

Enhance a Performance Productivity of Skills and Employee Services at Office Klambir Lima Village

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Abstract

The purpose of this study was to determine whether education, skills, and work ethics positively and significantly affect employee work productivity at staff employee office klambir Lima village. The data collection techniques in this study were conducted using a questionnaire with a list of claims to respondents of 50 respondents through the SPSS Version 17.0 assistance program. From the F test results obtained a Fcountof 12,734 > Ftable 2.81 and a significantly lower probability of 0.05 ie 0.00 < 0.05, then the regression model can be accepted that education, skills and work ethics simultaneously and significantly influence work productivity. From the partial variable test results, the educational value of 2.166 > t table 1.67 with a significant 0.036 < 0.050, a significant positive and significant significance of Education against Employee Work Productivity. Skill Variable t-test value of 1.916 < t table 1.67 with a significant 0.62 > 0.050, meaning that part does not require significant influence of Skills on Employee Work Productivity. Work Ethics Work ethics count 2,418 > t table 1.67 with a significant 0.020 < 0.050, significantly influences the performance significantly and significantly from Work Ethics against Employee Work Productivity.

Keywords

education; skills; work ethics; productivity



I. Introduction

We all know that Indonesia is a developing country. As a developing country, Indonesia is required to build the country towards a modern state. In this development, there are various challenges, both economic and non-economic challenges. Currently, Indonesia is just trying to figure out how, with such a large population, it can move its people so that they can become productive resources. Humans are production factors that play an important role in a company because humans have very specific characteristics compared to other production factors. The difference in these characteristics states that humans as workers are the driving force that can turn on a company, In this case, humans become subjects who move the existing factors of production. In line with that, every company has a goal to be achieved, namely to earn profits and continue to increase existing profits, meet employee welfare, meet consumer needs and maintain company stability.

Productivity is one component that must be owned by an institution or company if it wants to achieve the goals that have been set. In its activities, the institution or company must be able to increase productivity from time to time, because this concerns the performance of the institution. Aspects of human resources within the company or institution hold has an

important role, namely as one of the benchmarks for the level of employee work productivity, with the understanding that if the level of quality of human resources in a company is high or good, then the level of work productivity of employees at the institution is easier to increase, and vice versa if the level of quality of human resources is low or lacking, the level of employee productivity will be difficult to increase.

Therefore, every institution that wants to be successful in its business is required to further increase its attention to aspects of human resources that are owned, with the aim that expectations and goals can be achieved. The following are the results of pre-research on employee work productivity at the Office Klambir Lima Village.

Based on table 1.1, it can be seen that the level of employee productivity at the Panca Budi Development University is still low. This is because employees do not master their skills in carrying out work which is caused by a lack of formal education and development and non-formal to its employees. Where there are some employees who are less prompt in making decisions to resolve the problems that occur. Then there are still many employees who don't come on time so that they violate discipline which will have an impact on work productivity in the company.

In an effort to increase employee work productivity, not only relying on the quality of the products produced, but companies or institutions also need to pay attention to the factors that affect employee work productivity, according to Dunggio (2013: 72-76) the factors that can increase work productivity employees are education, skills and work ethic.

Table 1. Results of Pre-Research Questionnaire Regarding Employee Work Productivity at the Office Klambir Lima Village

NO	STATEMENT	Agree		Do not agree		Total	
		Amount	%	Amount	%	Amount	%
1.	I mastered the skills that very good at executing my job.	3	30%	7	70%	10	100%
2.	I always come on time work	4	40%	6	60%	10	100%
3.	Overtime is required for increase work productivity.	4	40%	6	60%	10	100%
4.	I never complain and feel weight against the load being my responsibility.	2	20%	8	80%	10	100%
5	I always try to improve to the mistakes I've ever made do in carrying out the work.	10	100%	0	0	10	100%

Based on table 1, it can be seen that the level of employee productivity at office klambir lima village is still low. This is because employees do not master their skills in carrying out work which is caused by a lack of formal education and development and non-formal to its employees. Where there are some employees who are less prompt in making decisions to resolve the problems that occur.

Then there are still many employees who don't come on time so that they violate discipline which will have an impact on work productivity in the company. In an effort to increase employee work productivity, not only relying on the quality of the products produced, but companies or institutions also need to pay attention to the factors that affect employee work productivity, according to Dunggio the factors that can increase work productivity employees are education, skills and work ethic.

II. Review of Literature

2.1. Definition of Work Productivity

Work productivity comes from English, product: results outcome develops into the word productive, which means to produce and productivity: having the ability to make or create, creative. The word is used in Indonesian as productivity which means the strength or ability to produce something, because in the organization of work what will be produced is the goal. In terms of psychology, productivity shows behavior as the output of a process of various psychological components that underlie it. Danang (2012: 202) defines work productivity as a mental attitude that always tries and has the view that a life today is better than yesterday and tomorrow is better than today. Meanwhile, according to Fahmi (2012: 80) Productivity is the ability of a business to produce products within a specified period. The period is usually calculated quarterly, semester, and yearly. Productivity capacity is also seen from the number of units produced, the speed of time that can be produced, and the quality of the product by the agreed standards. Productivity has 2 dimensions, the first dimension is effectiveness which leads to the achievement of maximum performance, namely the achievement of targets related to quality, quantity, and time. The second is efficiency as well as product quality by agreed standards. Productivity has 2 dimensions, the first dimension is effectiveness which leads to the achievement of maximum performance, namely the achievement of targets related to quality, quantity, and time. The second is efficiency as well as product quality by agreed standards. Productivity has 2 dimensions, the first dimension is effectiveness which leads to the achievement of maximum performance, namely the achievement of targets related to quality, quantity, and efficiency.

2.2. Factors Affecting Work Productivity

Various factors that affect employee work productivity proposed by Dunggio (2013: 72-76) include:

1. Mental attitude, in the form of:

- a. Work motivation
- b. Work discipline
- c. Ethicswork

2. Educationand training

In general, people who have higher education will have broader insights, especially appreciation of the importance of productivity. Education here can mean formal or non-formal education.

3. Skills

In certain aspects, if the pegaau are more skilled, they will be better able to work and use work facilities properly. Employees will be more skilled if they have sufficient skills and experience.

4. Management

The definition of management here can be related to the system applied by the leader to manage or lead and control his staff and subordinates.

5. Industrial Relations

By creating a harmonious and dynamic working relationship between leaders and subordinates in the organization, it will create a workforce so that it can provide productive motivation, and can foster active participation in efforts to increase productivity.

6. Earning Rate

If the level of income is adequate, it can lead to work concentration and the abilities possessed can be used to increase productivity

7. Nutrition and Health

If employees can be fulfilled with nutrition and have a healthy body, they will be stronger at work, especially if they have high work morale, they will be able to increase their work productivity.

2.3. Definition of Education

In English, the word Education is called Education whereas etymologically the word comes from Latin, namely *Eductum*. The word *Eductum* consists of two words, namely *E* which means development from the inside out, and *Duco* which means developing. So that etymologically the meaning of education is the process of developing one's abilities and individual strengths. According to Syahrur (2010: 253), Education is a very strategic means in preserving the value system that develops in life. Education does not only provide knowledge and understanding but is more directed at the formation of attitudes, behavior, considering that the development of communication, information, and the presence of print and electronic media does not always have a positive influence on students

Content has a wide range, from basic knowledge to research; from live Skills training to advanced production Skills; while the forms can vary from school to very specific ones such as those found in non-formal education, from simple literacy to postgraduate or specialist. Second, public schools are essential to achieve development goals as well as training and special skills or specific skills are needed if people are to be able to adapt to change and be able to participate constructively in that change. The third implication is investing in other fields so that students can be involved in productive tasks in economic growth. Fourth, equal rights and justice in education and national economic development are mutually consistent. Education contains a very broad understanding, involving all aspects of the human personality.

Education concerns conscience, values, feelings, knowledge, and skills. Education will essentially include educating, teaching, and Training The activity is carried out as an effort to transform values, so in its implementation, the three activities must run in an integrated and sustainable manner and harmony with the development of students and their environment Uyoh Sadulloh (2012: 57). Education is something important and cannot be separated from a person's life, both in the family, society and nation (Sari, 2021). Education has a very strategic role in determining the direction of the forthcoming of the nation's quality of community knowledge (Musdiani, 2019). This compulsory education program is expected to provide minimum education for Indonesian citizens to be able to develop their potential so that they can live independently in a community environment or continue their education to a higher level (Martono, 2020).

Education is directed at efforts to humanize humans, or assist the process of homogenization and humanization, meaning that the implementation and process of education must be able to help students become human with high culture and high value (moral, character, responsible and social). To realize this achievement, the implementation of national education must be based on the foundation of education which develops superior human beings, which must be done fundamentally and populist based on the value system that is owned.

III. Research Methods

The type of research used in this research is quantitative research with a descriptive approach. A quantitative research method is one type of research whose specifications are systematic, well-planned, and structured from the beginning to the making of the research design. According to Sugiyono (2013:13), the research method used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection using research instruments, data analysis is quantitative/statistical to test predetermined hypotheses. This study uses a descriptive approach to describe the object of research or research results.

3.1 Population

According to Sugiyono (2014:148) Population is a generalization area consisting of objects/subjects that have certain qualities and characteristics, determined by researchers to be studied and then drawn conclusions. Thus, the population in this study were permanent employees at the Universitas Pembangunan Panca Budi as many as 100 people.

3.2 Sample

According to Sugiyono (2014:149), the sample is part of the number and characteristics possessed by the population. The characteristics used are based on gender, age, education level, and years of service. In

In this study, researchers used a purposive sampling technique. This method uses the criteria that have been selected by the researcher in selecting the sample, the sample selection criteria are divided into inclusion and exclusion criteria. Inclusion criteria are the criteria for the sample that the researcher wants based on the research objectives. While the exclusion criteria are special criteria that cause prospective respondents who meet the inclusion criteria to be removed from the research group.

Inclusion criteria in this study:

- 1) Level of education
- 2) Age
- 3) Years of service
- 4) Employees with an educational background of S1 and S2
- 5) Age over 22 years
- 6) Minimum 5 years working period

The data collection techniques in this study are:

1. Questionnaire, is a list of questions/statements that must be answered or filled out by the respondent. Based on the freedom of the respondents in answering each question, the questionnaire is divided into two, namely:
 - Open questionnaire,
 - Closed questionnaire, based on the scale can be grouped. Likert scale to measure attitudes, opinions, perceptions of a person or group of people about a particular phenomenon that you want to know. In a Likert scale questionnaire, five alternative answers are usually provided, for example: SS, S, N, TS, and STS. So that researchers can easily find out whether a respondent answered seriously or carelessly, the questionnaire should be prepared based on positive statements and negative statements. For positive statements, the scoring of answers is usually as follows: SS = 5; S = 4; KS = 3, TS = 2, and STS = 1. Meanwhile for negative statements, it is the opposite.

2. Observations in this study were carried out prior to data collection. This is used as consideration for compiling research instruments.
3. Interviews were conducted using unstructured interviews because they only wanted to get additional information or an outline of the problem from respondents who had filled out the questionnaire.

IV. Results and Discussion

4.1. Description of Respondent Characteristics

In this study, primary data was collected from 50 respondents to find out their responses to the quality, design, and characteristics of Universitas Pembangunan Panca Budi Medan. The characteristics of the respondents which will be described below reflect how the condition of the respondents being studied includes gender, age, and education level.

a. Characteristics of Respondents Based on Age

Table 1. Distribution of Respondents by Age
AGE

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 22th-30th	38	76.0	76.0	76.0
31th-40th	10	20.0	20.0	96.0
51th-60th	2	4.0	4.0	100.0
Total	50	100.0	100.0	

In table 1 it can be seen that the characteristics of respondents aged 22-30 years were 38 people (76%), aged 31-40 years were 10 people (20%), and age 40-60 years were 2 people (4%). Based on the age characteristics of the respondents, most of the respondents were aged 22-30 years (76%). This is due to the large number of new employees who are graduate students from the Panca Budi Development University, so that most of the respondents' ages are between 22-30 years old.

b. Characteristics of Respondents Based on Working Period

Table 2. Distribution of Respondents Based on Term of Service
YEARS OF SERVICE

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 5th-10th	25	50.0	50.0	50.0
10th-15th	25	50.0	50.0	100.0
Total	50	100.0	100.0	

In table 2, it can be seen that the characteristics of respondents with a tenure of 5-10 years were 35 people (70%), 14 people worked 10-15 years (28%), and 1 person worked 15-20 years (2%). Based on the characteristics of the working period of the respondents, most of the respondents dominate the tenure of 5-10 years (70%). This is because the priority of respondents is undergraduate and postgraduate, so the average working period is 5-10 years.

c. Characteristics of Respondents Based on Education Level

Table 3. Distribution of Respondents by Education Level
EDUCATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bachelor	35	70.0	70.0	70.0
	Postgraduate	14	28.0	28.0	98.0
	3.00	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

In tables 3 it can be seen that the characteristics of respondents with undergraduate education levels are 25 people (50%) and postgraduates are 25 people (50%). Based on the characteristics of the respondent's education level, the education level is comparable between undergraduate and postgraduate degrees. This is because most of the employees are dominated by employees with undergraduate and postgraduate educational backgrounds.

4.2 Data Presentation

In answering the problems in a study, it is necessary to describe the characteristics of the data sources, for this purpose, the authors will describe the characteristics of respondents based on the results of questionnaire analysis obtained in the field.

The data obtained during the study will be presented as a result of distributing questionnaires to respondents, namely 50 employees at the Panca Budi Development University. With the total number of questions as many as 53 items, consisting of questions Variable X1(Education), Variable X2(Skills) and Variable X3(Work ethics) and Variable Y (Work Productivity) and provided 5 (five) alternative answers, namely:

- Strongly agree (SS) with a score of 5
- Agree (S) with a score of 4
- Doubtful (KS) with a score of 3
- Do not agree (TS) with a score of 2
- Strongly disagree (STS) with a score of 1

The answers from the respondents obtained are shown in the following tables:

Variable X. Distribution Results (Education)

Education measured using 4 (four) indicators and realized into 12 (twelve) statements. Based on the calculation of the percentage of respondents' answer scores, the results are shown in the following table:

Table 4. Statement 1: I have an educational Background that Matches the Company's Needs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Doubtful	3	6.0	6.0	6.0
	Agree	33	66.0	66.0	72.0
	Strongly agree	14	28.0	28.0	100.0
	Total	50	100.0	100.0	

Based on the table, it is known that education is in accordance with the desired needs seen from the results of respondents' answers who expressed doubt 3 people (6%), agreed 33 people (66%), strongly agreed 14 people (28%). Of the respondents' answers, the majority of respondents agreed as many as 33 people (66%). So it can be concluded that the respondents agree that the educational background of the Panca Budi Development University employees is in accordance with the company's needs.

Table 5. Statement 2: I work, it is in Accordance with my Educational Background
Statement 2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	35	70.0	70.0	70.0
	Strongly agree	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

Based on the table, it is known that the educational background of the employees is in accordance with the needs, it can be seen from the results of the answers of respondents who agreed 35 people (70%), strongly agreed 15 people (30%). From the respondents' answers, most respondents agreed that as many as 35 people (70%). So it can be concluded that the respondents agree with their educational background.

V. Conclusion

Based On Data Analysis And Discussion Of Research Results, The Following Conclusions Can Be Drawn:

1. Partial Test

- a. There Is A Positive And Significant Influence Partially Education On Employee Work Productivity At The Panca Budi Development University

- b. There Is A Positive And Significant Partial Effect Of Skills On Employee Work Productivity At The Panca Budi Development University
- c. There Is A Positive And Significant Influence Partially Work Ethics On Employee Work Productivity At Universitas Pembangunan Panca Budi
2. Based On The Test Results, The Size Of The Adjusted R Square Is Explained By The Independent Variable Education, Skills And Work Ethics Of 45.6%, While The Remaining 55.4% Is A Variable That Has Not Been Studied So That It Can Be Used As A Reference For Further Researchers.
3. Based On The Results Of The F Test Results In The Value Of Fcountof 17,453 With A Significant Level Of 0.000. Because $F_{count17,453} > F_{table2.57}$ And The Significant Probability Is Much Less Than 0.05, I.E. $0.00 < 0.05$, So The Regression Model Can Be Said That Education, Skills And Work Ethics Simultaneously And Significantly Affects The Work Productivity Of Employees At The Office Klambir Lima Village.

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