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INFLUENCE OF COMMUNICATION, DISCIPLINE, COMPENSATION AND WORK ENVIRONMENT ON EMPLOYEE WORK PRODUCTIVITY AT PT. STEEL FACILITIES STUDIES IN THE CITY OF SAMARINDA

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ABSTRACT

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The purposes of this study are 1) To determine the effect of work communication on employee productivity. 2) Knowing the effect of work discipline on employee work productivity. 3) Knowing the effect of compensation on employee productivity. 4) Knowing the effect of the work environment on employee work productivity. Data collection techniques used a questionnaire to 50 employees of PT Sanggar Sarana Baja in the city of Samarinda. The data were analysed using the SPSS version 24 application program. The results found that 1) Indicating that the influence of work communication variables on work productivity has a positive and significant relationship. 2) Shows that the effect of the work discipline variable on work productivity has a positive and significant relationship. 3) Shows that the effect of compensation variable on work productivity has a positive and significant relationship. 4) Shows that the effect of work environment variables on work productivity has a positive and significant relationship.

Keywords: Communication, Discipline, Compensation and Work Environment, HRD

1. INTRODUCTION

PT Sanggar Sarana Baja Samarinda is a company engaged in the process of design, service, manufacture, steel fabrication, supplier, remanufacture & refurbishment of products, services, equipment and components/parts for oil and gas mining and other general industries having its address at JL. H. M. Ardans No. 56 Ex. Ring Road 3, Air Putih Samarinda, East Kalimantan. PT. Sanggar Sarana Baja (SSB) is focused on manufacturing equipment related to products from CAT (Caterpillar Inc) for PT. Main Trakindo. This activity has continued until now where the majority of work is carried out at mining sites. In addition to mining, in 1983 SSB began to divide its activities and support in the oil and gas, petrochemical and power generation industries and in 2001 SSB focused on providing product needs in the mining, oil and gas areas through its two new divisions called SSBS (Site Service) and SSBR (Remanufacturing).

Great work productivity can have a good effect on the industry because it can be a force for the industry to get a wider variety of products and services because workers have a role with high active contributions to the industry so that they can provide assistance so that goals are achieved (Sedarmayanti, 2011). Monetary incentives can influence workers' efforts in addition to influencing motivation within employees, incentives can also contribute as much as 50% of productivity gains (Sauremann, 2016).

Communication is the opening key in increasing employee morale. If communication between leaders and subordinates is not well established, misunderstandings will occur between the two. The existence of communication within a company will encourage employee work productivity so that it makes it easier to achieve company goals.



In the implementation of each daily activity, disciplinary problems are often defined precisely, at the time and place. Whatever the form of activity, if it is carried out in a timely manner without delay, it means that it is also said to be on time. And also the accuracy of the place if it is carried out consistently means that the discipline predicate has entered the individual's soul (Jufrizen, 2018).

Compensation is a type of factor that can influence the level of work productivity. So given compensation that is aligned means that it can cause employees to do their work actively and the level of employee productivity also increases (Purnama, 2012). Compensation has a target to increase employee work productivity so it can provide industry assistance so that its goals can be achieved (Wulansari et al., 2014).

The work environment is everything that is around the workers and which can affect them in carrying out the tasks assigned (Sunyoto, 2015). Or it can also be interpreted as a condition related to the characteristics of the work location on the behavior and attitudes of employees which is related to psychological changes due to things that are felt at work or in certain conditions that need attention from the organization including boredom, monotony and fatigue. (Schultz, D. & Schultz, 2016).

Based on the explanation above, it proves that communication, work discipline and compensation as well as the work environment have an important role to increase work productivity. It is important for the industry to observe the level of employee productivity, because it can support the industry in helping achieve the expected goals and optimize the work of company employees to provide appropriate compensation to employees for the productivity that has been achieved.

2. METHODS

The population in this study are all employees of PT. Steel Facilities Workshop in the city of Samarinda. In this study, 50 employees were used as the population of PT Sanggar Sarana Baja in Samarinda.

Through the available population, then the next process is taking samples. The sample is part of the number and characteristics possessed by a certain population Sugiyono (2014). The selected sample must match the specified criteria in order to obtain maximum data. In this study the authors used a total sampling method that uses all members of the population. In this study the authors will use all total employees at PT. The Sarana Baja Studio in the city of Samarinda with a total of 50 people as a sample.

Research Data Analysis Techniques

Judging from the formulation of the problem in this study, the data analysis technique used is descriptive analysis by using an analysis of the scale that can be seen in the scale table (Ghozali, 2013)

Table 1. Variable Rating Scale Table

Skor	Kategori
1 - 1,80	Very low
1,81 - 2,61	Low
2,62 - 3,42	Currently
3,43 - 4,23	Tall
4,24 - 5	Very high

Source: Ghozali (2013)

The Likert scale used in this study is weighted 1 for strongly disagree answers and 5 for strongly agree answers. The research data will be processed based on a predetermined Likert scale table. The following is a research Likert scale table:

Tabel 2 Skala Likert Variabel

Abbreviation	Information	Weight
STS	Strongly Disagree	1

TS	Don't agree	2
N	Neutral	3
S	Agree	4
SS	Strongly agree	5

Source: Data for the Likert Scale Processed in March 2021

Validation Test

The definition of validity is the accuracy between the data that occurs with the object of research with data that can be reported by a researcher (Sugiyono, 2010). Statement items are made according to research indicators, for each research indicator there are two statement items on the research questionnaire.

If the r count relationship is positive or stated higher than the r table, it means that the statement being tested is valid, but if the r count is smaller than the r table, it means that the statement item is invalid. And in this study using an r table of 0.5 because according to Sugiyono's book (2016), that all statement items can be said to be valid if the results of r count > 0.5 (Ghozali, 2011).

Reliability Test

A statement or research instrument can be said to be reliable if the Cronbach's alpha value is > 0.6 . Statements in the research questionnaire will be made very simple so that they are easily understood and filled with the answers desired by the researcher. In this study, it will use the help of the SPSS application version 24 in conducting instrument testing to manage research data on the results of respondents' answers (Sugiyono, 2016). Analisis Regresi Linear Sederhana

The formulation of multiple linear regression in this study is;

$$Y = \alpha + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

Where:

Y = Employee Performance

X1 = Incentive

X2 = Organizational Culture

X3 = Behavior

X4 = Communication

α = Intership or Coefficient

b1 2 = Regression Coefficient

e = Error, disturbance variable

Hypothesis testing

Before testing the hypotheses in this study, there are several ways or sequences to determine temporary assumptions or hypotheses in a study, namely in several ways as follows:

a. T test

According to Priyatno in Lakoy, (2015) said that the T test is used to determine the effect of the independent variable partially on the dependent variable by comparing the calculated T value with T table

b. F Test (Simultaneous)

The F test or simultaneous test is used to test the significant level of the influence of the independent variables simultaneously or jointly on the dependent variable. This test is carried out through a comparison between F count and F table.

c. Coefficient of Determination (R2)

The coefficient of determination (KD) is a tool used to see how much the independent variable (X) has an effect on the dependent variable (Y) which is expressed as a percentage. The magnitude of the coefficient of determination is calculated using the following formula:

$$Kd = r^2 \times 100\%$$

Information:

Kd = Coefficient of Determination

R2 = Correlation Coefficient

The criteria for the analysis of the coefficient of determination are as follows:

If Kd is close to zero (0), then the effect of the independent variable on the dependent variable is weak. If Kd is close to one (1), then the effect of the independent variable on the dependent variable is strong.

3. RESULTS AND DISCUSSION

1. The effect of communication on employee productivity

Based on the results of the output of regression analysis and hypothesis testing, it can be seen that communication has no positive and significant effect on the productivity of PT. Steel Facility Workshop during the Covid-19 pandemic in the city of Samarinda. communication provided by PT. Steel Facilities Studio can adjust during the Covid-19 pandemic. In this case what affects productivity is that there may still be a lot of communication adjustments given to employees to boost productivity. Based on the results of the research output above, it shows that the results of the output data do not have a positive and significant relationship between compensation variables on productivity

2. The effect of work discipline on employee productivity

Based on the results of the output of the regression analysis and hypothesis testing, it can be seen that work discipline has a positive and significant effect on the productivity of T. Sarana Baja Studios during the Covid-19 pandemic in Samarinda city. Work discipline is a variable to support company productivity during the Covid-19 pandemic, so that employees can be comfortable and more productive at work. The results of the research output above show that the results of the output data have a positive and significant relationship between work environment variables on productivity.

3. Effect of compensation on employee productivity

Based on the results of the output of the regression analysis and hypothesis testing, it can be seen that compensation has a positive and significant effect on the productivity of T. Sarana Baja Studios during the co-19 pandemic in Samarinda city. Compensation is a variable to support company productivity during the Covid-19 pandemic, so that employees can be comfortable and more productive at work. The results of the research output above show that the results of the output data have a positive and significant relationship between work environment variables on productivity.

4. The influence of the work environment on employee productivity

Based on the results of the output of regression analysis and hypothesis testing, it can be seen that the work environment has no positive and significant effect on the productivity of PT. Steel Facility Workshop during the Covid-19 pandemic in the city of Samarinda. communication provided by PT. Steel Facilities Studio can adjust during the Covid-19 pandemic. In this case, what affects productivity is that there are likely to be many work environment adjustments provided to employees to encourage productivity. Based on the results of the research output above, it shows that the results of the output data do not have a positive and significant relationship between compensation variables on productivity

5. Effect of work communication, work discipline, compensation and work environment on employee productivity

Based on the output of the regression analysis and hypothesis testing F above, it can be seen that work communication, work discipline, compensation and work environment have a positive and significant effect on the productivity of T. Bina Pertiwi during the Covid-19 pandemic in Samarinda city. The results of the F test research output show that if it is carried out with a partial test (t test) for the work communication variable (X1) the results show that there is no positive and significant

relationship to productivity (Y), work discipline (X2) the results show there is a relationship positive and significant to productivity (Y), compensation (X3) and results showing that there is a positive and significant relationship to productivity (Y) as well as to the work environment (X4) results showing no positive and significant relationship to productivity (Y), but if the test is carried out simultaneously (Test F) the results obtained from the four variables, namely communication (X1), work discipline (X2), compensation (X3) and work environment (X4) show that there is a positive and significant relationship if done simultaneously together.

4. CONCLUSION

Based on the results of the partial hypothesis work communication variable (X1) has no positive and significant effect on productivity (Y). This means that if the provision of communication is commensurate and consistent it will affect the productivity of PT. Steel Facility Workshop during the Covid-19 pandemic in the city of Samarinda. Based on the results of the hypothesis partially, the work discipline variable (X2) has a positive and significant effect on the productivity variable (Y). This means that if the work environment implemented by PT. Sanggar Sarana Baja continues to adjust during the Covid-19 pandemic, this can affect the productivity of PT. Bina Pertiwi during the Covid-19 pandemic in the city of Samarinda.

Based on the results of the hypothesis partially the compensation variable (X3) has a positive and significant effect on the productivity variable (Y). This means that if the work environment implemented by PT. Sanggar Sarana Baja continues to adjust during the Covid-19 pandemic, this can affect the productivity of PT. Bina Pertiwi during the Covid-19 pandemic in the city of Samarinda. Based on the results of the partial hypothesis work environment variable (X4) has no positive and significant effect on productivity (Y). This means that if the provision of communication is commensurate and consistent it will affect the productivity of PT. Steel Facility Workshop during the Covid-19 pandemic in the city of Samarinda.

Based on the hypothesis simultaneously (together) work communication variables (X1), work discipline (x2), compensation (X3) and work environment (X4) have a positive and significant effect on the dependent variable, namely productivity (Y). This means work communication, work discipline, compensation and work environment applied by PT. Sanggar Sarana Baja has a positive and significant effect on productivity in PT. Sara Baja Studio during the Covid-19 pandemic in the city of Samarinda.

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