



Factors affecting work productivity of employees in the transportation department of East Kalimantan Province

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ABSTRACT

Productivity reflects the efficient way of using various resources to create products or services. Basically there are several factors that affect employee work productivity, one of which is communication skills, discipline, leadership patterns and work environment. The East Kalimantan Province Transportation Service really needs employees who have high productivity in improving services to the community in the transportation sector. The purpose of this research is to analyze the various variables that are used as factors that influence employee productivity at the East Kalimantan Provincial Transportation Service. The data analyzed came from questionnaires distributed to 80 employees. Data collection using saturated sample technique (population). Data analysis used multiple linear regression analysis through the SPSS 22 program. The results showed that simultaneously all independent variables had a significant effect on employee productivity while partially only training and leadership pattern variables had a significant effect on employee productivity while communication skills, work discipline, level of education and work environment partially had no significant effect on employee productivity .

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1. INTRODUCTION

Whether an organization can continue to survive in its activities to achieve organizational goals depends greatly on the productivity of human resources within the organization or company (Hafiyyan et al., 2023) because work productivity shows evidence of work in the form of products (goods or services) produced by individuals or groups during a certain unit of time in a work process (Yandy, 2022). Productivity is the result of comparing output with input, and reflects efficient ways of utilizing various resources to create products or services (Mella, 2022). Efficiency is the ability or level of effectiveness in achieving desired results or goals using a minimal amount of resources (Francis, 2016). Productivity also includes various aspects of human beings, such as attitude, mentality, work ethics and skills, which are the driving force for improving quality and continuous

progress every day (Hasibuan, 2010). Work productivity is defined as the level of achievement or work results of an employee, especially in terms of quantity, a τ can also be interpreted as a measure of the quantity and quality of work that has been done by considering the resources used to do the work (Hafiyyan et al., 2023).

Employee productivity is the result achieved from work, which includes the capacity and quality of service to provide optimal and dedicated service to the community. Employees are said to be productive if they are able to produce goods and services in accordance with specified targets in a short and precise time period (Yulius, 2021) and followed by performance so as to produce maximum work products (Khairuddin, 2022). As productivity increases, efficiency (time, materials, energy), work systems, production techniques and workforce skills will also increase. Work productivity is interpreted as a condition for measuring the level of ability to produce products, whether measured individually, in groups or in organizations (Douw et al., 2021).

Basically, there are several factors that influence employee work productivity, according to Douw et al (2021), in his research stated that the factors that influence employee productivity are: education and training, motivation, discipline, skills, work experience, salary or wages and work environment. Then research conducted by Hafiyyan et al., (2023) stated that the factors that influence productivity are employee loyalty and the work environment, Julius (2021) mentions that there are factors of leadership and work discipline, however Yandi (2022) add to organizational culture. Study Utari et al., (2021) there are factors of job training, competency and job satisfaction, Simbolon et al., (2023) mention the factors of leadership style, work stress and commitment. Meanwhile, according to Simarmata et al., (2022) explains that productivity is a factor that influences employee performance. The factors that influence productivity in this research are communication skills, work discipline, level of education, training, leadership patterns, and work environment. This is what differentiates it from previous research in that almost all factors that influence productivity are examined in all the research described above. chosen in this research, so that the results of this research are expected to be able to illustrate which factors have an influence either partially or simultaneously on employee productivity.

An employee's communication skills in completing the tasks given to him are very important because one indicator of success in communicating is being able to understand the tasks given to him so that what he does is in accordance with the organizational goals that have been set (Purba et al., 2022; Astarina et al., 2022). And Sharif & Riza (2022) explaining that it will also affect performance.

Employee productivity is also influenced by the employee's own discipline in completing the work assigned to him (Sitopu et al., 2021; Prasetyo et al., 2021). An employee who is disciplined will try as hard as he can to complete the tasks assigned to him according to the time specified, so that the employee does not do things that will only waste time in completing his work (Permana & Dewi, 2022; Julius, 2021).

Increasing employee work productivity can be achieved by providing education and job training that is appropriate and in accordance with needs (Utari et al., 2021). It is recognized that employee education and training should be a top priority. However, employee education and training must be linked to the career and formation system and not stand alone. It is hoped that the quality of education and skills of employees in the regions will be able to overcome the problem of ineffectiveness in carrying out their duties. The reason is that loyal, honest and innovative employees will execute their duties well. So, the smooth running of regional government also depends greatly on the education and capability of employees in carrying out their duties (Haryono & Wijaya, 2019).

A factor that is no less important is the leadership pattern of a superior in directing his employees in carrying out their duties (Azmy & Priyono, 2022; KA Putri et al., 2022). Leadership pattern is the form and method of a leader in a particular unit with his own character that is not shared by other leaders so that his work is more focused and

structured according to the goals of the organization (Sheikh & Anwar, 2022 ; Simbolon et al., 2023; Noor & Agustina, 2019; Salim & Amalia, 2023). Meanwhile, work environment factors can also have a big influence on productivity, the work environment is said to be safe and clean and can provide a sense of security and peace to employees so that employee productivity increases because they are enthusiastic about concentrating and being responsible for their work (Handayani, 2019; Simarmata et al., 2022; Rizkiawan et al., 2022; Irfak, 2022; Putri & Riyanto, 2023).

The East Kalimantan Provincial Transportation Service is a component of the Government agency which operates in the field of transportation and is responsible to the Governor who in carrying out its obligations is under the East Kalimantan Regional Provincial Secretariat. The East Kalimantan Provincial Transportation Service is required to continue to improve services in the field of transportation and traffic so that high productivity is required from all employees working in the Transportation Service so that they can provide satisfactory service to the community, especially the people of East Kalimantan.

Based on the description that has been presented previously regarding the importance of employee productivity in achieving organizational goals, it is necessary to examine further what factors can influence employee productivity in an organization, especially in the East Kalimantan Province Transportation Service, so the aim of this research is to analyze the influence of various factors. selected in this research on employee work productivity both partially and simultaneously.

2. RESEARCH METHOD

This research uses quantitative methods with descriptive research type. The population of this study was 80 employees who had civil servant status at the East Kalimantan Province Transportation Service. In this research, a non-probability sampling method was applied, namely saturated sampling. Saturated sampling means the entire population is included as a sample in the research. Therefore, this research involved 80 employees from the East Kalimantan Province Transportation Service as a representative sample of the entire population that was the object of research. The test used in this research is the R Test, namely Multiple Linear Regression Analysis. Data processing is assisted by the SPSS 22 application program. The regression equation in this research is. The test used before carrying out the multiple linear regression test is carrying out various classical assumption tests then carrying out the t-test and F-test. $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + b_5X_5 + b_6X_6$

3. RESULTS AND DISCUSSIONS

Based on the data from the One-Sample Kolmogorov-Smirnov statistical test, the significance value has a magnitude of 0.200, which exceeds 0.05. This shows that in this study, the data has a normal distribution. Furthermore, the results of the multicollinearity test show that the Tolerance value for all independent variables is more than 0.05 and the VIF value is less than <10, so it can be interpreted that there is no multicollinearity in this study. Meanwhile, for the Glejser heteroscedasticity results, the significance calculation value has a value greater than 0.05, so it can be stated that there are no signs of heteroscedasticity.

Multiple linear regression analysis is a method for determining the relationship between one dependent variable and two or more independent variables. In this research, there are 6 independent variables and 1 dependent variable. The following are the results of multiple linear regression analysis processed through the SPPSS version 22 application program which can be seen in table 1 below:

Table 1. Results of Multiple Linear Regression Analysis

Model		Coefficients ^a		Standardized Coefficients Beta	t	Sig.
		Unstandardized Coefficients				
		b	Std. Error			
1	(Constant)	4,862	2,114		2,300	.024
	Communication Skills	-.127	,080	-.130	-1,581	.118
	Work Discipline	-.071	,084	-.065	-.840	.404
	Level of education	,227	,130	,168	1,744	,085
	Training	,409	.113	,297	3,618	,001
	Leadership Patterns	,668	.111	,612	6,014	,000
	Work environment	.021	,059	,030	,350	,727

a. Dependent Variable: Productivity

Based on the Coefficients data in table 1 (in the Unstandardized Coefficients column) you can create a multiple regression equation as follows:

$$Y = 4,862 - 0,127X_1 - 0,071X_2 + 0,227X_3 + 0,409X_4 + 0,668X_5 + 0,21X_6$$

The partial t-test decision making procedure is as follows: (a) Based on the t test analysis that has been carried out, it can be concluded that communication skills (X1) do not have a significant effect on productivity. This is stated based on a significance value of 0.118, greater than 0.05. Apart from that, the t-count of 1.581 is smaller than the t-table which is 1.665. (b) Based on the t test analysis that has been carried out, it can be concluded that work discipline (X2) has no significant effect on productivity. This is stated based on a significance value of 0.404, greater than 0.05. Apart from that, the t-count of 0.840 is smaller than the t-table which is 1.665. (c) Based on the t test analysis that has been carried out, it can be concluded that the level of education (X3) has no significant effect on productivity. This is stated based on a significance value of 0.085, greater than 0.05. (d) Based on the t test analysis that has been carried out, it can be concluded that Training (X4) has a significant effect on productivity. This is stated based on a significance value of 0.001, smaller than 0.05. Apart from that, the t-count of 3.618 is greater than the t-table which is 1.665. (e) Based on the t test analysis that has been carried out, it can be concluded that leadership patterns (X5) have a significant effect on productivity. This is stated based on a significance value of 0.000, smaller than 0.05. Apart from that, the t-count of 6.014 is greater than the t-table which is 1.665. (f) Based on the t test analysis that has been carried out, it can be concluded that the work environment (X6) has no significant effect on productivity. This is stated based on a significance value of 0.727, greater than 0.05. Apart from that, the t-count of 0.350 is smaller than the t-table which is 1.665.

The results of the Anova table show that the overall f test produces a calculated F value of 33.813. The F table value is calculated based on the parameters (N-2-1 = 80-2-1 = 77), which produces an F table value of 3.115. From the table data, it can be concluded that there is a significant influence between the independent variables on the dependent variable. This conclusion can be strengthened by the significance value of 0.000 which is smaller than 0.05, while considering that the calculated F value of 33.813 is much larger than the table F value of 3.115.

Based on the results of multiple linear regression analysis, the following regression equation is obtained:

$$Y = 4,862 - 0,127X_1 - 0,071X_2 + 0,227X_3 + 0,409X_4 + 0,668X_5 + 0,21X_6$$

Based on the multiple linear regression equation above, it can be explained that the constant value of 4.862 indicates that if all independent variables are considered non-existent then the employee productivity value will remain at 4.862. The b1 value of -0.127 indicates that when communication skills are increased by one unit, productivity will decrease by 0.127. The b2 value of -0.071 indicates that when work discipline is

increased by one unit, productivity will decrease by 0.071. The b3 value of 0.227 indicates that when the education level is increased by one unit, productivity will increase by 0.227. The b4 value of 0.409 indicates that when training is increased by one unit, productivity will increase by 0.409. The b5 value of 0.668 indicates that if the leadership pattern is increased by one unit, employee productivity will increase by 0.668, while the b6 value of 0.21 indicates that if the work environment is increased by one unit, employee work productivity will increase by 0.21.

Based on the results of the t-test, it shows that the variables of communication skills, work discipline, level of education and work environment partially do not have a significant effect on employee work productivity at the East Kalimantan Province Transportation Service, while the variables of training and leadership patterns partially have a significant effect on employee work productivity at East Kalimantan Provincial Transportation Service. Furthermore, the F-test results show that simultaneously the variables of communication skills, work discipline, level of education, training, leadership patterns and work environment have a significant effect on employee work productivity as indicated by a significance value of 0.000, which is less than 0.05 and contributes to changes. productivity of 73.5%.

The results of the research which show that communication skills and work discipline do not partially have a significant effect on employee productivity at the East Kalimantan Province Transportation Service are in line with research conducted by Maharani et al., (2022) stated that communication skills and work discipline do not have a significant effect on employee productivity. Meanwhile, work environment variables which have no effect on productivity are also supported by research conducted by Budihardjo et al., (2017); Saleh & Utomo (2018) where the research results show that partially the work environment has no effect on employee productivity.

The results of the following research show that together (simultaneously) the variables of communication skills, work discipline, level of education, training, leadership patterns and work environment have a significant effect on employee productivity, which is supported by several studies with several of the same dependent variables as the previous study. conducted by Saleh & Utomo (2018) with the independent variables work motivation, work environment, work ethic and work discipline, so this differentiates this research from other research that has been conducted, where this research uses the variables of communication skills, work discipline, level of education, training, leadership patterns, and work environment. as the independent variable and productivity as the dependent variable and shows the results that the independent variables simultaneously have a significant effect on productivity.

4. CONCLUSION

Based on the results of data analysis and discussion, it can be concluded that partially communication skills, work discipline, education level and work environment do not have a significant effect on employee work productivity at the East Kalimantan Province Transportation Service, while training variables and leadership patterns partially have a significant effect on employee work productivity. Furthermore, the F-test, namely a simultaneous test, shows that the variables of communication skills, work discipline, level of education, training, leadership patterns and work environment together have a significant effect on the work productivity of employees at the East Kalimantan Province Transportation Service. Furthermore, the implication of this research is that in increasing employee work productivity, the most important factor to improve is providing training to the workforce in order to increase the ability and expertise of the workforce themselves in completing the work responsibilities given to them because the more capable and skilled they become, the more capable and skilled they become. labor productivity continues to increase. Then the next factor that is important to improve is the leadership pattern,

meaning that the workforce will increase their work productivity if they are under leadership who have a good leadership pattern because they are able to mobilize the workforce to complete the work better. Meanwhile, if the factors of communication skills, work discipline, level of education, training, leadership patterns and work environment are improved together, it will increase employee work productivity. This research provides information on factors that influence increasing employee work productivity with research results showing that increasing employee work productivity is by increasing the provision of training and good leadership patterns and productivity will be even better if together there is an increase in communication skills, discipline work, education level and work environment.

The limitation of this research is that there is a need for a more in-depth analysis of the factors that influence employee work productivity using factor analysis, the results of which will better show which independent variables are truly factors that influence employee work productivity at the Provincial Transportation Service. East Kalimantan. Furthermore, it is necessary to carry out further research where it is necessary to have intervening variables, namely motivation variables, where the variables revealed in this research, in theory, will largely influence subsequent motivation, with this motivation increasing work productivity.

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