



Effect Of Job Description And Work Commitment On The Work Achievement Of Employees Of Pt. Mandiri Berjaya Abadi Medan

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ABSTRACT

A job description is a written statement about the description of a job, its conditions, and relationships with other parts of the organization. Job descriptions are an important part of the human resource development system. Work commitment is an attitude that shows more than just formal membership, but also includes an attitude of liking the organization and a willingness to put forth a high level of effort for the benefit of the organization in order to achieve its goals. Work performance or work performance is defined as an expression of ability based on knowledge, attitudes and skills, and motivation in producing something. This research uses quantitative descriptive research. The sampling technique used a saturated sample. The research scale used is a Likert scale. Simultaneously there is a significant influence between the variable job description and work commitment to the work performance of employees of PT. Mandiri Berjaya Abadi. While partially found the variable job description has a significant effect on the work performance of employees of PT. Mandiri Berjaya Abadi. Partially, it was found that the work commitment variable had a significant effect on the work performance of PT. Mandiri Berjaya Abadi.

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INTRODUCTION

Every organization that exists must have goals to be achieved through its vision and mission. To achieve these goals, management is needed at all types and sizes of organizations, all levels and all areas of the organization. Management elements such as human resource management, marketing management, finance, operations, production, and others help organizations to achieve optimal goals.

Human resource management is an element that is very much considered by organizations today because it is the element that studies and regulates the use of individuals (employees) to achieve organizational goals. These individuals act as planners, actors and determinants of achieving

organizational goals. Although an organization uses or has reliable facilities and infrastructure in running its organization, if it is not balanced by good quality employees, then the facilities and infrastructure will not be optimally useful. Therefore, the success of a company organization in achieving its goals is also strongly influenced by the work provided by employees at the company.

The problem of job descriptions in companies when it is common where the job description is a result of job analysis as a series of activities or processes to process information about the duties and responsibilities that will be carried out while working in the company which is usually described in a written statement. In addition to job descriptions, another problem that affects employee performance is work commitment where work commitment is an employee attitude or behavior related to the strong desire of a member of the organization or employee to maintain membership in an organization and support and carry out company goals voluntarily. and also shows an attitude of loyalty in order to always survive in the company. The current employee considers that he or she has not been able to commit properly to always provide the best performance for the company because on the one hand, the employee has started to feel bored with the job or job he is currently receiving, while on the other hand, the employee feels that he or she also wants to find a job. new jobs because every employee certainly wants an increase in the salary they get so that some employees in companies who already have work experience have the desire to resign and try to apply at other companies.

Research conducted by (Putri, 2017) can be used as a supporter of the problems that occur where the title of the research conducted is the influence of job descriptions, supervision and career development on employee performance (a case study on container loading and unloading service employees at PT. Pelabuhan Indonesia II Tanjung Priok Port branch. The results of his research indicate that job descriptions, supervision and career development have a significant influence on employee performance (a case study on container loading and unloading service employees at PT. Pelabuhan Indonesia II Tanjung Priok Port branch. The research conducted by (Situmorang, 2018) can be used as another supporter of the problems that occur where the title of the research conducted is the effect of job descriptions and compensation on employee performance at PT. BPR Eka Prasetya Medan. The results of his research show that job descriptions and compensation have an influence uh significant to the work performance of employees at PT. BPR Eka Prasetya Medan. Furthermore, there is research conducted by (Masduki, 2017) which can be used as a support for the problems that occur where the title of the research conducted is the effect of job descriptions and compensation on the work performance of PT. BPR Wahana Sentra Duchy. The results of his research indicate that job descriptions and compensation have a significant effect on the work performance of employees of PT. BPR Wahana Sentra Kadipaten

Research conducted by (Ratriati, 2016) can be used as a support for the problems that occur where the title of the research conducted is the influence of organizational commitment, motivation and work experience on employee performance (study at PT. Kusuma Hadi Santosa Karanganyar). Problems such as job descriptions, work commitments are interesting things to discuss so that in these problems do they have a significant impact on employee performance so that after knowing the effects of these variables, it is expected to add important points in decision making.

RESEARCH METHOD

Research Location and Time The research

locations were: PT. Mandiri Berjaya Abadi which is located at Jalan Biduk No. 33, Medan. The selection of this location was done purposively with the consideration that there was a company's willingness to provide the necessary information in accordance with the research. Research time is from July 2021 to June 2022.

Population and Research Sample

According to (Qamar & Rezah, 2020), the population is a collection of research objects that are the target of research observations. However, because sometimes the population is too large, it is necessary to use a technique that does not need to be completely observed or observed, using a sampling technique.

According to (Qamar & Rezah, 2020), "The sample is part of the population units selected based on scientific considerations as sampling." According to (Nurdin & Hartati, 2019), the sample is part of the characteristics or characteristics possessed by a population or it can also be said that the sample is a small part taken from members of the population based on a predetermined procedure so that it can be used to represent the population.

The research population that will be used in the study is all employees who work at the company as many as 55 employees. The sample collection technique that will be used in the study is a saturated sample where the entire population will be used as the research sample

Data Collection Techniques

According to (Tantawi, 2019), a questionnaire or questionnaire is one way to collect data from respondents by making a list of questions according to the data needed by researchers from the object to be studied, while literature study is research that uses books as objects. study. According to (Sugiarti, Andalas, & Setiawan, 2020), "Library study is a study conducted using documents as the main data source such as manuscripts, books, newspapers, magazines, and others."

According to (Mardawani, 2020), "Documentation studies are one method of collecting data by observing or analyzing documents made by the subject himself or by others about the subject." According to (Yuliawati, Christy, Layliya, Thenarianto, & Salim, 2019) the Likert scale is a psychometric scale that is commonly used in questionnaires and is the most widely used scale in survey research. The Likert scale puts the response on a continuum. The following is an example of a Likert scale with 5 options:

- a. Strongly Disagree
- b. Disagree
- c. Normal
- d. Agree
- e. Strongly Agree

RESULTS AND DISCUSSIONS

Multiple Regression Analysis Multiple

Linear regression analysis method was used to determine the effect of job description and work commitment on job performance. The test results of multiple linear regression analysis can be seen in the following.

Table 1.
Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.567	3.493		.735	.466
Job Description	.392	.143	.345	2.733	.009
Work Commitment	.472	.173	.343	2.720	.009

a. Dependent Variable: Work Performance

Source: Research Results 2022 (processed data)

Based on table 1, it can be seen in Unstandardized Coefficients part B that the multiple linear regression equation is obtained as follows:

$$Y = 2.567 + 0.392 X_1 + 0.472 X_2 + e$$

Based on the equation above, several things can be described as follows:

- The constant (α) = 2,567 shows the value of the constant, if the value of the independent variable (X_1) is the job description and the variable (X_2) is work commitment is worth 0, then work performance is fixed at 2,567.
- The coefficient of $X_1(b_1)$ = 0.392 indicates that the job description variable (X_1) has a positive effect on work performance of 0.392. This means that every increase in the job description (X_1) by 1 unit, then work performance will increase by 39.2%.
- The coefficient of $X_2(b_2)$ = 0.472 indicates that the work commitment variable (X_2) has a positive effect on work performance of 0.472. This means that every increase in work commitment (X_2) unit, then work performance will increase by 47.2%.

Partial Test (t-test)

Regression coefficient is used to determine the effect of the independent variable (variable X) partially on the dependent variable (variable Y). Testing of the regression results was carried out using a t-test with a 95% confidence level or = 5%. Determination of the test in determining the value for ttable, it is necessary to have degrees of freedom, with the formula:

$$df = n - k = 55 - 3 = 52$$

Information:

n = Number of Research Samples

k = Number of Independent and Bound Variables

By knowing df is 55 and obtained the value of the T Table Value is 2,006. Meanwhile, the calculated will be obtained by using SPSS, then it will be compared with the T Table Value at the level of = 5%.-testt can be seen in table 4.22 below:

Table 2.
Partial Testing Results (t-test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.567	3.493		.735	.466
Deskripsi Kerja	.392	.143	.345	2.733	.009
Komitmen Kerja	.472	.173	.343	2.720	.009

a. Dependent Variable: Work Performance

Source: 2022 Research Results (processed data)

Based on table 4.22 above, it can be seen that the partial test results are as follows:

- In the job description variable (X_1) it can be seen that the value of T Count Value (2.733) > T Table Value (2.006) with a significance of 0.009 < 0.05 so it can be concluded that there is a partially significant positive effect between job descriptions on job performance.
- On the work commitment variable (X_2), it can be seen that the value of T Count Value (2.720) > T Table Value (2.006) with a significance of 0.009 < 0.05 so that it can be concluded that there is a partially significant positive effect between work commitment and work performance

Simultaneous Test (F-Test)

Simultaneous test (F-Test) is used to test the effect of all independent variables, namely job description (X_1) and work commitment (X_2) simultaneously on the dependent variable, namely work performance (Y). F Table Value, it is necessary to have degrees of freedom with the formula:

$$df \text{ (number)} = k - 1 = 3 - 1 = 2$$

$$df \text{ (denominator)} = n - k = 55 - 3 = 52$$

Description:

n = Number of Research Samples

k = Number of Independent and Bound Variables

By knowing that df as the numerator is 2 and df as the denominator is 52, it can be obtained that the value of F Table Value is 3.18. While the calculated will be obtained using SPSS, then it will be compared with the F Table Value at the level of = 5%. F Test Value calculated can be seen in table 4.23 below.

Table 3.
Simultaneous Testing Results (F-Test)

ANOVA ^b					
Model		Sum of Squares	df	Mean Square	F
1	Regression	200.688	2	100.344	13.623
	Residual	383.021	52	7.366	
	Total	583.709	54		

a. Predictors: (Constant), Komitmen Kerja, Deskripsi Kerja

b. Dependent Variable: Prestasi Kerja

Source: 2022 Research Results (processed data)

Based on table 4.23 above, it can be seen that the calculated (13,623) > F Table Value (3.18) with a significant level of $0.00 < 0.05$ so it can be concluded that H_0 rejected with the understanding that there is a significant influence between job description and work commitment simultaneously on work performance

Coefficient of Determination (R²)

The coefficient of determination (R²) is used to measure the magnitude of the influence between the independent variables, namely job description (X₁) and work commitment (X₂) on work performance (Y). The results for the determination test can be seen in table 4.23 below:

Table 4.
Coefficient Test Results (Adjusted R²) Determinant

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.586 ^a	.344	.319	2.714

a. Predictors: (Constant), Komitmen Kerja, Deskripsi Kerja

b. Dependent Variable: Prestasi Kerja

Source: 2022 Research Results (processed data)

Based on table 4.24 above, it can be seen that the Adjusted R Square or the coefficient of determination obtained is 0.319. This means that the magnitude of the effect of job description and work commitment on work performance is 31.9% and the remaining 69.1% is influenced by other factors originating from outside this research model such as incentives, rewards, selection, loyalty, job satisfaction, work conflict and other variables not examined in this study.

CONCLUSION

After discussing the problem of the influence between job descriptions and work commitment with work performance at PT. Mandiri Berjaya Abadi Medan, it can be concluded that: Job description has an influence on work performance at PT. Mandiri Berjaya Abadi Medan with a value of T Count Value (2.733) > T Table Value (2.006) with a significance of $0.009 < 0.05$ so it can be concluded that there is a partially significant positive effect between job descriptions on job performance. Work commitment has an influence on work performance at PT. Mandiri Berjaya Abadi Medan with a

value of T Count Value (2.720) > T Table Value (2.006) with a significance of $0.009 < 0.05$ so it can be concluded that there is a partially significant positive effect between work commitment and work performance. Job description and work commitment have an influence on work performance at PT. Mandiri Berjaya Abadi Medan with a value of F count Value (13.623) > F Table Value (3.18) with a significant level of $0.00 < 0.05$ so it can be concluded that H_0 is rejected with the understanding that there is a significant effect between job description and work commitment simultaneously on achievement work.

The constant (α) = 2,567 indicates a constant value, if the value of the independent variable (X_1) is the job description and the variable (X_2) is the work commitment is worth 0, then the work performance is fixed at 2,567. The coefficient of $X_1(b_1) = 0.392$ indicates that the job description variable (X_1) has a positive effect on work performance of 0.392. This means that every increase in the job description (X_1) by 1 unit, then work performance will increase by 39.2%. The coefficient of $X_2(b_2) = 0.472$ indicates that the work commitment variable (X_2) has a positive effect on work performance of 0.472. This means that for every increase in work commitment (X_2) by 1 unit, work performance will increase by 47.2%. The value of Adjusted R Square or the coefficient of determination obtained is 0.319. This means that the magnitude of the effect of job description and work commitment on work performance is 31.9% and the remaining 69.1% is influenced by other factors originating from outside this research model such as incentives, rewards, selection, loyalty, job satisfaction, work conflict and other variables not examined in this study.

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