THE EFFECT OF WORK DISCIPLINE, WORKLOAD, EMPLOYEE ROTATION AND WORK EXPERIENCE ON EMPLOYEE WORK PRODUCTIVITY AT PT PLAMBO PRATAMA JOYOSANTOSO TEGAL

Management

AMANDA MAUDYNATUN PUTRI

NPM. 4319500070
Management, Pancasakti Tegal University
Email:

ABSTRACT

Amanda Maudynatun Putri, 2023. The Influence of Work Discipline, Workload, Employee Rotation and Work Experience on Employee Work Productivity at PT Plambo Pratama Joyosantoso Tegal.

Every company always wants the productivity of each employee to increase. To achieve this, companies must increase the discipline of all their employees in order to achieve work performance and increase productivity. Companies must also consider the workload and work experience of employees and rotate employee work to obtain high work productivity

The research method used in this research is a descriptive research method with a quantitative approach. Data collection techniques used library studies and questionnaires. Meanwhile, the data analysis techniques used are successive interval method analysis, classical assumption testing, multiple linear regression analysis, partial significance test, simultaneous significance test, analysis of the coefficient of determination.

The results of this research are: 1). From the calculation of the partial significance test, the t-count value is 3.601 with a sig value = 0.001 < α = 0.05. 2). From the calculation of the partial significance test, the t-value obtained is -3.079 with a sig value = 0.004 < α = 0.05. 3). From the calculation of the partial significance test, the t-count value is 3.173 with a sig value = 0.003 < α = 0.0. 4). From the calculation of the partial significance test, the t-count value is 3.127 with a sig value = 0.004 < α = 0.05. 5). From the calculation of the simultaneous significance test, the Fcount value is 65.897 with a sig value = 0.000 < α = 0.05.

The conclusions of this research are 1) Work discipline influences the work productivity of PT Plambo Pratama Joyosantoso Tegal employees. 2) Workload affects the work productivity of PT Plambo Pratama Joyosantoso Tegal employees. 3) Employee rotation affects the work productivity of PT Plambo Pratama Joyosantoso Tegal employees. 4). Work experience influences the work productivity of PT Plambo Pratama Joyosantoso Tegal employees. 5). Work discipline, workload, employee rotation and work experience jointly influence the work productivity of PT Plambo Pratama Joyosantoso Tegal employees.

Keywords: Work Discipline, Workload, Employee Rotation, Work Experience, Work Productivity

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Every company always wants the productivity of each of its employees to increase. To achieve this, companies must improve the discipline of all their employees in order to achieve work performance and increase productivity. Companies must also consider the workload and work experience of employees and rotate employees to obtain high work productivity.

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The results of this study are: 1). From the calculation of the partial significance test, a t-value$_{of}$ 3.601 was obtained with a sig value $= 0.001 < \alpha = 0.05$. 2). From the calculation of the partial significance test, a calculated -t value of -3.079 was obtained with a sig value $= 0.004 < \alpha = 0.05$. 3). From the calculation of the partial significance test, a calculated $_{t\text{-value}}$ of 3.173 was obtained with a sig value $= 0.003 < \alpha = 0.0$. 4). From the calculation of the partial significance test, a$_{t\text{-value of}}$ 3.127 was obtained with a sig value $= 0.004 < \alpha = 0.05$. 5). From the calculation of the simultaneous significance test, the F value$_{was\ obtained}$ as 65.897 with a sig value $= 0.000 < \alpha = 0.05$.

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A. INTRODUCTION
1.1 Background of the Problem

Exist other Burden that Influential Productivity , work Rotation be that with bear work certain purpose power that work Deep get achievement that to (Sastrohadiwiryo .
Mutation

(Jain, .

Table
Data
Year

No.	1Sales Name	Date	Reason	Region
1.	AN	26/01/2022	Become	Navel
2.	DR.	26/03/2022	Control region	Branch
3.	DJ	26/05/2022	Corresponds to	Branch
4.	MA	26/07/2022	Become	Navel

Source: Joyosantoso,(2023)
Based on , , , ,
rank 1 /
Experience

Table
Data

No	11 1 Years	Experience
Can Because	Get Because , : Market, Mall, School, etc.	Get Because ,

Source : (2023)
Based , , . ,
PT. .

Table
Data

2

No.	Name Taking	Target Shop/	Average– /
1.	AK	40	32
2.	AH	40	31
3.	AN	40	34
4.	ANZ	40	33
5.	BS	40	34
6.	CF	40	31
7.	DR.	40	35
8.	DH	40	33
9.	DJ	40	34
10.	F	40	34
11.	H	40	34
12.	HA	40	35
13.	MA	40	34
14.	NR	40	34
15.	RB	40	34
16.	RF	40	35
17.	S	40	35
18.	IT	40	33

Source: (2023)

Table
Data
Year

Moon	Total	No. of	Without	Level (%)
January	25	38	3	1,40%
February	22	38	3	1,59%
March	26	38	2	1,38%
April	25	38	4	1,36%
May	22	38	5	1,50%
June	25	38	6	1,28%
July	24	38	3	1,45%
August	26	38	5	1,26%
September	26	38	2	1,38%
October	25	38	4	1,36%
November	26	38	6	1,23%
December	27	38	7	1,14%
Average			**4**	**1,36%**

Source: Joyosantoso,(2023)

Based on
From
Based on "Influence ".

1.2 Formulation 1Problem

       Based on
1. Is
2. Does
3. Does
4. Is
5. Is

1.3 Objective

Objectives
1. Is
2. Is
3. Is
4. Is
5. Is

B. 1THINK 1CONCEPTUAL FRAMEWORK

1. The effect of   .
       Discipline
       Discipline   (2017:
       According to Rumtotmey, United States (2022) (2021), (2021)   (2021)

2. The effect of   .
       Burden
       Research   Nasution, United States (2022)   Pratama, (2022)

3. The effect   .
       Employee

                                    (Robbins,
       Result Son   (2022) Nasution, United States (2022)

4. The effect of   .
       Experience
       Rumtotmey, United States   (2022), Suweca, United States   (2022), Attaqi, (2022)
Mulyati (2022)

5. The influence
   Productivity
       1

          Based on
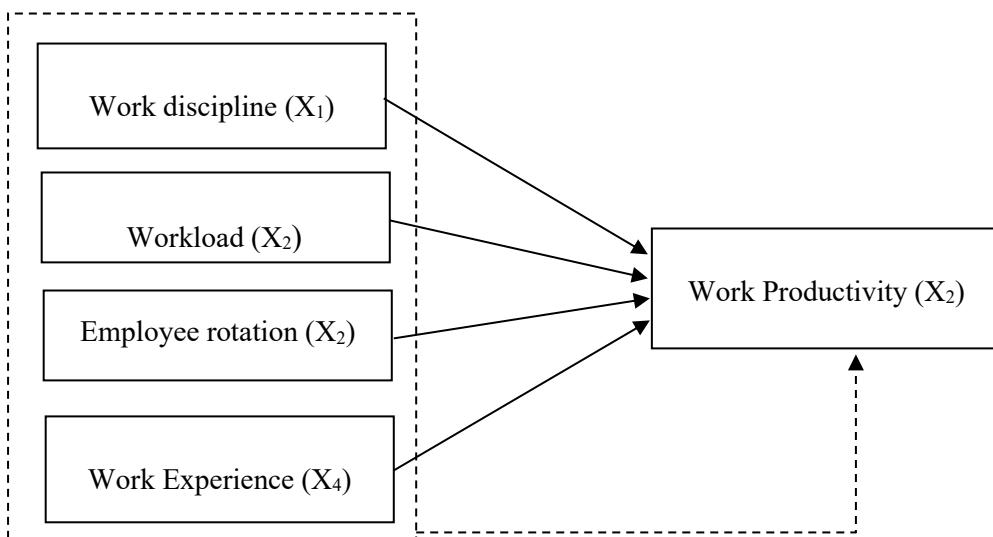
Figure
Framework

Remarks:

———————▶   Effect

- - - - - - - - -▶   Simultaneous 1-to-1

C. METHOD
3.1 Type
Type   .
3.2 Population
The population   .
Thus   .
3.3 Definition
Variable   .
3.4 Technique
Method
3.5 Technique
Technique

D. RESULTS
4.1 Test
Here
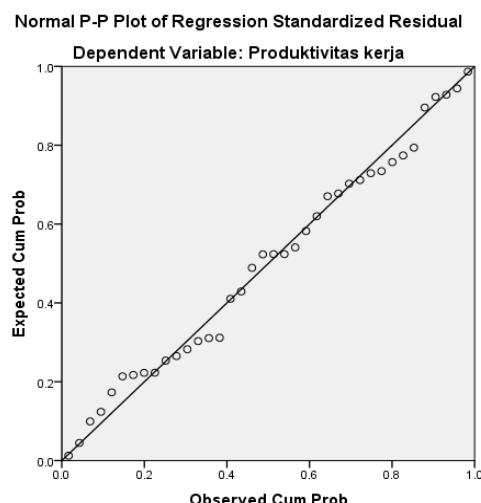
Figure
Result

Based on
Test   (independent).

Table
Results

Coefficientsa

Type	Collinearity

5

		Tolerance	VIF
1	Discipline	.543	1.842
	Load	.722	1.384
	Rotation	.315	3.172
	1Work Experience	.333	3.000

a.

From
Test
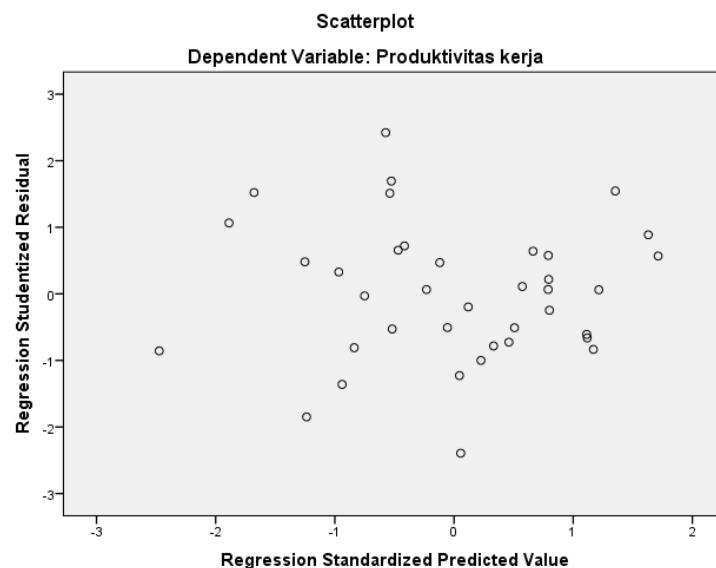
Figure
Results

And
Autocorrelation
(DW

Table
Result

Model	
Type	Durbin-Watson
1	1.986a

a. (Constant),
b.

Test   .   –   (4 –

4.2 Analysis
Analysis

Table
Result

Coefficientsa					
	Unstandardized		Standardized		
Type	B	Std.	Beta	t	Sig.

6

1	(Constant)	7.735	3.361		2.301	.028
	Discipline	.371	.103	.284	3.601	.001
	Load	-.243	.079	-.210	-3.079	.004
	Rotation	.253	.080	.328	3.173	.003
	1Work Experience	.221	.071	.314	3.127	.004

a.

Based on   -
a. Constant
b. The regression coefficient 1 for 1 variable 1 discipline 1 work 1 is 10.371 1 is marked 1 positive 1 meaning 1 if 1 variable 1 discipline 1 work 1 increase, then 1 will 1 cause 1 increase 1 productivity
c. The regression coefficient   .
d. The coefficient   .
e. The regression coefficient   .

4.3 Test
Test (test   independent

Table
Result   (test

Coefficientsa

Type		Unstandardized		Standardized	t	Sig.
		B	Std.	Beta		
1	(Constant)	7.735	3.361		2.301	.028
	Discipline	.371	.103	.284	3.601	.001
	Load	-.243	.079	-.210	-3.079	.004
	Rotation	.253	.080	.328	3.173	.003
	1Work Experience	.221	.071	.314	3.127	.004

a.

Based on   :
a. From
b. From   1-tcount   1 1 1 1 1-3.079
c. From
d. From

4.4 Test
Test

Table
Result   (test

ANOVAa

Type		Sum	Df	Mean	F	Sig.
1	Regression	811.967	4	202.992	65.897	.000b
	Residual	101.655	33	3.080		
	Total	913.622	37			

a.
b.   (Constant),
From

4.5 Coefficient
In   (r2)   (one)   (zero)
Table
Result

Model

Type	R	R	Adjusted	Std.
1	.943a	.889	.875	1.75512

a.   (Constant),

The magnitude of   %   %

E. CONCLUSIONS
5.1 Conclusion
   Based on
1.   Discipline
2.   Burden
3.   Rotation of
4.   Experience
5.   Discipline

5.2 Suggestion
   Some
1. PT
2. PT
3. PT   implementation
4.
5. PT

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