The Effect of Competence and Work Environment on Employee Work Productivity at PT Asia Dwimitra Industry

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Abstract

This study aims to determine the effect of competence and work environment on employee work productivity either partially or simultaneously at PT Asia Dwimitra industry. This study uses a quantitative approach with statistical calculations analyzed using the SPSS 23 method. With a total sample of 75 respondents. data were collected by interviews and questionnaires and subsequently the data were analyzed using multiple linear regression analysis, correlation, coefficient of determination and hypothesis testing. The results showed that partial competence has a positive and significant effect on work productivity by showing the value of t count ≥ t table (6.230 ≥ 1.66600), and significant at 0.000 or (0.000 ≤ 0.05). for the work environment variable, there is a positive and significant effect on work productivity by showing the value of t count ≥ t table (5.770 ≥ 1.66600) and significant at 0.000 or (0.000 ≤ 0.05). Simultaneously, competence and work environment have a positive and significant effect on employee work productivity by showing the calculated F value ≥ F table (36.966 ≥ 3.12) and is significant at 0.000 or (0.000 ≤ 0.05).

Key words: competence, work environment, work productivity

Introduction

The national economy is experiencing an era of globalization. Making all existing companies or organizations to continue to increase work productivity in order to compete in this era of globalization. The success of a competitive organization or company in this era of globalization can be seen from one of them is work productivity. The work productivity of an organization can always be improved, either at the individual level, the group level, or at the level of the organization as a whole. Work productivity is the main goal of a company to win the competition. Where the effectiveness and efficiency of the company’s performance is crucial. Work productivity is a measure of the quantity and quality of the work that has been done, taking into account the cost of the resources used to do the work. Many things can affect work productivity, for that the company must strive so that the factors related to work productivity can be fulfilled optimally.

Human resources are the most strategic element in the organization. Increasing work productivity is only possible by humans. Therefore every organization or company needs to empower human resources, remember that is a very
important aspect of group management in the organizational hierarchy. In carrying out the work of each employee cannot be separated from the competence of the employee and the state of the work environment in which they work. will have an important effect in increasing employee productivity.

Competence is the main factor that must be owned by employees in carrying out their work, with good competence will be able to assist employees in completing their work so as to increase employee productivity. While the work environment is everything that is around the worker that can affect him in carrying out the tasks given. therefore, every company needs to understand in depth about the environment, either directly or indirectly, so that worker productivity can reach its maximum point.

PT asia dwimitra industry experienced a decrease in work productivity, this was due to poor production resulting in delays in the delivery of raw material components that could hinder the course of production or production delays caused by errors in predicting the length of the production process at that time. from scheduling, the number of targets that have not reached the company’s targets, inconsistent work in measuring working time or not being completed on time, the occurrence of errors in product manufacture caused by employee negligence or equipment operating errors which later become defective products.

Based on observations, it was found that the competence of employees was limited, resulting in less than optimal productivity (never reaching the target) and lack of skills and abilities of employees as well as causing contract work to become permanent employees, there were certain tests, but many contract employees did not pass the exam so that competent employees only few and the existing company environment is less conducive and less harmonious relations between employees and fellow employees, or between employees and superiors and even vice versa can cause employee productivity to decrease. A work environment that is less calm, safe and comfortable will increase the level of mistakes they make. Thus it can be concluded that the work environment can also affect the level of performance, enthusiasm, comfort, sense of responsibility and employee productivity.

If these two factors have been considered and fulfilled by the company or organization, then workers will certainly be able to give high dedication to the company and can increase their productivity well and achieve maximum results in accordance with company expectations.

PT. Asia Dwimitra Industri is a company engaged in the manufacturing industry (shoes) which was established in 2008, PT. Asia, this industry partner, is a subsidiary of PT. Adis dimension footwear which was established in 1989 and located at Jalan Raya Serang KM 24, Balaraja – Tangerang. The company merged with the Shoetown Group in China and Indonesia, and the company began to grow by increasing its capabilities and first diversifying its NIKE shoes into the categories of tennis shoes, sports shoes, and soccer shoes. Where the sales target is not only domestic or Southeast Asia. And its territory includes the continents of Europe, America, and Africa. Vision and Mission of PT. Asia Dwimitra Industri, concluded that this can be achieved if every employee can demonstrate optimal work productivity.

With regard to the description above, the author tries to analyze the problems experienced by the company, and will be outlined in the writing of this research. For this reason, the authors are interested in trying to analyze the relationship between the influence of competence and work environment on employee productivity. So the author can take the title of this research, namely: “The Influence of Competence and Work Environment on Employee Work Productivity at PT. Asia Dwimitra Industry”.

**Literature Review**

**Competence**

Wibowo (2016:271), competence is the ability to perform a task or task, based on skills and knowledge, and supported by the work attitudes required for that task. Competence elements consisting of knowledge (knowledge), skills (ability), and behavior (personal characteristics). In general, competencies are the levels of skills, knowledge, and behavior possessed by individuals to perform their assigned duties within an organization.

**Work Environment**

Productivity is the comparison between the results achieved and the total resources used. According to Badriyah (2015:186), “Productivity is the result compared to the input spent to produce the output using existing resources.”

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Ha1 : There is a positive effect of competence on the work productivity of employees of PT. Asia Dwimitra Industry.
Ha2 : There is a positive effect the work environment on the work productivity of employees of PT. Asia Dwimitra Industry.
Ha3 : There is a positive effect of competence and work environment on the work productivity of employees of PT Asia Dwimitra Industry.
Ho1 : There is no positive effect of competence on the work productivity of employees of PT. Asia Dwimitra Industry.
Ho2 : There is no positive effect the work environment on the work productivity of employees of PT. Asia Dwimitra Industry.
Ho3 : There is no positive effect of competence and work environment on the work productivity of employees PT Asia Dwimitra Industry.

Method

In this study, the approach used is quantitative research which can be interpreted as a research method based on the philosophy of positivism, used to examine a particular population or sample, collect data using research instruments, analyze quantitative or statistical data with the aim of testing hypotheses. which has been specified. (Sugiyono, 2012:8) Meanwhile, according to Sugiyono (2015:117) is part of the number and characteristics possessed by the population. Members of this population are employees of the manufacturing division of PT Asia Dwimitra Industry in 2017. In this survey, the respondent has a population of 300. He is an employee of PT Asia Dwimitra Industry. From the above calculation, the minimum number of samples (n) that can be taken is 75 respondents.

In conducting the analysis, the author uses statistical analysis which includes simple regression coefficient analysis methods, simple correlation coefficients and hypothesis testing (t) so that it can be concluded whether there is an influence between competence and work environment on employee productivity at PT Asia Dwimitra Industry.

Results and Discussion

Result

The first research hypothesis "There is an effect of competence on work productivity". Based on the recapitulation of the analysis test results (t-test) shows t count 6.230 ≥ t table 1.66600 with p-value of 0.000 ≤ 0.05 which states that rejecting Ho1, there is an influence between competence (X1) on work productivity (Y), and the R Square result is 34.69%. In the magnitude of the contribution of competence to work productivity. This shows that Ho1 is rejected, and Ha1 is accepted, which means there is a positive and significant influence between competence and work productivity at PT. Asia Dwimitra Industry thus the hypothesis is proven.

The second research hypothesis "There is an influence of the work environment on work productivity". Based on the recapitulation of the analysis test results (t-test) shows t count 5.770 ≥ t table 1.66600 with p-value 0.000 ≤ 0.05 which states that rejecting Ho2, there is an influence between the work environment (X2) on work productivity (Y), and the results R Square by 31.36%. The magnitude of the contribution of the work environment to work productivity. This shows that Ho2 is rejected, and Ha2 which means there is a positive and significant influence between the work environment and work productivity at PT. Asia Dwimitra Industry thus the hypothesis is proven.

The third research hypothesis "There is a positive influence of competence and work environment on work productivity". Based on the recapitulation of the analysis test results (F test) shows F count 36.966 > F table 3.12 with p-value 0.000 ≤ 0.05 which states that rejecting Ho3 there is an influence between competence (X1) and work environment (X2) on work productivity (Y), and the result of R Square is 50.69%. The magnitude of the contribution of competence and work environment to work productivity. This shows that Ho3 is rejected and Ha3 is accepted, which means that there is a positive and significant influence between competence and work environment with work productivity at PT. Asia Dwimitra Industriy thus the hypothesis is proven.
Discussion

Based on the research that has been done, the results of the t test show that the independent variables, namely competence and work environment, have a significant effect on work productivity at PT. Asia Dwimitra Industry. Low competence and a less conducive work environment allow work productivity to grow less than optimal. It is stated that the factors that affect productivity are factors that affect performance and physical skills, which consist of education, training, motivation, competence, work ethic, intelligence, and physical skills. Simanjuntak (2005) is consistent with the theory of additional facilities: working conditions and labor welfare. This is supported by Muchdarsyah’s (2009) Rivanto theory that labor productivity is related to a variety of factors: workforce, education and skills, as education and training together improve employability. determined by a variety of factors. Physical performance is built through diet and health, and the diet and health components are built step by step. This is consistent with research conducted by Tumiwa, Bernhard, and Indrie (2017), which shows that work environment and skills together have a significant impact on productivity.

Research results obtained from this observation show that it is of high quality and has a significant impact on labor productivity. One of the efforts to improve labor productivity is individual competence. This also matches Mc’s concept. Clelland (2009) states that competence lays the foundation for those who can directly influence or expect good job productivity. This is consistent with the ideas of Becker Huselid and Ulrich in Mulyadi (2010), where competencies are information, skills, abilities, or personal tendencies of individuals that directly affect overall performance. Therefore, it can be said that the work capacity of employees affects their performance, which in turn affects their labor productivity.

This opinion is consistent with studies by Mulyadi (2010), Tumiwa (2017), and Ni Kadek Yudha Sudijatwawan et al. (2016), suggesting a good and large correlation between competence and labor productivity.

The results of this study confirm that work environment has a positive and significant impact on work productivity. The lowest level of labor productivity can be built by the environment itself. This is in line with Ahyari (2012)’s idea that working environments should be designed to be as relaxing as possible in order to facilitate increased labor productivity. This was also pointed out by Arep and Tanjung (2003), who stated that the benefit of the working environment is to boost morale, thus increasing labor productivity. This is consistent with studies by Senata, Nuridja and Suwena (2004) and Ni Kadek Yuhandari et al. (2014) found that work environment has a significant impact on labor productivity.

Conclusion

Competence and work environment have a positive and significant effect on work productivity of PT. Dwimitra Asia Industry. That is, the higher the competence a person has and the better the work environment, the work productivity will also increase. Competence has a positive and significant effect on the work productivity of PT. Asia Dwimitra Industry. That is, high employee competencies such as skills, experience, education can increase work productivity. The work environment has a positive and significant effect on the work productivity of PT. Asia Dwimitra Industry. This means that a safe and comfortable work environment as well as easy-to-apply equipment and good work processes will increase work productivity.

As for some suggestions for employees of PT. Asia Dwimitra Industry, to pay more attention to competence and work environment so that work productivity can increase, because this research shows that competence and work environment can affect work productivity. This is because high competence and in accordance with the field of work will be able to increase work productivity because they know what skills they have. In addition, a work environment that supports adequate work equipment, work processes that run as expected can also increase work productivity.

For further researchers, they can expand this research by finding or adding other variables that are more influential on work productivity, adding to the theory used and also developing research subjects and can use other data analysis techniques that can be useful for many people.

References


