

The Effect of Skills, Work Motivation and Organizational Commitment Against Employee Productivity PT. Indomarco Prismatama Medan Branch Area Tanjung Morawa

Fadhilul Roji Nasution¹, Adrial Falahi²

^{1, 2}Manajemen, Ekonomi, Universitas Muslim Nusantara Al Washliyah Medan

Correspondent: rojifadhilul@gmail.com

ABSTRACT

This study aims to determine the effect of skills, work motivation and organizational commitment on the productivity of employees of PT. Indomarco Prismatama. This research uses a quantitative descriptive method, the population of which is the employees of the Indomaret store. The sampling technique for this research uses a Saturated Sample, so that the research sample is set at 100 people. The results of this study indicate that the multiple linear regression equation is obtained by the equation $Y = .563 + 0.621 X_1 + 0.355 X_2 + 0.532 X_3$. The results of the t test obtained the value of $t_{count} = 8.545 > t_{table} = 1.660$ and a significance of $0.000 < 0.05$, then H_a is accepted and H_0 is rejected, which means that the Skills variable (X_1) partially has a significant effect on Employee Productivity (Y) PT. Indomarco Prismatama. The value of $t_{count} = 7.343 > t_{table} = 1.660$ and a significance of $0.004 < 0.05$, then H_a is accepted and H_0 is rejected which means that the Organizational Commitment variable (X_3) partially has a significant influence on Employee Productivity (Y) PT. Indomarco Prismatama. The results meaning that the variables of skills, work motivation and organizational commitment simultaneously have a positive and significant effect on Employee Productivity (Y).

Keywords: Skills, Work Motivation, Organizational Commitment, Employee Productivity

INTRODUCTION

The rapid development of the business world and increasingly fierce competition makes every organization must face challenges that demand quality human resources. The purpose of this is to provide an effective work unit organization to achieve the goals of company management being able to develop, employ and maintain employees in a constant quality and quantity. That is one of the goals of PT. Indomarco Prismatam Medan Branch Indomaret Tanjung Morawa Area.

Skills are basic abilities that are inherent in humans, which are then trained, honed, and developed continuously. Through good skills a company can run smoothly and successfully, and vice versa. Less or no skills can result in losses to the company.

Another factor that can affect employee productivity is work motivation, because work motivation is one of the most important things for the level of company productivity. Motivation is important because with this motivation it is hoped that each individual employee will work hard and enthusiastically to achieve high work productivity. Without employee motivation, the goals set by the company will not be achieved.

In addition, organizational commitment in the company is also very important because with commitment, employees can be more responsible for their work. Employees who have low commitment will work less optimally and will leave an organization. Employees must have high organizational commitment so that the company can run effectively and efficiently.

PT. Indomarco Prismatama is a company achievement that must be carried out by every employee. Increasing work productivity requires good management in maximizing the results achieved with basic human capabilities through the division of tasks and responsibilities which will form cooperation within the organization. The success of an organization depends on the productivity generated either individually or as a team within the organization.

The formulation of the problem in this study are:

1. Is there any effect of Skills on Employee Productivity of PT. Indomarco Prismatama Medan Branch?
2. Is there any effect of Work Motivation on Employee Productivity of PT. Indomarco Prismatama Medan Branch?
3. Is there an effect of Organizational Commitment on Employee Productivity of PT. Indomarco Prismatama Medan Branch?

4. Is there any effect of Skills, Work Motivation and Organizational Commitment on Employee Productivity of PT. Indomarco Prismatama Medan Branch?

THEORETICAL REVIEW

Skills

According to Suprpto (2018: 135), "Skill is the ability to use reason, thoughts, ideas and creativity in doing, changing or making something more meaningful so as to produce a value from the work". According to Bambang Wahyudi (2018: 33) "Skill is a skill or expertise to do a job that is only obtained in practice". Based on the definition above, it can be concluded that Skill is a skill that must be possessed by every employee because skill is the ability, dexterity of an employee in completing his work and the tasks given by the company.

According to Handoko (2018: 19), there are several skill indicators, namely :

- 1) Perceptions of work
- 2) Attitudes and emotions
- 3) Skilled in completing work individually
- 4) Skilled in completing work as a team.

Work motivation

According to Siagian (2018: 157), "Motivation is a state in a person's personality that encourages an individual's desire to carry out certain activities in order to achieve goals". According to Ahmad Tohardi, (2016: 134), "The word motivation comes from the Latin *Movere* which means to move. For this reason, the definition of motivation is a strong force (impulse) from within a person to carry out activities in accordance with this encouragement. Based on the above understanding, the writer can conclude that what is meant by motivation is the encouragement that exists in each individual to work better so that company goals can be achieved.

According to Afandi (2018: 29) there are several indicators of motivation, namely the following:

- 1) Remuneration
- 2) working conditions
- 3) work facilities
- 4) Work performance
- 5) Recognition from superiors
- 6) The job itself

Organizational Commitment

According to Sopiah (2018: 155), "organizational commitment is an attitude that reflects the feelings of like or dislike of employees towards the organization which includes member pride, member loyalty and member will to the organization". According to Wibowo (2017: 187), "organizational commitment is a level where individuals identify and are involved with their organization and or do not want to leave it". From the above understanding it can be concluded that organizational commitment is an attitude or form of one's behavior towards the organization in the form of loyalty and achievement of the vision, mission, values and goals of the organization.

According to Robbins (2017: 101) there are three indicators of organizational commitment, namely:

- 1) *Affective Commitment*
- 2) *Continuance Commitment* .
- 3) *Normative Commitment* .

Employee Productivity

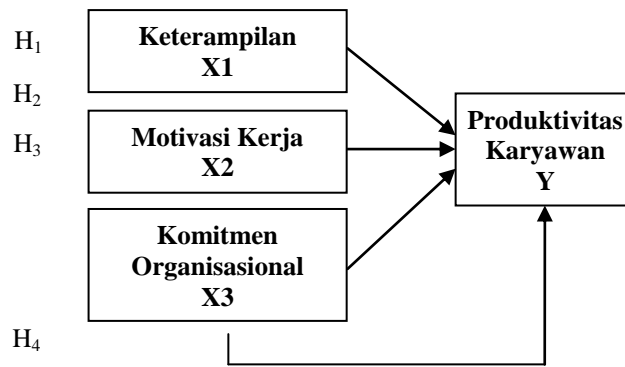
According to Sutrisno (2017: 102), "Productivity is a comparison between the results achieved with the participation of the workforce per unit of time. The participation of the workforce here is the effective and efficient use of resources. According to Hasibuan (2018: 340), "Productivity is the comparison between output (results) and input (input). If productivity increases, it will increase efficiency (time-materials-labor) and work systems, production techniques and an increase in the skills of the workforce. Based on the understanding of the experts, the researchers concluded that productivity is the mental attitude of employees that reflects the ability of employees to do work and the results obtained are based on the resources used.

According to Sutrisno (2017: 74), the indicators that affect work productivity are as follows.

- 1) Ability.
- 2) Improve the results achieved.
- 3) Spirit at work.
- 4) Self-development.
- 5) Quality.
- 6) Efficiency.

conceptual framework

According to Sugiyono (2015: 117) argues that a framework is a conceptual model of how theory relates to various factors that have been identified as important issues.



Conceptual Framework Image

METHOD STUDY

This research uses a quantitative descriptive method, the population of which is the employees of the Indomaret store in the Tanjung Morawa area in 2021, namely 100 people. The location for this research is Indomaret which is located in Tanjung Morawa District, North Sumatra, which starts from February to September 2022. The sampling technique for this research uses a Saturated Sample, so that the research sample is set at 100 people.

RESEARCH RESULTS AND DISCUSSION

Multiple Linear Regression Analysis Testing.

Multiple linear regression is intended to determine a linear relationship between several independent variables commonly called X1, X2, X3 and so on with the dependent variable called Y. Based on the results of data processing with the SPSS 21 program, the following results are obtained:

Table 1 Multiple Linear Regression Test Results

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	std. Error	Betas		
(Constant)	4,563	1,785		2,556	.013
1 Skills	.621	.084	.667	8,545	.000
Work motivation	.355	.076	.337	4,666	.000
Organizational Commitment	.532	.072	.543	7.343	.004

a. Dependent Variable: Employee Productivity

From the coefficient table above, it can be explained the effect of the Skills (X1) Work Motivation (X2) and Organizational Commitment (X3) variables on Employee Productivity (Y) variables. Table 1 shows the constant value (a) = 4.563; (b1) of 0.621; (b2) of 0.355 and (b3) of 0.532 so that a multiple linear regression equation $Y = 4.563 + 0.621 X_1 + 0.355 X_2 + 0.532 X_3$ where the variables Skills, Work Motivation and Organizational Commitment have an influence on Employee Productivity variables.

Hypothesis Testing Results

t test (Partial Test)

Partial t test to prove the initial hypothesis about the influence of Skills (X1) Work Motivation (X2) and Organizational Commitment (X3) as independent variables on Employee Productivity (Y) as the dependent variable.

**Table 2. Results of the t test (partial test)
Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
	(Constant)	4,563	1,785		
Skills	.621	.084	.667	8,545	.000
1 Work motivation	.355	.076	.337	4,666	.000
Organizational Commitment	.532	.072	.543	7.343	.004

a. Dependent Variable: Employee Productivity
Source: Data processed by SPSS, 2022.

Based on the table above shows:

- Obtained $t_{\text{count value}} (8.545) > t_{\text{table}} (1.660)$ and significance value $0.000 < 0.05$, so H_a received and H_o rejected. It means Skills have a positive and significant effect partially on Employee Productivity.
- Obtained score $t_{\text{count}} (4,666) > t_{\text{table}} (1.660)$ and a significance value of $0.000 < 0.05$, then H_a is accepted and H_o is rejected. This means that work motivation has a positive and significant effect partially on employee productivity.
- Obtained score $t_{\text{count}} (7,343) > t_{\text{table}} (1.660)$ and a significance value of $0.004 < 0.05$, then H_a is accepted and H_o is rejected. This means that Organizational Commitment has a positive and significant effect partially on Employee Productivity.

F Test (Simultaneous Test)

The F test aims to see whether the independent variables simultaneously (simultaneously) have an influence on the dependent variable.

**Table 3 F Test Results (Simultaneous Test)
ANOVA^a**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1076.668	2	538.334	87.629	.000 ^b
residual	257.113	96	2.668		
Total	246.750	99			

a. Dependent Variable: Employee Productivity
b. Predictors: (Constant), Skills, Work Motivation, Organizational Commitment.

Based on the table above, it shows that the $\text{calculated F value}$ is 87.629, numerator degree = $k-1 = 4-1 = 3$, denominator degree = $n - k = 100-4 = 96$, $F_{\text{table}} = 2.47$. Based on the table, the $\text{calculated F value}$ is $87.629 > F_{\text{table}} 2,47$ and significance $0.000 < 0.05$. It means variable Skills (X_1) Work Motivation (X_2) and Organizational Commitment (X_3) simultaneously have a positive and significant effect to Employee Productivity (Y).

R2 Test (Determination Test)

The coefficient of determination (R2) is used to measure how far the model's ability to explain the variation in the dependent variable.

**Table 8. Test Results for the Coefficient of Determination (R2)
Summary Model^b**

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.821 ^a	.794	.775	2.421

a. Predictors: (Constant), Skills, Work Motivation, Organizational Commitment
b. Dependent Variable: Employee Productivity
Source: Data Processed by Researchers, 2022

Based on the table above show that :

- The R value is 0.821 (82.1 %), where the value of this correlation coefficient shows the relationship between Skills, Work Motivation and Organizational Commitment to Employee Productivity is strong, the bigger the R means the relationship is getting very strong.

- R Square shows the coefficient of determination is 0.794 meaning Skills, Work Motivation and Organizational Commitment to Employee Productivity is 79.4 % , while the remaining 20.6 % is influenced by other variables not included in this study.

DISCUSSION

This study aims to determine whether there is influence between Skills, Work Motivation and Organizational Commitment on Employee Productivity . In this study the authors used quantitative data analysis with a population of 100 employees and the authors took the entire sample from the total population of 100 Indomaret Tanjung Morawa Area employees .

1. Effect of Skills on Employee Productivity

In a company, skills are very important to increase employee productivity because with the skills possessed by employees, employee productivity will increase, and the company will experience an increase in sales. According to Suprpto (2018: 135), "Skill is the ability to use reason, thoughts, ideas and creativity in doing, changing or making something more meaningful so as to produce a value from the work". The $t_{\text{calculated}}$ value of the Skills variable is $8,545 > t_{\text{table of } 1,660}$ and a significant value of $0,000 < 0.05$, meaning that Skills has a positive and significant effect on the productivity of Indomaret Tanjung Morawa employees. The results of this study are in line with Suwardi's research (2018) entitled "The Influence of Skills on Employee Productivity (a case study of Pati Regency Secretariat Employees)" showing that there is a significant influence between Skills on Employee Productivity of Kabuoaten Pati Regional Secretariat employees. It is concluded that Skills can increase Employee Productivity.

2. Effect of Work Motivation on Employee Productivity

Work motivation is very important in increasing employee productivity, because with the motivation possessed by employees, employees will wholeheartedly do their jobs and the results will be optimal. According to Handoko (2018: 24), "Motivation is the driving force that causes a member of the organization to be willing and willing to mobilize abilities in the form of expertise or skills, energy and time to carry out various activities for which they are responsible and fulfill their obligations in order to achieve goals and various targets. defined organization". The t value of the work motivation variable is $4,666 > t_{\text{table } 1,660}$ and a significant value of $0,000 < 0.05$, meaning that work motivation has a positive and significant effect on employee productivity in the Indomaret Tanjung Morawa Area. The results of this study are in line with Perdana's (2017) study entitled "The Influence of Work Motivation on Employee Productivity at the Office of Manpower and Transmigration of West Java Province" showing that there is a significant influence between Work Motivation on Employee Productivity at the Office of Manpower and Transmigration of West Java Province. It is concluded that work motivation can increase employee productivity.

3. The Effect of Organizational Commitment on Employee Productivity

In a company that organizational commitment is one very important point to increase employee productivity. If all employees have an organizational commitment, the company will experience increased productivity and success as well as the achievement of the company's vision, mission and goals. The t value of the organizational commitment variable is $7,343 > t_{\text{table } 1,660}$ and a significant value of $0.004 < 0.05$, meaning that organizational commitment has a positive and significant effect on employee productivity in the Indomaret Tanjung Morawa Area. The results of this study are in line with Burhanuddin's research (2019) entitled "The Effect of Organizational Commitment on Employee Productivity at Banjarmasin Islamic Hospital" showing that there is a significant influence between Organizational Commitment on Employee Productivity at Banjarmasin Islamic Hospital. It is concluded that Organizational Commitment can increase Employee Productivity .

4. The Effect of Skills, Work Motivation and Organizational Commitment on Employee Productivity

The $F_{\text{calculated}}$ value has a positive value of 87,629 with a significance of 0.000 while the F_{table} value of 2.47. Thus $F_{\text{count}} = 87,629 > F_{\text{table}} = 2.47$ and a significance of $0.000 < 0.05$. It means hypothesis (H_{a4}) suspected Skills, Work Motivation and Organizational Commitment influence positive and significant to productivity of Indomaret Tanjung Morawa Area Employees "Accepted". Score *adjusted R Square* (R^2) is 0.775 show Skills, Work Motivation and Organizational Commitment explain their influence on Employee productivity viz as big 0.775 or 77.5%, whereas the rest 22.5% explained by other variables not examined in this study such as leadership and *reward variables* . The results of this study are in line with Mulyani's research (2019) entitled "The Effect of Skills, Work Motivation and Organizational Commitment on Employee Productivity at Alfamart in Madiun " which shows that Skills, Work Motivation and Organizational Commitment have a positive and significant effect on Employee Productivity simultaneously.

CONCLUSION AND SUGGESTION

Conclusion

1. Multiple linear regression analysis obtained the equation $Y = 4.563 + 0.621 X_1 + 0.355 X_2 + 0.532 X_3$. Constant (a) = 4.563 means that if the variable Skills (X_1) Work Motivation (X_2) and Organizational Commitment (X_3) is 0, then Employee Productivity (Y) is 4.563. The regression coefficient of the Skills variable (X_1) increases by 1 unit, so the Employee Productivity variable increases by 0.621 or by 62.1%. The regression coefficient of the Work Motivation variable (X_2) = 0.355 means that if Work Motivation (X_2) increases by 1 unit, the Employee Productivity variable will increase by 0.355 or by 35.5%. The regression coefficient of the Organizational Commitment variable (X_3) = 0.532 means that if the Organizational Commitment (X_3) increases by 1 unit, the Employee Productivity variable increases 0.532 or 53.2%.
2. The results of the t test (partial test) for the Skills variable (X_1) obtained the value of $t_{\text{count}} (8.545) > t_{\text{table}} (1.660)$ and a significant value of $0.000 < 0.05$ this means that the Skills variable (X_1) has a positive and significant effect on the Employee Productivity variable (Y). The results of the t test (partial test) Work Motivation variable (X_2) obtained the calculated t value (4,666) $> t_{\text{table}} (1.660)$ and a significance value of $0.000 < 0.05$ this means that the variable Work Motivation (X_2) has a positive and significant effect on Employee Productivity (Y). The results of the t test (partial test) for the Organizational Commitment variable (X_3) obtained the calculated t value (7,343) $> t_{\text{table}} (1.660)$ and a significance value of $0.004 < 0.05$ this means that the Organizational Commitment variable (X_3) has a positive and significant effect on the Employee Productivity variable (Y).
3. The results of the F test (simultaneous test) show the calculated F value = 87,629 $> F_{\text{table}} = 2.47$ and significance $0.000 < 0.05$, it can be concluded that the independent variables Skills (X_1), Work Motivation (X_2) and Organizational Commitment (X_3) simultaneously have a positive and significant effect on the dependent variable Employee Productivity (Y). The results of calculating the coefficient of determination can be explained that the level of influence (*R square*) of the variable Skills (X_1) Work Motivation (X_2) and Organizational Commitment (X_3) of 0.794. Means that the variable Skills (X_1) Work Motivation (X_2) and Organizational Commitment (X_3) have an influence (*R square*) of 79.4% of the Employee Productivity variable, while the remaining 20.6% is influenced by other variables outside of this study.

Suggestion

As for some suggestions put forward related to the results of this study that is as following:

1. Given the importance of skills in increasing the productivity of store employees in the Indomaret Tanjung Morawa Area, it is recommended that companies provide training so that each employee has the skills so that employee productivity increases.
2. Given the importance of work motivation in increasing the productivity of Indomaret store employees in the Tanjung Morawa Area, it is suggested that companies give rewards to employees who can increase their productivity so that employees are more motivated and more enthusiastic at work.
3. Given the importance of organizational commitment in increasing the productivity of store employees in the Indomaret Tanjung Morawa Area, it is suggested that the company further enhance cooperation among employees so that each employee has a commitment to the organization and increases employee productivity.
4. Given the importance of employee productivity in a company, it is recommended that companies provide training to employees to improve skills, reward employees who excel in their fields so that employees are motivated, further strengthen the interaction between superiors and employees so that employees are committed to work and employee productivity increases.

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