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The Effect of Work Efficiency on Employee Work Productivity During the Covid 19 Virus Pandemic (Case Study in the Operational Division of Pt Pelindo Daya Sejahtera Surabaya)

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ABSTRACT

PT. Pelindo Daya Sejahtera Surabaya is one of the ousourching companies that manages outsourcing professionals in a professional manner and the operational division is one of the most affected divisions with the covid virus - 19. In order to achieve conditions of maintaining and even increasing work efficiency and work productivity, the implementation of work from home (Work From Home) is an option for some employees. To determine the relationship of the independent variable (work efficiency) to the dependent variable (work productivity) the saturation sampling method of 30 employees is used with the analysis tool is simple multiple linear regression. From the results of the study indicate that work efficiency has a significant effect on employee productivity in operational divisions and the results of the coefficient of determination show that work efficiency has an effect of 65.3% on employee work productivity during the co-19 virus pandemic.

Keywords: Efficiency, Productivity

INTRODUCTION

The current development of the business world is marked by the increasing number of large companies, fierce competition, and sophisticated technology. In general, it can be seen that the main goal of the company is to get the maximum profit possible, so it can be expected that the survival of the company can be guaranteed. Work efficiency is a basic principle for carrying out every activity of an organization with the aim of being able to obtain the desired results with minimal effort in accordance with existing standards. In the midst of the Covid 19 virus pandemic which is currently being experienced by almost all countries in the world, almost all work activities are carried out using electronic media, this is due to large-scale social restrictions that require companies engaged in other than the food and health sector to implement work from home (Work From Home). Efficiency of work through electronic media is the most likely way to do in connection with the declining turnover of the company. With work efficiency, employee work productivity is still possible anywhere and anytime, especially with the development of information technology (Lastianti et al., 2018).

PT. Pelindo Daya Sejahtera Surabaya is one of the outsourcing companies that manages outsourcing professionally. As an outsourcing company, of course, the social interaction that occurs within the company is very high. Carrying a workforce with a capacity of more than 200 workers, in

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the end, makes it a challenge for the company in dealing with the covid-19 pandemic. One of the divisions of PT. Pelindo Daya Sejahtera Surabaya which is most affected by the Covid-19 virus is the operational division. In order to maintain the stability of work activities, PT. Pelindo Daya Sejahtera Surabaya made work efficiency efforts to reduce high operational costs amidst the difficulty of economic movement during the Covid-19 virus pandemic.

Implementation of work from home (Work From Home) for some employees, especially in the operational division, one of which is carried out by utilizing the Zoom Meeting application, Electronic Mail so that the evaluation of employee work productivity can still be carried out. Based on the description above, the authors are interested in conducting research as writing material with the title "The Effect of Work Efficiency on Employee Work Productivity During the Covid 19 Virus Pandemic (Case Study in the Operational Division of PT. PELINDO DAYA SEJAHTERA SURABAYA).

RESEARCH METHODS

This study was conducted to find out how the relationship between the influence of work efficiency variables (X) on the dependent variable of employee work productivity (Y), with the population being the object of the study, namely 30 employees and the sample used was Saturated Sampling, which is a sampling technique when all members of the population are used as samples. Sources of data are primary data, which is data obtained directly from the object under study, and secondary data, which is data obtained by researchers indirectly through intermediary media, in the form of literature, articles, journals and sites on the internet. The method of data collection was carried out using open-ended questions which were answered by respondents through questionnaires and also literature study.

Quantitative Data Analysis, using the SPSS (Statical Package for Social Science) program for windows version 21 and also conducting Validity Test and Reliability Test, Classical Assumption Test which consists of Normality Test, Linearity Test, and Simple Linear Regression, and performs analysis by looking at Coefficient of Determination. This analysis is calculated using the equation: Y = a + Bx where Y = Employee Work Productivity, X = Work efficiency, a = constant, and b = Regression Coefficient.

RESULTS AND DISCUSSION

Based on table 4.6 above, it is known that the average value for the employee productivity variable is 26.8 and is included in the high category, meaning that the work productivity of employees, especially in the operational division, has met company standards. The highest index is found in the

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timeliness indicator with an index value of 28.4. This shows that during the Covid-19 pandemic, employees who have their turn to work must maintain discipline in their time at work.

Validity test

Validity shows how precisely an instrument measures a certain concept that it is supposed to measure.

Table 1. Work Efficiency Validity Test Results (X)

Pernyataan ke- (Qn)	Korelasi	Sig	Standar Signifikasi (α	Keteranga n	
Q1	0.837	0.000	0.05	Valid	Valid
Q2	0.776	0.000	0.05	Valid	Valid
Q3	0.899	0.000	0.05	Valid	
Q4	0.766	0.000	0.05		

Source: spss output, 2020

Based on table 4.7 above, it can be seen that all statements have a significance value <0.05 so it can be concluded that all statements on the variable Work Efficiency is valid.

Table 2. Test Results

Pernyataan ke- (Qn)	Korelasi	Sig	Standar Signifikasi (α	Keterangan	
Q1	0.612	0.000	0.05	Valid	Valid
Q2	0.678	0.000	0.05	Valid	Valid
Q3	0.715	0.000	0.05	Valid	Valid
Q4	0.801	0.000	0.05	Valid	
Q5	0.807	0.000	0.05		

Source: spss output, 2020

Based on table 4.8 above, it can be seen that all statements have a significance value of <0.05 so it can be concluded that all statements on the employee productivity variable are valid.

Reliability Test

Reliability is a tool to measure a questionnaire which is a construct or variable measurement tool.

Table 3. Reliability Test Results

Variabel	**Cronbach Alpha**	**Keterangan**
Efisiensi Kerja (X1)	0.809	Reliabel
Produktivitas Kerja Karyawan (Y)	0.800	Reliabel

Source: spss output, 2020

These results indicate that all variables have a large enough Cronbach Alpha, which is above 0.60 so that it can be said that all measuring concepts of each variable from the questionnaire are reliable.

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Classic assumption test

Normality test

Normality testing is carried out using table 4.8, namely the Kolmogorov - Smirnov normality test table, where a data is said to be normally distributed if the significance value is > 0.05.

Table 4. Kolmogorov . Test Table

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,64801112
Most Extreme Differences	Absolute	,124
	Positive	,124
	Negative	-,069
Test Statistic		,124
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Source: spss output, 2020

From the table above, the significance value of the unstandardized residual variable in the first regression model is 0.200, more than the significance level of 5% or 0.05. Thus the residual value in the regression model is normally distributed so that the research model is declared to have fulfilled the normality assumption.

Linearity Test

The linearity test can be seen from the ANOVA table. If the significance value of Deviation From linearity is 0.05, the equation used is linear.

Based on table 4.8 above, it can be concluded that the data used is linear with the value of Sig. deviation from linearity of Individual characteristics towards performance

employees of 0.276 (greater than 0.05).

Simple Linear Regression Analysis

Simple linear regression analysis was used in this study with the aim of knowing whether there was an effect of the independent variable on the dependent variable.

Simple Linear Regression Results

Table 5. Results of Simple Linear Regression

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15,942	2,112		7,547	,000
	Efisiensi Kerja	,738	,102	,808	7,252	,000

a. Dependent Variable: Produktivitas Kerja Karyawan

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Source: spss output, 2020

The results of the simple regression coefficient calculation above show that the value of the constant coefficient is 15,942 the coefficient of the independent variable (X) is 0.738 so that the regression equation is obtained as follows:

Y=15.942+0.738X.

Based on the above equation, it is known that the constant value is 15,942 mathematically, this constant value states that when the work efficiency is 0 (zero), then the employee's work productivity has a value of 15,942. Furthermore, the positive value (0.738) contained in the regression coefficient of the independent variable (Work Efficiency) illustrates that the direction of the relationship between the independent variable (Work Efficiency) and the dependent variable (employee work productivity) is unidirectional, where every increase of one unit of work efficiency variable will cause increase in employee productivity 0.738.

Coefficient of Determination (R2)

The coefficient of determination (R2) essentially measures how far the model's ability to explain variations in the dependent variable is. The value of the coefficient of determination is as follows: The analysis is, the value of t table for a significant level of 5% db = 28 (db = N – 2 for N = 30) with two-sided research that is 2.048 and the result of t count is 7.252. If tcount is greater than ttable, then Ha is accepted and Ho is rejected. From the results of the calculation of tcount equal to 7,252 is greater than ttable (db = 28) which is 2,048 with a significant level of 5%. Then Ha is accepted and Ho is rejected, so it can be concluded that the X variable has a significant influence on the Y variable.

Based on the results of the analysis shown from the coefficient of determination of 65.3%, it has a positive effect, meaning that the higher the company's work efficiency, the higher the employee's work productivity. While 34.7% is a factor that affects the Y variable from other factors not examined by researchers. From the results of the t-test analysis, it is known that there is a significant influence on the variable (X) of work efficiency and variable (Y) of employee productivity. This is evidenced by the results of the t-test calculation of 7,252, while in ttable it is 2,048 at a significance level of 5%. From the regression equation Y=15,942+0,738X, the result is a constant of 15,942: meaning that if the work efficiency (X) the value is 0, then productivity employee work (Y) the value is 15,942. The variable regression coefficient is 0.738: it means that if the work efficiency increases by 1, then the employee's work productivity (Y) will increase by 0.738. The coefficient is positive, meaning that there is a positive relationship between the work efficiency variable (X) and the employee productivity variable (Y), the higher the work efficiency, the higher the employee's work productivity. Thus it can be concluded that work efficiency is

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sufficient to affect employee work productivity, where the company performs work efficiency maximally, the employee's work productivity will rise higher.

CONCLUSION

Work efficiency has a significant effect on employee work productivity during the covid -19 pandemic for employees in the operational division. From the results of the coefficient of determination, it is found that work efficiency has an effect of 65.3% on employee work productivity during the COVID-19 pandemic for employees in the operational division.

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(Lastianti et al., 2018)