THE EFFECT OF INTERNAL COMMUNICATION, WORK ORIENTATION AND WORK PROCEDURES ON THE PRODUCTIVITY OF PRODUCTION EMPLOYEES PT. ASAPUTEX JAYA KOTA TEGAL

Management

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ABSTRACT

Almatunnisa Istiqomah, *2023. The Effect of Internal Communication, Work Orientation and Work Procedures on the Productivity of Production Employees at PT. Asaputex Jaya City of Tegal.*

Company productivity is determined by employee productivity, because employees always play an active and dominant role in every organizational activity, and employees become planners, perpetrators and determinants of the realization of organizational goals. Employee work productivity will be influenced by many things, including internal communication, work orientation and work procedures. Good communication encourages employees to communicate freely and openly so that it can boost company productivity. Maximum work productivity can be achieved if employees can work effectively and efficiently by following the established guidelines precisely.

This research method is a research method that is included in the type of survey research. The sampling technique used in this study was saturated sampling, where all members of the population were sampled as many as 47 employees of PT. Asaputex Jaya City of Tegal. Data collection techniques using a questionnaire. While the data analysis technique used is multiple regression analysis, partial test, simultaneous test, and analysis of the coefficient of determination.

The results of this study are 1) from the partial test of internal communication on the work productivity of production employees, the tcount value is 2.748 and a significance value is 0.009; 2) from the partial test of work orientation on the work productivity of production employees, the tcount value is 2.535 and a significance value is 0.015; 3) from the partial test of work procedures on the work productivity of production employees, a tcount value of 4.719 and a significance value of 0.000 is obtained; 4) from the simultaneous test, the Fcount value is 18.187 with a significance value of 0.000.

The conclusions of this study are 1) there is a positive and significant effect of internal communication on the work productivity of production employees. 2) there is a positive and significant effect of work orientation on the work productivity of production employees. 3) there is a positive and significant effect of work procedures on the work productivity of production employees. 4). there is an influence of internal communication, work orientation and work procedures together on the work productivity of production employees.

Keywords: *Internal Communication, Work Orientation, Work Procedures, Production Employee Productivity*

ABSTRACT

Almatunnisa Istiqomah, 2023. The Influence of Internal Communication, Work Orientation and Work Procedures on the Productivity of Production Employees at PT. Asaputex Jaya Tegal City.

Company productivity is determined by employee productivity, because employees always play an active and dominant role in every organizational activity, and employees become planners, doers, and determinants of the realization of organizational goals. Employee work productivity will be affected by many things, including internal communication, work orientation and work procedures. Good communication encourages employees to communicate freely and openly so that it can spur the company's productivity. Work productivity can be achieved optimally if employees can work effectively and efficiently by following the guidelines that have been set appropriately.

This research method is a research method This research is included in the type of *survey* research. The sampling technique used in this study is *saturated sampling,* where all members of the population are sampled, namely as many as 47 employees of PT. Asaputex Jaya Tegal City. The data collection technique uses a questionnaire. Meanwhile, the data analysis techniques used are multiple regression analysis, partial test, simultaneous test, and determination coefficient analysis.

The results of this study are 1) from the partial test of internal communication on the work productivity of production employees, a calculated t-value of 2.748 and a significance value of 0.009 were obtained; 2) from the partial test of work orientation on the work productivity of production employees, $a_{t\text{-calculated value}}$ of 2.535 and a significance value of 0.015 were obtained; 3) from a partial test of work procedures on productivity the work of production employees obtained a calculated t value of 4.719 and a significance value of 0.000; 4) from the simultaneous test test, a calculated F value of 18.187 was obtained with a significance value of 0.000.

The conclusions of this study are 1) There is a positive and significant influence of internal communication on the work productivity of production employees. 2) There is a positive and significant influence of work orientation on the work productivity of production employees. 3) There is a positive and significant influence of work procedures on the work productivity of production employees. 4). There is an influence of internal communication, work orientation and work procedures together on the work productivity of production employees.

Keywords: Communication Orientation Productivity

A. INTRODUCTION

1.1 Background

Role (Hasibuan, .

PT.

Problem

Table

Data

1112021

No.	Information	Year		Year	
		Sum	Percentage	Sum	Percentage
1	Cover /dirt	14.342	0,83%	15.034	0,87%
2	111 Torn Cover	36.806	2,13%	38.362	2,22%
3	111 Hairy	29.549	1,71%	30.758	1,78%
4	111 stitches	43.373	2,51%	45.274	2,62%
5	Cutting	30.758	1,78%	32.141	1,86%

Source: (2023)

From

Problem

(Part) (Part)

Problems

Based on "Influence

1.2 Formulation

Problem :

1. Is
2. Is
3. Is

4. Is

1.3 Objective

According to

1. For
2. For
3. For
4. For

B. FRAMEWORK

1. The influence .
   Communication
   (Nurrachmah,
   Communication
   (Pratiwi, :51).
   Results (2021) (2021), (2022) (2010)
2. The influence .
   Productivity
   Results (2022) (2017)
3. The influence of .
   Every
   (Boihaki,
   Results (2017), (2022)
   (2021)
4. The influence .
   Every
   High .
   (2022)

Research influence :

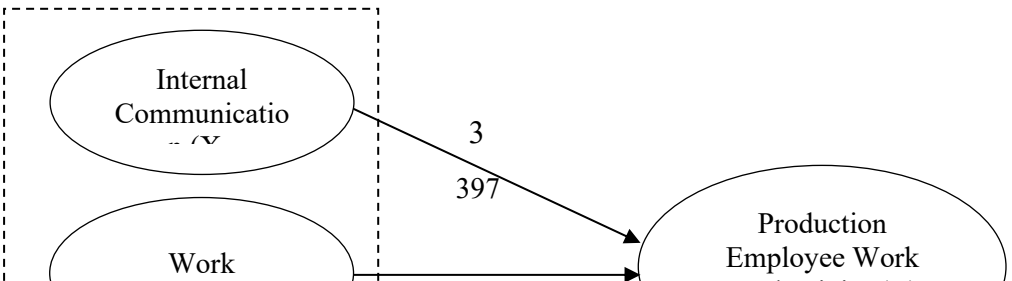


Figure
Framework

Information:

⟶ :

⟶ :

C. METHOD

3.1 Type

(Sugiyono,

3.2 Population

As for .

Technique .

3.3 Definition

In .

3.4 Technique

Technique , .

3.5 Engineering

Technique , 111 test 111 partial, 111 test 111 111 and 111 analysis 111 coefficients 111 determination.

D. RESULTS

4.1 Test

The following

a. Test

Based on

Table
Results

One-Sample

		Unstandardized
N		47
Normal Parametersa,b	Mean	.0000000
	Std.	3.87169008
Most	Absolute	.124

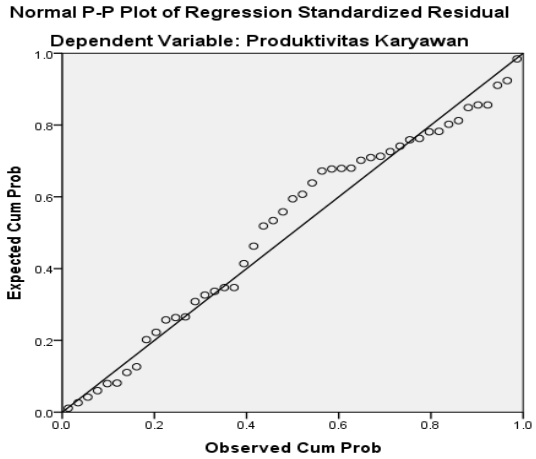
	Positive	.072
	Negative	-.124
Test		.124
Asymp. (2-tailed)		.067c

Source: (2023)

Based on

.

111 one (Ghozali,

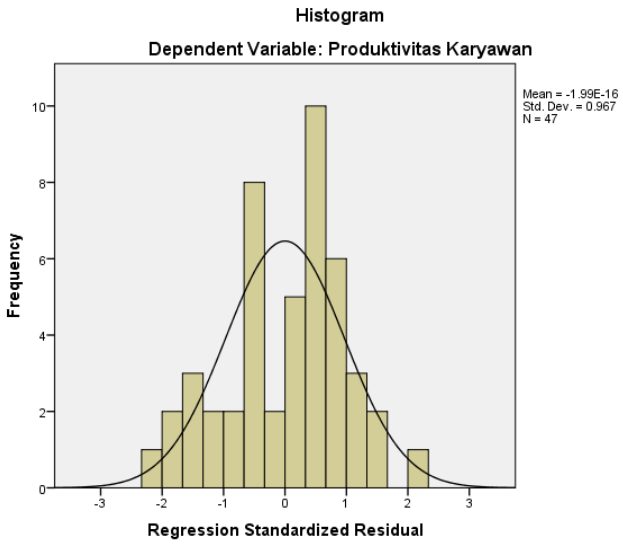


Source: (2023)

Figure

Result

Based on



.

Source: (2023)

Figure

Result

Graph (bell (Santoso,

b. Test

Model (*Variance*

(Ghozali,

Table

Result

Coefficientsa

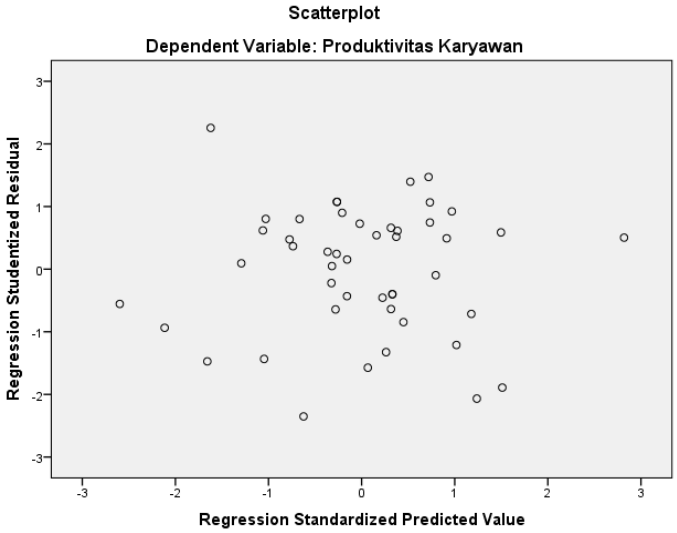
Type		Collinearity	
		Tolerance	VIF
1	111Internal	.842	1.188
	Orientation	.983	1.018
	Procedure	.853	1.172

a.

Source: (2023)

From 111 see 111 for 111 third 111 variable 111 independent, 111 number 111 VIF 111 is 111 equal to 1111,188; 1111 111 111 111 111 111 111 111 111 111 111 111

c. 111Heteroscedasticity Test



Source: (2023)

Figure Results Heteroscedasticity

Based on

4.2 Analysis

Table Result

Coefficientsa

Type		Unstandardized		Standardized		
		B	Std.	Beta	t	Sig.
1	(Constant)	-6.298	6.059		-1.039	.304
	111Internal	.377	.137	.303	2.748	.009
	Orientation	.213	.084	.259	2.535	.015
	Procedure	.638	.135	.517	4.719	.000

a.

Source: (2023)

Based on

Ŷ

Based on

a. Constant .
b. The regression coefficient
c. The coefficient
d. The coefficient

4.3 111Partial

Test

Table

Result

Coefficientsa

Type		Unstandardized		Standardized	t	Sig.
		B	Std.	Beta		
1	(Constant)	-6.298	6.059		-1.039	.304
	111Internal	.377	.137	.303	2.748	.009
	Orientation	.213	.084	.259	2.535	.015
	Procedure	.638	.135	.517	4.719	.000

a.

Source: (2023)

From

1. From
2. From
3. From

4.4 111Simultaneous

Test

Table

Results

ANOVAa

Type		Sum	Df	Mean	F	Sig.
1	Regression	874.950	3	291.650	18.187	.000b
	Residual	689.539	43	16.036		
	Total	1,564.490	46			

a.

b. (Constant),

Source: (2023)

From

4.5 Coefficient

Coefficient

Table

Result

Model

Type	R	R	Adjusted	Std.
1	.748a	.559	.529	4.00447

a. (Constant),

(2023)

From %
% .

E. CONCLUSIONS

5.1 Conclusion

Based on

1. Communication
2. Orientation
3. Procedure
4. Communication

5.2 Suggestion

Some

1. PT.
2. PT.
3.

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