Factors That Affect Employee Productivity (Case Study at PT. Sagami Indonesia)

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ARTICLE INFO	ABSTRACT
	The productivity depression of PT. Sagami Indonesia was influenced by some situations in the organization which were discipline, and job satisfaction. Therefore researchers interested in examining the affect factors employee productivity. This research used descriptive quantitative method of statistic. Primary data were collected by questionnaire with Likert scale and 5 (five) choice of answers. The questionnaire was distributed to all employees other than manager. The results showed that: (1) the effect of discipline on employees' productivity was positive and significant; (2) the effect of job satisfaction on employees' produtivity was positive and significant;(3) the effect of discipline dan job satisfaction on employees' productivity be simultaneously was positive and significant. Therefore, in terms of achieving the better employees'productivity, PT. Sagami Indonesia is expected to make some improvements on discipline and job satisfaction.

1. Introduction

Nowadays electronic devices are a basic need that is almost used by everyone in doing their work. Because if we only borrow, it is not certain that other people will lend it, therefore everyone really needs an electronic device.

PT. Sagami Indonesia is a company engaged in the electronic equipment industry which was founded in 2012. The increasing number of public demand for electronic goods, causing the growth of new competitors engaged in the electronics industry in various places. Increasing and increasing competition in the electronics industry, the more it makes players challenged to be able to create unique differentiation and clear positioning so that consumers can differentiate from competitors.

Human resources play an important role in every company activity, although the role and function of the workforce has been largely replaced by industrial machines. But, in reality until now the labor is still an important factor in determining the course of production. So from that every company wants that every workforce can work effectively and efficiently.

A company that has a goal to develop its business, maintain the viability of the company, and generate profits, employee productivity is very important as a measure of success in running a business. The success of a company is reflected in the work of each individual in the company, the work will affect the overall productivity of the company.

Every company in running its business is inseparable from the existence of employee productivity problems, as well as experienced by PT. Sagami Indonesia. Therefore it is necessary to study more factors that affect employee productivity in the company.

In conducting electronic equipment production activities for each unit, PT. Sagami Indonesia employs more than one person who is divided according to job specifications, so the level of employee productivity is greatly influenced by various factors, including work discipline and job satisfaction.

High discipline of an employee is needed by the company in achieving optimal goals. A high level of work discipline reflects the magnitude of one's sense of responsibility for the obligations that have been given to him.

Apart from work discipline, job satisfaction is also a factor that affects employee work productivity. For individuals, research on the causes and sources of job satisfaction enables efforts to increase their happiness in life. For industry, research on job satisfaction is carried out in the context of efforts to increase productivity and the effect of costs through improving the attitudes and behavior of its

employees. If an employee is satisfied with what they get from their job then he will like the job. The important role of managers is needed to know and fulfill what is needed from an employee they have.

PT. Sagami Indonesia which is engaged in electronic production pawn very much uses the factor of human labor. So that employee job satisfaction needs to get special attention. Human resources are the main elements of a company's survival. By providing appropriate treatment, employee work productivity can be increased.

2. Hypothesis

H1 : Work discipline has a significant influence on employee work productivity at PT. Sagami Indonesia.

H2 : Job satisfaction has a significant effect on employee work productivity at PT. Sagami Indonesia.

H3 : Work discipline and job satisfaction have a significant effect on employee work productivity at PT. Sagami Indonesia.

3. Research Methods

The research method used in this research is quantitative research methods. Quantitative research methods are research methods that are based on the philosophy of positivism, used to examine specific populations or samples, data collection using research instruments, quantitative / statistical data analysis, with the aim to test hypotheses which has been determined (Sugiyono, 2012). Another opinion explains quantitative research is the type of research that produces findings that can be achieved (obtained) by using statistical procedures or other ways of quantification, (Sujarweni, 2014).

This research also includes quantitative research that is correlational. Correlation method is a linking method or research method that seeks to connect between one element / element with other elements / elements to create new forms and forms that are different from before (Sugiyono, 2014). The correlation method also means the relationship between two or more variables as they are without treatment (Noor, 2015).

To determine the effect of work discipline and job satisfaction on employee productivity at PT. Sagami Indonesia used the formula:

$$Y = a + b1\ x1 + b2\ x2 + \varepsilon$$

Information:

a   = konstant
Y   = Work productivity
x1   = Work Discipline
x2   = Job satisfaction
b1   = Variable coefficient x1
b2   = Variable coefficient x2
ε   = margin error

4. Results and Discussion

Table 1
Normality test

One-Sample Kolmogorov-Smirnov Test

		Disiplin	Kepuasan	Produktivitas
N		80	80	80
Normal Parameters[a]	Mean	22.31	21.82	30.61
	Std. Deviation	4.970	1.820	2.431
Most Extreme Differences	Absolute	.308	.128	.137
	Positive	.282	.105	.137
	Negative	-.308	-.128	-.129
Kolmogorov-Smirnov Z		2.758	1.147	1.223
Asymp. Sig. (2-tailed)		.000	.144	.101

Based on the normality test with the Kolmogorov Smirnov test, the sig value of job satisfaction is 0.144 and the sig value of work productivity is 0.101, greater than 0.05, so job satisfaction and work productivity data are normally distributed. The sig value of work discipline is 0.000 less than 0.05 so that the data of work discipline variable is not normally distributed.

1) Hypothesis testing

The effect of the independent variable on the dependent variable was tested with a confidence level of 95% or α = 5%. Hypothesis testing based on statistical tests as follows:

 a. Partial test (Testing t)

 If the hypothesis is accepted then it is continued with a partial test, better known as the t test (t-test). T test is used to determine the effect of each independent variable on the dependent variable is significant or not. T test is used to test whether the hypothesis used is accepted or rejected.

 To find the value of t arithmetic used SPSS program, while to determine whether or not the value is seen from the sig value or by comparing the value of t arithmetic and t Table with a significant degree of 0.05.

 The hypothesis testing criteria for partial tests are as follows:

1) Ho : b1 = b2 = 0. This means that work discipline and job satisfaction do not affect the work productivity of PT. Sagami Indonesia.
2) H1 b1 = b2 = 0 his means that work discipline and job satisfaction affect the work productivity of employees of PT. Sagami Indonesia.

Table 2
Partial test (t)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	20.625	3.261		6.324	.000		
	Disiplin	.135	.052	.276	2.606	.011	.998	1.002
	Kepuasan	.320	.141	.239	2.260	.027	.998	1.002

a. Dependent Variable: Produktivitas

Based on Table 2 above, the result of work discipline sig value is 0.011 <0.05, then H1 is accepted and H0 is rejected. The work discipline variable has a calculated t value of 2.606 which is greater than the t table value of 1.990. So t arithmetic> t table can be concluded that the variable work discipline has a contribution to work productivity.

 Job satisfaction variable has a sig value of 0.027 smaller than 0.05, then H1 is accepted and H0 is rejected. The work discipline variable has a t count value of 2,260 greater than t table which is 1,990. So t arithmetic> T Table can be concluded that the variable job satisfaction has a contribution to work productivity. A positive t value indicates a significant (direct) relationship with work productivity.

2) Simultaneous Test (F)

F test is performed to determine whether the independent variables together have a significant influence on the dependent variable. In this case the F count is compared with the F Table with the following conditions:

1) F count it < F Table then Ho is accepted which means insignificant
2) F count it > F Table then Ho is rejected and Ha is accepted. which means significant

Table 3
Simultaneous Test (F)
ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	64.793	2	32.396	6.202	.003[a]
	Residual	402.195	77	5.223		
	Total	466.988	79			

Based on Table 3 above it is known that the calculated F value of 6.202 is greater than the F Table of 3.96. So F arithmetic> F Table then the variables of work discipline and job satisfaction together have a significant effect on work productivity.

 b. Coefficient of Determination R²

The coefficient of determination (R^2) is essentially used to measure how the accuracy of the model that puts X1 and X2 together compared to Y, with the following formula:

Rumus $:R^2 = \frac{\Sigma\,(-2)^2}{\Sigma\,(-n)^3}$

Information:

1) If $R^2 \leq$ zero means that the independent variable has absolutely no effect on the dependent variable.
2) If $R^2 \geq$ zero or close to one, meaning that the independent variable influences the dependent variable and the model is more precise.

Table 4
R Scuare
Summary Model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.372ᵃ	.139	.116	2.285

Based on Table 4 above it can be concluded that work discipline and job satisfaction have an effect of 55% on employee work productivity. While 45% is influenced by other variables not explained in this study. The ability of independent variables in explaining dependent variables is good or strong.

Based on the results of research conducted using the Multiple Linear Regression equation, illustrating the leadership situation that is applied has a great influence on employee work productivity, with a significant value of 0.011 <0.05. this means that the variable work discipline has a positive effect on employee work productivity. This means that discipline can be a benchmark in increasing employee productivity.

Furthermore, the results of the calculation of job satisfaction have a direct effect on job satisfaction with a significant value of 0.027 <0.05, this means that the variable job satisfaction has a positive effect on employee performance. This means that the job satisfaction variable is getting better, it will increase employee productivity. Thus the company must \ more increase the need for employee job satisfaction in carrying out the company's operational activities.

Based on the results of the study note that the variable job satisfaction has a positive influence on the variable work productivity, this is proven in accordance with the theory (Wibowo, 2013) "Job satisfaction will affect productivity that is highly expected by managers, therefore managers need to understand what needs to be done to increase job satisfaction of its employees.

5. Conclusions

1) Based on the results of hypothesis testing it can be concluded that the variable X1 (Work Discipline) has a positive and significant effect on the variable Y (Work Productivity).
2) Based on the results of hypothesis testing it can be concluded that the variable X2 (job satisfaction) has a positive and significant effect on the variable Y (Work Productivity).
3) Based on the results of hypothesis testing it can be concluded that the variable X1 (work discipline) and the X2 variable (job satisfaction) simultaneously or simultaneously affect the variable Y (Work Productivity).

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