

# The Effect of Work Productivity Toward Employee Performance

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## Abstract

This research was conducted to determine the effect of employee work productivity on employee performance in the Sales Division of PT Mifa Bersaudara Meulaboh. The purpose of this study was to determine and analyze how employee productivity, how employee performance, and how much influence work productivity has on employee performance in the sales division of PT Mifa Bersaudara Meulaboh. This research uses quantitative methods with descriptive research type. Sampling was done by non-probability sampling method, with the number of respondents as many as 53 people. The data analysis technique used is descriptive analysis and simple linear regression analysis. Based on the results of the hypothesis test (t test), it was found that the work productivity variable had a significant effect on the performance of the employees of the sales division of PT Mifa Bersaudara. Based on the coefficient of determination, it was found that the work productivity of PT Mifa Bersaudara's sales division employees was able to explain the employee's performance by 68.8% and the remaining 31.2% was influenced by other factors not examined in this study such as remuneration factors and others. The conclusion of this study, the work productivity of the employees of the sales division of PT Mifa Bersaudara has been included in the good category, and the performance of the employees of the sales division of PT Mifa Bersaudara has been within fair category.

**Keywords:** Work Productivity, Employee Performance, Human Resource Management

## 1. Introduction

Company performance is the work that a company can achieve both qualitatively and quantitatively to achieve company goals (Fakhri et al., 2021). The success or failure of goals in the organization depends on how the performance process is implemented. Company performance is certainly supported by employee performance (Silvianita & Tan, 2017). If the employee's performance increases, then the company's performance will be good. Likewise, if the employee's performance decreases, then the company's performance is also not good. Employee performance is the work that can be achieved by a person or group of people in a company both qualitatively and quantitatively, under their respective authorities, duties and responsibilities to achieve company goals (Susanty et al., 2019). The success or failure of goals in the organization depends on how the performance process is implemented. From 2015 to 2019, only 2018 has exceeded the company's sales target, which reflects that PT Mifa Bersaudara's company performance has decreased. Declining company performance is, of course, in line with declining employee performance. The decline in the performance of PT Mifa Bersaudara in the sales division can be seen through unfulfilled targets. With superior infrastructure, quality coal specifications, and a broad market reach, PT Mifa Bersaudara's sales division should have been able to achieve the targets set by the company.

Several factors influence employee performance, but in this study, researchers only discussed work productivity because one of management's efforts to improve performance is to support employee work productivity by providing compensation and encouraging employee work motivation. Employee work productivity is the ability of employees to manage and utilize resources to obtain optimal output in carrying out the company's tasks. Increasing employee productivity will encourage employee motivation so that employee performance will get better. Work productivity can also be interpreted as an ability to produce quality output by using the minimum possible input according to the company's standards. The decrease in employee productivity is also caused by several factors, the most important of which is the lack of foreign language skills in the sales division of PT Mifa Bersaudara employees. With infrastructure, quality products, and good production performance, PT Mifa Bersaudara should have achieved the annual target set, but in reality, this has not been achieved. Based on the description above, the researcher is interested in examining how the work productivity of employees of PT Mifa Bersaudara in the sales division.

## 2. Theories

### Human Resource Management

According to Sedarmayanti (2017) human resource management is an approach to human management. Human management is based on human values in relation to the organization. Humans are an important resource in organizations, Also, organizational effectiveness is determined by human management (Augustrianto et al., 2019). Human resource management is a process regarding various problems in the scope of employees, workers, managers and other workers to support organizational or organizational activities in order to achieve predetermined goals.

### Work Productivity

Productivity measures the quantity and quality of work done, considering the cost of the resources used (Mathis et al., 2017). In its most basic sense, productivity is a measure of the quantity and quality of work done, considering the resources used. A helpful way to measure human resources' productivity is to consider unit labor cost, which is computed by dividing workers' average cost by their average levels of output. Using unit labor costs, one can see that relatively high wages will not affect competitiveness if high productivity levels are achieved. Low unit labor costs can be a basis for a strategy focusing on human resource competency. Productivity and unit labor costs can be evaluated at the global, country, organizational, departmental, or individual level. Organizational-level productivity ultimately affects profitability and competitiveness in a for-profit organization and total costs in a not-for-profit organization. Presumably, from all of the resources used in organizations, the ones most closely scrutinized are human resources (Mathis et al., 2017).

### Performance

According to Robbins and Judge (2017), performance results from employee's quality and quantity in carrying out his duties by following the assigned task. Meanwhile, Kasmir (2016) states that performance results from work behavior achieved by completing the tasks and responsibilities given within a specific time.

### Research Framework

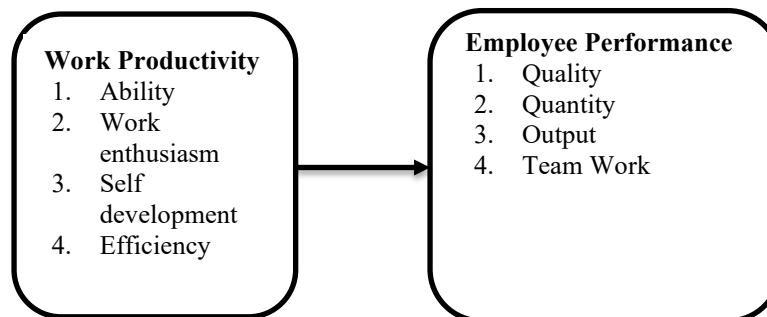


Figure 1. Research Framework

## 3. Methodology

This research uses descriptive and causal research methods with a quantitative approach to show the linkage between cause and effect (Fakhri et al., 2021). The sampling technique in this research is saturated sampling technique. The data used are primary data obtained in this study through a research questionnaire which is distributed directly by involving 53 respondents at PT. Mifa Bersaudara and secondary data obtained from various sources such as books, literature, journals, and previous research related to research variables.

## 4. Result and Discussion

Based on the results of descriptive analysis, the overall work productivity is in a good category. This is indicated by the overall value obtained by the work productivity variable is 68%. This means that PT Mifa Bersaudara has properly carried out the four dimensions of work productivity variables: ability, morale, self-development, and efficiency.

Of the 8 statements of work productivity variables, the one that got the highest respondent's response by getting a score of 75% and was in the good category, namely I took training to develop my abilities. This means that PT Mifa Bersaudara provides training for employees so that they can develop their abilities. Although overall the work productivity variable is stated to be good, there is a statement that gets the lowest respondent's response by getting a score of 63% and is in the fair category, namely my statement is committed to helping the company achieve its goals. This means that PT Mifa Bersaudara employees are committed to helping the company achieve its goals quite well.

Based on the descriptive analysis results, employees' overall performance is in the fair category with a score of 67%. This means that PT. Mifa Bersaudara has implemented the four dimensions of employee performance variables quite well: quality, quantity, output time, and cooperation. Of the 10 statements about employee performance variables that got the highest respondent response by getting a score of 71% and it was in the good category, namely I helped my friend when my job was finished. This shows that PT Mifa employees work together in doing work. Although overall the employee performance variable can be categorized as fair, some statements get the lowest respondent with a score of 63% and fall into the fairly good category, namely the statement about the amount of work I do can be seen from the working time.

Based on simple linear regression analysis results provided in table 1, work productivity variables have a positive/unidirectional influence on employee performance. This means that if the work productivity variable is increased, the employee performance variable will increase. Based on the statistical calculations results using the Statistical Software Program of Social Science (SPSS) version 26, the results show that the independent variable, namely Work Productivity, has a significant effect on employee performance.

Table 1. Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.063	2.338		1.738	.008
	Work Productivity	1.069	.101	.830	10.608	.000

Where  $t_{count} > t_{table}$  is  $10.608 > 2.008$  and the significance value is  $0.000 < 0.005$  which can be seen in table 2. It can be concluded that  $H_a$  is accepted, meaning that there is an effect of work productivity on PT Mifa Bersaudara employees' performance. and based on the analysis test the coefficient of determination obtained R square of 0.688. This shows that the effect of work productivity on employee performance is 68.8%, while the remaining 31.2% is influenced by other variables not examined by the research.

Table 2. T Test Result

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.063	2.338		1.738	.008
	Work Productivity	1.069	.101	.830	10.608	.000

## 5. Conclusion

Based on the results of research and discussion that has been stated previously, the research result can be concluded as follows:

1. Work Productivity of PT. Mifa Bersaudara. Based on the results of descriptive analysis, the work productivity of PT. Mifa Bersaudara in the eyes of the respondents is in the fair category.
2. Employee Performance of PT. Mifa Bersaudara. Based on the results of descriptive analysis, PT Mifa Bersaudara employees' performance in the eyes of the respondents is in a good category.
3. The Effect of Work Productivity on Employee Performance of PT Mifa Bersaudara. The results show that the independent variable, namely work productivity, has a significant effect on employee performance.

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