concluded that job satisfaction has an influence on employee work productivity at PDAM Tirta Amerta, Blora Regency. This is because a high level of job satisfaction allows employees to focus on achieving high productivity results. This is in line with research conducted by Sudanang & Priyanto (2020) which revealed that the higher job satisfaction, the higher employee productivity, but conversely, if job satisfaction is low, it will result in low employee productivity.

4. Conclusion

Based on the discussion described above, several conclusions can be obtained as follows: The results of this research indicate that organizational culture variables have an influence on employee work productivity at PDAM Tirta Amerta, Blora Regency. Thus, it shows that organizational culture is one of the factors that influences employee work productivity at PDAM Tirta Amerta, Blora Regency.

The results of this research indicate that the job insecurity variable has an influence on the work productivity of employees at PDAM Tirta Amerta, Blora Regency. This shows that job insecurity is one of the factors that influences employee work productivity at PDAM Tirta Amerta, Blora Regency.

The results of this research indicate that job satisfaction has an influence on employee work productivity at PDAM Tirta Amerta, Blora Regency. This shows that job satisfaction is

one of the factors that influences employee work productivity at PDAM Tirta Amerta, Blora Regency.

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