ANALYSIS OF FACTORS AFFECTING EMPLOYEE PERFORMANCE

By
I Nyoman Tri Sutaguna[1], Titin Endrawati[2], Adrian Febriana Dima[3], Harfiahanj Indah Rakhma Ningtyas[4], Rinovian Rais[5]
[1]Universitas Udayana, Indonesia
[2]Politeknik APP Jakarta, Indonesia
[3]Sekolah Tinggi Ilmu Administrasi Bagasasi, Indonesia
[4]Institut Teknologi dan Bisnis Yadika, Indonesia
[5]Universitas Indraprasta PGRI, Indonesia
Email: [1]trisutaguna@unud.ac.id, [2]titinendrawati@gmail.com,
[3]Febrianadima@stiabagasasibandung.ac.id, [4]harfiahanitys21@gmail.com,
[5]rinovian.rais@unindra.ac.id

Abstract: *The purpose of this study to discuss about analysis of factors affecting employee performance. In this study, researchers used a type of causal associative research with a quantitative approach. In this study, the population will be employees, totaling 85 people. If the total population is less than 100 people, then the total number of samples taken is 85 people as the sample of this study. The analytical method uses multiple linear regression analysis. The research results show that motivation has a positive and significant effect on employee performance. Leadership has a positive and significant effect on employee performance. Organizational culture has a positive and significant effect on employee performance.*

INTRODUCTION

Today, the conditions of competition are increasing and very competitive. This requires companies to be able to improve employee performance in achieving increased productivity so that they can compete with other companies and even be able to be above other companies. Performance is one of the biggest issues in every company today. This happens as a consequence of the community's demands for the need for excellent service or highquality products.

In a company, human resources or employees are one aspect of productivity that plays an important role in achieving goals for the company or organization. Optimizing employee performance is able to provide high productivity to the company's production cycle. Conversely, if the employee's performance decreases, of course this will greatly affect the productivity produced by the employee. Optimal performance can be measured based on several aspects. The most common aspects of employee performance are the quantity and quality of output produced as well as some external aspects in the form of responses or complaints from customers about the products produced.

Simamora (2004) states, performance is influenced by the following factors:
1. Individual factors consisting of abilities and demographic factors.
2. Psychological factors consisting of attitudes, motivation, perception, personality, and learning.
3. Organizational factors consisting of resources, leadership, awards, structure, organizational culture, and job design.

According to Gibson (2008) the factors that influence performance are factors of individual variables consisting of abilities and skills, background, and demographics. The second factor that affects the performance is the psychological variable which consists of perception, attitude, personality, motivation, job satisfaction, and job stress. While the third factor that influences performance is organizational factors consisting of leadership, compensation, conflict, power, organizational structure, job design, organizational design, and career.

According to Suparyadi (2015) the success or failure of the performance achieved by an organization is influenced by the level of performance of employees, both individually and as a group, with the assumption that the better the performance of employees, the better the organizational performance is expected to be.

Factors affecting performance according to Siagian (2002) states that employee performance is influenced by several factors, namely: compensation, work environment, organizational culture, leadership, and work motivation, work discipline, ability, job satisfaction, communication, competence, and other factors.

In addition, according to Handoko (2001) the factors that affect performance are as follows:
1. Motivation
   An important driving factor that causes humans to work is the existence of needs that must be met. These needs relate to human nature to get the best results in his work.
2. Job Satisfaction
   Job satisfaction reflects a person's feelings towards his work. This can be seen from the positive attitude of employees towards work and everything that is done in the work environment.
3. Stress Level
   Stress is a condition of tension that affects emotions, thought processes and current conditions. Stress levels that are too large can threaten a person's ability to deal with the environment so that it can interfere with the implementation of their work.
4. Conditions of Work
   The working conditions referred to can affect performance here, namely the workplace, ventilation, and irradiation in the work space.
5. Compensation System
   Compensation is the level of remuneration received by employees for what they have done for the company. So, giving compensation must be right so that employees are more enthusiastic about working.

6. Job Design

   Job design is a function of determining the work activities of an individual or group of employees organizationally. Job design must be clear so that employees can work well in accordance with the work that has been given to them.

   Employee performance decreases when one of these factors is reduced or absent. For example, some employees have the skills to do the job and work hard, but the organization provides outdated equipment. Performance problems are the results of work achieved by someone in carrying out the duties and responsibilities assigned to employees. Performance includes output quality and awareness at work.

   PT United Rope is a company engaged in the industrial sector, such as ropes, fishing nets, pipes, hoses and mattresses. PT United Rope is a company center located on Jalan Yos Sudarso, Mabar Village, Medan Deli District, Medan City, North Sumatra Province, Postal Code 20242, Indonesia. Has an industrial center as well as warehousing at PT United Rope 2 which is located on Jalan Pulau Nusa Barung, Mabar, Medan Deli District, Medan City, North Sumatra Province, Postal Code 20242, Indonesia.

   Companies need to understand deeply about work discipline which greatly affects the performance of any employees who are directly or indirectly related to their work activities. The problems that arise at PT. United Rope are the success or failure of an employee in carrying out work in a company can be known because the company carries out its own assessment system.

   The purpose of this study to discuss about analysis of factors affecting employee performance.

RESEARCH METHODS

   In this study, researchers used a type of causal associative research with a quantitative approach, namely research conducted to investigate causal relationships by observing the effects that occur and possible factors (causes) that cause these effects and using research designs based on statistical procedures or in other ways. from quantification to measure the research variables (Octiva et al., 2018; Pandiangan, 2018). Quantitative research data measuring tool is in the form of a questionnaire. The data obtained is in the form of answers from employees to questions or questions asked (Asyraini et al., 2022; Octiva, 2018; Pandiangan, 2015).

   The population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and concluded (Jibril et al., 2022; Pandiangan et al., 2018; Pandiangan, 2022). In this study, the population will be employees, totaling 85 people. The sample is part of the number and characteristics possessed by the population and samples taken from the population must be representative (Octiva et al., 2021; Pandiangan et al., 2021; Pandia et al., 2018). If the total population is less than 100 people, then the total number of samples taken is 85 people as the sample of this study.

   The analytical method uses multiple linear regression analysis. Multiple linear regression analysis is conducted to obtain a comprehensive picture of the relationship between one variable and another (Pandiangan et al., 2022; Tobing et al., 2018).

RESULT
Research Overview

PT United Rope is a company engaged in the industrial sector, such as ropes, fishing nets, pipes, hoses and mattresses. PT United Rope is a company center located on Jalan Yos Sudarso, Mabar Village, Medan Deli District, Medan City, North Sumatra Province, Postal Code 20242, Indonesia. Has an industrial center as well as warehousing at PT United Rope 2 which is located on Jalan Pulau Nusa Barung, Mabar, Medan Deli District, Medan City, North Sumatra Province, Postal Code 20242, Indonesia.

History began when our honorary founder recognized the potential of the fishing nets and ropes market in Indonesia since the end of the second world war. At that time, fishing line and net products were mostly imported into Indonesia to the famous fishing island in western Sumatra near the Malacca Strait. Since the beginning, our honorary founder has envisioned the importance of marketing and technical knowledge how to produce good quality products. In line with that vision and along with the use of high-quality machines, our first factory started production in 1969. In order to meet market demands and experience of our people, we introduced high-efficiency and high-accuracy machines for our new second factory in 1990 to improve not only quality but also quantity to serve our clients. And for the benefit and profitability of our old and new customers, we are consistently looking for new processes and technologies that can improve the quality of life for all of us.

PT United Rope vision is to build a healthy, strong and large company through products and services that are distinctive for the welfare of the community. The company's mission is:
1. Serving customers with products and services that suit their needs.
2. Providing a dynamic work environment in order to support the development of qualified, dedicated and professional staff with high integrity.
3. Have a high social responsibility towards the surrounding environment as a form of active participation in developing the region and the country.
4. Increasing the competitiveness of companies in the midst of rapid industrial growth to provide reasonable profits for shareholders and various interested parties.

Multiple Linear Regression Analysis Results

Table 1. Multiple Linear Regression Analysis Results

Variable	B	Sig.
Motivation	0.055	0.034
Leadership	0.122	0.012
Organizational Culture	0.366	0.002

The research results show that motivation has a positive and significant effect on employee performance. Leadership has a positive and significant effect on employee performance. Organizational culture has a positive and significant effect on employee performance.

CONCLUSION

The research results show that motivation has a positive and significant effect on employee performance. Leadership has a positive and significant effect on employee performance. Organizational culture has a positive and significant effect on employee performance.

REFERENCES

[1] Asyraini, Siti, Fristy, Poppy, Octiva, Cut Susan, Nasution, M. Hafiz Akbar, & Nursidin, M. (2022). Peningkatan Kesadaran Protokol Kesehatan di Masa Pandemi Bagi Warga di Desa Selamat Kecamatan Biru-biru. *Jurnal Pengabdian Kontribusi (Japsi), 2*(1), 33-36.

[2] Gibson, M. (2008). *Manajemen Sumber Daya Manusia*. Jakarta: Erlangga.

[3] Handoko, T., Hani. (2001). *Manajemen Personalia dan Sumber Daya Manusia*. Yogyakarta: BPFE Yogyakarta.

[4] Jibril, Ahmad, Cakranegara, Pandu Adi, Putri, Raudya Setya Wismoko, & Octiva, Cut Susan. (2022). Analisis Efisiensi Kerja Kompresor pada Mesin Refrigerasi di PT. XYZ. *Jurnal Mesin Nusantara, 5*(1), 86-95.

[5] Octiva, Cut Susan. (2018). *Pengaruh Pengadukan pada Campuran Limbah Cair Pabrik Kelapa Sawit dan Tandan Kosong Kelapa Sawit terhadap Produksi Biogas*. Tesis. Medan: Fakultas Teknik, Program Studi Teknik Kimia, Universitas Sumatera Utara. https://repositori.usu.ac.id/bitstream/handle/123456789/12180/157022002.pdf?sequence=1&isAllowed=y.

[6] Octiva, C. S., Irvan, Sarah, M., Trisakti, B., & Daimon, H. (2018). Production of Biogas from Co-digestion of Empty Fruit Bunches (EFB) with Palm Oil Mill Effluent (POME): Effect of Mixing Ratio. *Rasayan J. Chem., 11*(2), 791-797.

[7] Octiva, Cut Susan, Indriyani, & Santoso, Ari Beni. (2021). Effect of Stirring Co-digestion of Palm Oil and Fruith for Biogas Production to Increase Economy Benefit. Budapest *International Research and Critics Institute-Journal, 4*(4), 14152-14160. DOI: https://doi.org/10.33258/birci.v4i4.3521.

[8] Pandia, S., Tanata, S., Rachel, M., Octiva, C., & Sialagan, N. (2018). Effect of Fermentation Time of Mixture of Solid and Liquid Wastes from Tapioca Industry to Percentage Reduction of TSS (Total Suspended Solids). *IOP Conference Series: Materials Science and Engineering, 309*, 012086. DOI: 10.1088/1757-899X/309/1/012086.

[9] Pandiangan, Saut Maruli Tua. (2015). *Analisis Lama Mencari Kerja Bagi Tenaga Kerja Terdidik di Kota Medan*. Skripsi. Medan: Fakultas Ekonomi dan Bisnis, Program Studi Ekonomi Pembangunan, Universitas Sumatera Utara. https://www.academia.edu/52494724/Analisis_Lama_Mencari_Kerja_Bagi_Tenaga_Kerja_Terdidik_di_Kota_Medan.

[10] Pandiangan, Saut Maruli Tua. (2018). *Analisis Faktor-faktor yang Mempengaruhi Penawaran Tenaga Kerja Lanjut Usia di Kota Medan*. Tesis. Medan: Fakultas Ekonomi dan Bisnis, Program Studi Ilmu Ekonomi, Universitas Sumatera Utara. http://repositori.usu.ac.id/bitstream/handle/123456789/10033/167018013.pdf?sequence=1&isAllowed=y.

[11] Pandiangan, Saut Maruli Tua, Rujiman, Rahmanta, Tanjung, Indra I., Darus, Muhammad Dhio, & Ismawan, Agus. (2018). An Analysis on the Factors which Influence Offering the Elderly as Workers in Medan. *IOSR Journal of Humanities and Social Science (IOSR-*

JHSS), 23(10), 76-79. DOI: 10.9790/0837-2310087679. http://www.iosrjournals.org/iosr-jhss/papers/Vol.%2023%20Issue10/Version-8/K2310087679.pdf.

[12] Pandiangan, Saut Maruli Tua, Resmawa, Ira Ningrum, Simanjuntak, Owen De Pinto, Sitompul, Pretty Naomi, & Jefri, Riny. (2021). Effect of E-Satisfaction on Repurchase Intention in Shopee User Students. *Budapest International Research and Critics Institute-Journal, 4*(4), 7785-7791. DOI: https://doi.org/10.33258/birci.v4i4.2697.

[13] Pandiangan, Saut Maruli Tua, Oktafiani, Fida, Panjaitan, Santi Rohdearni, Shifa, Mutiara, & Jefri, Riny. (2022). Analysis of Public Ownership and Management Ownership on the Implementation of the Triple Bottom Line in the Plantation Sector Listed on the Indonesia Stock Exchange. *Budapest International Research and Critics Institute-Journal, 5*(1), 3489-3497. DOI: https://doi.org/10.33258/birci.v5i1.4016.

[14] Pandiangan, Saut Maruli Tua. (2022). Effect of Packaging Design on Repurchase Intention to the Politeknik IT&B Medan Using E-Commerce Applications. *Journal of Production, Operations Management and Economics (JPOME), 2*(1), 15–21. http://journal.hmjournals.com/index.php/JPOME/article/view/442.

[15] Siagian, S.P. (2002). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara.

[16] Simamora, Henry. (2004). *Manajemen Sumber Daya Manusia*. Yogyakarta: STIE.

[17] Suparyadi. (2015). *Manajemen Sumber Daya Manusia, Menciptakan Keunggulan Bersaing Berbasis Kompetisi SDM*. Jakarta: Andi.

[18] Tobing, Murniati, Afifuddin, Sya'ad, Rahmanta, Huber, Sandra Rouli, Pandiangan, Saut Maruli Tua, & Muda, Iskandar. (2018). An Analysis on the Factors Which Influence the Earnings of Micro and Small Business: Case at Blacksmith Metal Industry. *Academic Journal of Economic Studies, 5(*1), 17-23. https://www.ceeol.com/search/article-detail?id=754945.