



Employees' Knowledge and Skills on Work Productivity at the Manpower Department

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Abstract

The purpose of this research is to evaluate the impact of improving staff knowledge and skills on job productivity. This study employs a descriptive quantitative approach. The findings of this research show that increasing knowledge has a positive and significant impact on job productivity, with $t_{count} = 4.236 > t_{table} = 1.674$ and a significance level of $0.000 < 0.05$. While the employee competence variable has a positive and substantial impact on job production ($t_{count} = 3.143 > t_{table} = 1.674$ with a significant $0.003 < 0.05$).

Introduction

Human resources are critical to a business's success, since virtually all operational tasks are performed by people. The business must be able to develop its human resources to be competent and experts in their area, ensuring that the company's objectives are met on time. Faced with increased competition and the age of globalization, many businesses invest in human resources to accomplish their objectives. Because the business is highly reliant on the good and poor qualities of its human resources, development is designed to help workers improve their talents and work skills in order to do their jobs more efficiently.

The business has goals and objectives in order to generate the greatest profit possible (Afuberoh & Okoye, 2014). Human resources are critical and potentially critical to a business's performance, since they are a determinant of corporate operations such as planning, organization, and decision-making (Chang & Huang, 2005; Lin et al., 2017). As a result, every business is needed to function as effectively and efficiently as possible, while also increasing the productivity of its human resources in order to compete successfully. Collaboration between businesses and workers is necessary to accomplish the intended objectives reflected in work productivity.

To enhance job-related knowledge and abilities, the business must prioritize efforts to increase the workforce's knowledge and skills. The purpose of knowledge and skills is to increase work productivity in order to achieve the company's objectives. Employee productivity is critical to a business's success (Harter et al., 2002). Increased productivity benefits both the business and its workers, particularly in terms of wellbeing.

Education may be used to enhance knowledge, while training can be used to improve skills. Training is a method of human resource development (Chatzimouratidis et al., 2012). This training plays a critical function in nurturing the workforce by enhancing workers' abilities to become competent and pursue professions. All of this may be done to increase the efficiency with which the business achieves its objectives. Training is needed for both new and long-term workers (Dellve et al., 2011). Positive and negative elements of an object's knowledge exist (Barken & Armstrong, 2018). These two factors will influence an individual's mindset. The

more good attributes and items are known, the more favorable views about certain objects will be.

The company's growth in expertise will result in increased work productivity. Productivity will only improve if each field in all facets of the firm is carried out by people who possess specific talents and abilities in their respective areas.

The benefit of training is that workers will have a better understanding of their jobs and make fewer errors or blunders while doing their responsibilities, guaranteeing the company's availability of competent people. Trained individuals can think critically, contribute to staff stability, and work more effectively. Training is one of the ways the agency ensures staff performance. Training may be described succinctly as an activity designed to enhance future performance (Pulakos et al., 2015).

A government organization that deals with job problems and provides basic community services (Wang et al., 2011). Then, all types of issues or existing work obstacles must be addressed more accurately in order to preserve Manpower Office's reputation. Employee performance, on the other hand, remains suboptimal. This may be seen as a lack of punctuality in terms of arriving and leaving promptly (Kucharski et al., 2021). Observing that workers have individual duties and have given their whole efforts to achieving corporate objectives

Methods

The research technique utilized is quantitative. The author aims to gather historical data and to pay close attention to specific elements of the issue under study in order to acquire data that will aid in the production of research reports. The data collected is then processed and examined further in accordance with the studied theory in order to get a better understanding of the object and to make conclusions about the issue under investigation.

Result and Discussion

Enhancement of knowledge

Knowledge Improvement Research (X1) employs indicators of Education Dimensions, Experience Dimensions, and Interest Dimensions in this questionnaire. Eight statement items from these three indicators are utilized to quantify the variable of growing knowledge, namely:

Employee Skills

Employee skills (X2) with this questionnaire using indicators, namely: Determining how to complete the work, determining the best procedure in carrying out the work, completing the task well, determining the best size/volume of work, determining the best quality measure of work, predicting the results of the work. Of these 8 indicators, 8 statement items are used to measure Employee Skills, namely:

Productivity at work

Work Productivity (Y) is measured using the following indicators: Work Quantity, Work Quality, and Timeliness. Eight statement items are used to quantify Work Productivity from these three variables, namely:

Analysis of Multiple Linear Regressions

Table 1. Results of Multiple Linear Regression

	Independent variable	Dependent Variable	Regression Results				
			B	Beta	Tcount	Sig	Information
		(constant)	1,691		0,342	0,733	
H1	Knowledge Improvement	Work productivity	0,313	0,470	4,236	0.000	Significantly Positive
H2	Employee skills	Work productivity	0,335	0,349	3,143	0,003	Significantly positive
			R= 0,72				
R Square = 0.493		Sig = 0.000					
Regression Equation		$Y = 1,691 + 0,313x + 0,335x$					

Source: Primary data

Increased Knowledge Has a Positive Effect on Work Productivity

According to the findings of statistical testing, a positive and partly significant connection exists between the variables Increased Knowledge and Work Productivity. Cognitive or knowledge is a critical domain for the development of one's activities (over behavior). It has been shown via experience and study that behavior based on knowledge is more durable than conduct that is not based on information, and that it may improve employee productivity.

The partial test (t test) findings indicate that the Knowledge Increase variable has a positive and significant impact on Work Productivity, as shown by $t_{count} = 4.236 > t_{table} = 1.674$ and $sig = 0.000 < 0.05$.

The Effects of Employee Competence on Work Productivity

According to the findings of the calculations, there is a positive and partly significant connection between the variables Employee Skills and Work Productivity. Skills are skills that each employee must learn in order to accomplish different goals in their job.

The partial test (t test) findings indicate that the Employee Skills variable has a positive and significant impact on Work Productivity, as shown by $t_{count} = 3.143 > t_{table} = 1.674$ and a significant value of $0.003 < 0.05$.

The findings of this study contradict those of Sry Wahyuningsih's (2019) study titled The Effect of Training on Employee Work Productivity. The findings indicate that training has a positive and substantial impact on work productivity, implying that if training is conducted, employee work productivity would improve.

The findings of this study connection between job skills and work productivity (in employees According to the findings of the study, there is a strong positive correlation between work skills and productivity among workers .

The findings of this study contradict those of Meylisa Thesa Walukow. Mieke Roring Jonhy R.E (2016) published an article titled the impact of human resource training on employee job productivity. The data tabulation results (attached) were utilized to generate the numbers that would be used in the study of product moment correlation. The results of these calculations yielded the coefficient of determination, which is equal to $r = 0.932$ and offers insight into the

connection between human resource training and employee productivity. As the coefficient is positive, it shows a strong correlation between human resource training and job productivity

the Effect of Employee Development and Compensation Programs on Increasing Employee Work Productivity. Multiple linear regression was calculated using the data processing findings as follows: $Y = 5.401 + 0.291 X_1 + 0.582 X_2$. Furthermore, the findings of partial hypothesis testing show that the development program variable increases employee productivity by 2.91 percent when $t_{count} (3.213) > t_{table} (1.701)$ with a probability value of 0.003. (much smaller than 0.005). Compensation has an impact on improving employee labor productivity by 5.82 percent when $t_{count} (5.421) > t_{table} (1.701)$ with a probability of 0.000. (much less than 0.05). Meanwhile, it demonstrates that the influence of the development program and compensation variables has a significant effect on increasing employee productivity with an F_{count} value of $49,526 > F_{table} 3,340$ and a probability value of 0.000 (significant), which is significantly less than 0.05.

The previous study contradict with the result of this research the impact of education and workforce training on improving staff productivity at source of field sustenance. According to the computed F value (23.135) > from the F table (2.76), it can be inferred that training and employee development factors have a substantial effect on the job productivity The employee training and development variable's t-test findings indicate that the training variable has a greater impact than the employee development variable. This demonstrates that the training variable has a larger impact on the work productivity of that than the development variable does

Conclusion

Increasing knowledge has a substantial beneficial impact on job productivity According to the findings of the data analysis, employee skills have a favorable and substantial impact on job productivity.

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