

The Influence of Teamwork, Work Morale, and Work Loyalty on the Work Productivity of PT Employees. ASIA HAKARYA ABADI TEGAL (MARKETING DIVISION AND PURCHASING DIVISION)

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Abstract

Work productivity of PT. Asia Hakarya Abadi Tegal employees is important to support the achievement of company goals. There are at least three factors that are assumed to influence work productivity, Effect of Teamwork, Work Spirit, and Loyalty.

This research uses quantitative data. The sample size is 39 employees. The sampling technique used was a saturated sample. Data collection was by interview and using a questionnaire. The analysis tool used validity, unreliability, data transformation (MSI) methods, classical assumptions, multiple regression, multiple t, multiple F, and the determination coefficient.

(1) The statistical quantitative result show that the Effect of Teamwork variable (X_1) is not significant at 0,05 because the test result for the teamwork variable is sign. $0,001 < 0,05$ and the value of $3,725 > 1,690$. then the teamwork variable has effect on the work productivity of PT. Asia Hakarya Abadi Tegal employees (Marketing Division and Purchasing Division), (2) The statistical quantitative result obtained are that the Work Morale variable (X_2) significant at 0,05 because the test result for work morale variable is sign. $0,000 < 0,05$ and the value of $31,547 > 1,690$. then work morale variable has effect on the work productivity of PT. Asia Hakarya Abadi Tegal employees (Marketing Division and Purchasing Division), (3) the statistical quantitative result show that Work Loyalty variable (X_3) is not significant at 0,05 because the test result for the work loyalty variable is sign. $0,010 < 0,05$ and the value of $2,720 > 1,690$. then the work loyalty variable has effect on the work productivity of PT. Asia Hakarya Abadi Tegal employees (Marketing Division and Purchasing Division), (4) the result of the F test calculation (simultaneous) obtained F_{count} OF $306,544 > F_{table} 2,87$ with a significance value of $0,000 < 0,05$, so it can be concluded that effect of teamwork, work morale, work loyalty simultaneously influence the work productivity of PT. Asia Hakarya Abadi Tegal employees (Marketing Division and Purchasing Division), (5) Contribution of the independent Effect of Teamwork variable (X_1), Work Morale variable (X_2),

Work Loyalty variable (X_3) 96 % of Work Productivity, meaning that the variance in work productivity can be explained by the variance of the three independent variables. The remaining 4% is explained by other factors outside the variable studied.

Keywords: Teamwork, Work Spirit, Loyalty, Work Productivity

A. INTRODUCTION

In the era of globalization, the level of competition is increasingly high, which means that every company is required to be able to meet consumer needs and try to create products/services that are different from competitors to create an advantage. To fulfill this, innovative and productive resources are needed because basically every company has the same goal, namely wanting to create high productivity in every existing field of work. Thus, competent human resources are very necessary because they are assets that play an important role in creating high productivity.

Employee work productivity at PT. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division) needs to be improved in order to achieve the targets set by the company. In practice, companies take approaches that can support increased employee productivity and are divided into 3 groups, namely: 1) those concerning the quality and physical abilities of workers which include: level of education, training, work motivation, work ethic and physical abilities of the workers concerned 2) supporting facilities, including: work environment and worker welfare 3) supra facilities, which are influenced by what happens outside the company such as marketing prospects (Simanjuntak, 2011:39).

The problem formulated based on the background description above is:

1. Is there an influence of teamwork on the work productivity of PT employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division)?
2. Is there an influence of work morale on the work productivity of PT employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division)?
3. Is there an influence of work loyalty on the work productivity of PT employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division)?
4. Is there a simultaneous influence of teamwork, work enthusiasm and work loyalty on the work productivity of PT employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division)?

The objectives to be achieved in this research are as follows:

1. To find out whether there is an influence of teamwork on the work productivity of PT employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division)?
2. To find out whether there is an influence of work morale on the work productivity of PT employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division)?
3. To find out whether there is an influence of teamwork on the work productivity of PT employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division)?

4. To find out whether there is a simultaneous influence of teamwork, work enthusiasm and work loyalty on the work productivity of PT employees.
Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division)?

B. LITERATURE REVIEW

1. Teamwork

A work team is defined as a group whose individual efforts result in performance greater than the sum of individual inputs. Work teams generate positive synergy through coordinated efforts. Teams can create products, provide services, negotiate agreements, coordinate projects, offer suggestions, and make decisions (Stephen, 2015:206-207). Teamwork is people who solve problems together to achieve group goals (Leonard, 2013: 371).

According to Shane and Von Glinow (2012: 144), the dimensions of effective team collaboration are the five Cs:

1) Cooperating (Working together)

Effective team members are teams who are able to work together rather than alone.

2) Coordinating

Effective team members can manage team work so that an efficient and harmonious team is formed.

3) Communicating (Communication)

Effective team members convey information efficiently and with mutual respect between colleagues.

4) Comforting (Comfort)

Effective team members help coworkers regulate positive psychological states.

5) Conflict Resolving (Problem Solving)

Effective team members must have the motivation and ability to resolve problems between team members that can hinder the achievement of company goals.

2. Work Spirit

Work spirit is a positive psychological force to increase employee morale and thereby improve work results for employees (Busro, 2018:325). Anarogo in Busro (2018:327) suggests the factors that influence work morale are as follows:

- 1) Job Security, a job that is safe and permanent, not a job that can be replaced or shifted, this can make employees more enthusiastic.
- 2) Opportunities For Advancement (opportunities for advancement), employees will be more enthusiastic in carrying out their duties if the company provides opportunities for employees to develop in their careers.
- 3) Enjoyable working conditions. A comfortable work environment is a driving factor for employee morale.
- 4) Good leadership, a good leader can generate employee respect so that employee performance can increase.

- 5) Compensation, salaries and rewards, these are factors that greatly influence employee morale.

3. Work Loyalty

Work loyalty is employee loyalty to the company which will give rise to the employee's sense of responsibility towards their work, and employees will remain with the company whatever the conditions (Stephani & Wibawa: 2014).

(Antoncic J & Antoncic B: 2012) stated that employee work loyalty is measured by employees' trust in the goals set by the company, so that they can carry out work according to company goals.

There are two dimensions of loyalty according to Wan (2012:2), namely:

- 1) Loyalty as an attitude, that employees in a company feel satisfied in their work.
- 2) Loyalty as behavior, employees in a company will continue to work in the company, and will provide direction to the company.

4. Work Productivity

Productivity is a comparison between the results to be achieved (output) and the total resources (input) used per unit of time. This definition contains a method or method of measurement, in theory it can be done, but in practice it is difficult to implement, especially because the resources (inputs) used generally consist of many different types and proportions (Simanjuntak, 2011:38)

Increasing employee work productivity in companies requires paying attention to factors that influence employee work productivity. The factors that influence work productivity are: (1) Employee work motivation, (2) Education and training, (3) Discipline, honesty, perseverance, (4) Employee nutrition and health, (5) Skills and competence, (6) Attitudes and work ethics (character), (7) Ability to collaborate in a work team, (8) Salary, income, performance allowances, (9) Physical and social environment, (10) Sophistication of technology used, (11) Support factors production, (12) Social security received, (13) Management and leadership, (14) Opportunity for achievement (Busro, 2018:348).

C. RESEARCH METHODS

This type of research is descriptive quantitative research, namely a type of research based on the philosophy of positivism, used to research certain populations or samples, data collection using research instruments, statistical data analysis with the aim of testing predetermined hypotheses. The population in this study were all employees of PT. Asia Hakarya Abadi Tegal Marketing Division with 23 employees and Purchasing Division with 16 employees. So the total population in this study is 39 employees. With a sampling technique using saturated samples. Data collection methods using interviews and questionnaires. Data analysis method using data transformation with MSI, Classical Assumption Test, Multiple Linear Regression Analysis, Hypothesis Testing, Coefficient of Determination.

D. RESEARCH RESULTS AND DISCUSSION

1. Classic Assumption Test

a. Normality test

The normality tests used in this research are the histogram test and the non-parametric Kolmogorov-Smirnov (K-S) statistical test. The results of the normality test are as follows:

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		39
Normal Parameters ^{a,b}	Mean	34.7692
	Std. Deviation	3.21771
Most Extreme Differences	Absolute	.082
	Positive	.082
	Negative	-.073
Test Statistic		.082
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Based on the normality test table in table , the One-Sample Kolmogorov-Smirnov Test obtained the Asymp value. Sig. (2-tailed) of 0.200 is greater than 0.05 so it can be concluded that the data is normally distributed.

b. Multicollinearity Test

Table

Multicollinearity Test Results

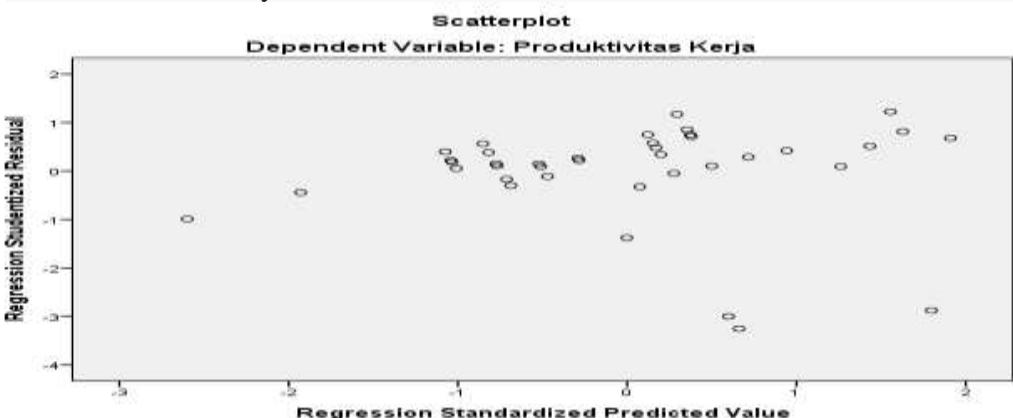
Coefficients

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Teamwork	.956	1.046
Work Spirit	.214	4.667
Work Loyalty	.218	4.582

a. Dependent Variabel: Work Productivity

Based on the table, the results of the multicollinearity test are obtained with Work Productivity as the dependent variable, and from the results it can be seen that the tolerance value shows that there are no independent variables that have a tolerance value of less than 0.10, which means there is no correlation.

c. Heteroscedasticity Test



Picture

Heteroscedasticity Test Results

Based on the scatterplot graph in the figure, it can be seen that the data distribution does not spread above or below zero, so it can be concluded that heteroscedasticity does not occur.

d. Autocorrelation Test

Table

Autocorrelation Test Results Runs Test

	Unstandardized Residual
Test Value ^a	.17009
Cases < Test Value	19
Cases \geq Test Value	20
Total Cases	39
Number of Runs	19
Z	-.321
Asymp. Sig. (2-tailed)	.749

a. Median

Based on table autocorrelation test results for Asymp.Sig values. (2-tailed)

$0.749 > 0.05$, so it can be concluded that there is no autocorrelation.

2. Multiple Linear Regression Analysis

Table

Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Beta	t	Sig.
	B	Std. Error			
1 (Constant)	-.123	1.024		-.120	.905
X1	.072	.019	.051	3.725	.001
X2	.869	.028	.918	31.547	.000
X3	.101	.037	.078	2.720	.010

Based on table, the regression equation can be determined based on column B

which is the coefficient of each variable in the regression equation (Ghozali, 2018:95):

$$\begin{aligned}
 Y &= \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 \\
 \text{So:} \\
 Y &= -0,123 + 0,072X_1 + 0,869X_2 + 0,101X_3
 \end{aligned}$$

3. Hypothesis Testing

Hypothesis testing for multiple linear regression coefficients is carried out using the t test (partial) and F test (simultaneous).

a. t Test (Partial)

Table

t Test Results (Partial)
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	-.123	1.024		-.120	.905
X1	.072	.019	.051	3.725	.001
X2	.869	.028	.918	31.547	.000
X3	.101	.037	.078	2.720	.010

a. Dependent Variable: Y1

Based on table, the results of the partial significance test show that:

- 1) The Teamwork variable (X1) has a significant value of $0.001 < 0.05$ and a tcount of $3,725 > 1,690$, which means that the Teamwork variable (X1) has an effect on the Work Productivity variable (Y), meaning that the hypothesis (HO) is rejected and Ha is accepted, so the hypothesis "There is an Influence of Teamwork on the Work Productivity of PT Employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division) was accepted and proven empirically.
- 2) The Work Morale variable (X2) has a significant value of $0.000 < 0.05$ and tcount is $31,547 > 1,690$, which means that the Work Spirit variable (X2) has an effect on the Work Productivity variable (Y), meaning that the hypothesis (HO) is rejected and Ha is accepted, so the hypothesis "There is an Influence of Work Morale on the Work Productivity of PT Employees. Asia Hakarya Abadi

Tegal (Marketing Division and Purchasing Division) was accepted and proven empirically.

3) The Work Loyalty variable (X_3) has a significant value of $0.010 < 0.05$ and tcount is $2,720 > 1,690$, which means that the Work Loyalty variable (X_3) has an effect on the Work Productivity variable (Y), meaning that the hypothesis (H_0) is rejected and H_a is accepted, so the hypothesis "There is an Influence of Work Loyalty on the Work Productivity of PT Employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division) was accepted and proven empirically.

b. F Test (Simultaneous)

The F test is a test carried out to test the independent variables, namely Teamwork (X_1), Work Spirit (X_2), and Work Loyalty (X_3) together on the dependent variable, namely Work Productivity (Y). The table of simultaneous significant results (F Test) is as follows:

Table

F Test Results (Simultaneous)

ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	593.317	3	197.772	306.544	.000 ^b
Residual	22.581	35	.645		
Total	615.897	38			

- a. Dependent Variable: Work Productivity
- b. Predictors: (Constant), Teamwork, Work Spirit, Work Loyalty

Based on the F test results table, it is known that Fcount is $306.544 > 2.87$ with a significance value of $0.000 < 0.05$, so it can be concluded that Teamwork (X1), Work Spirit (X2), and Work Loyalty (X3) simultaneously influence Work Productivity. (Y), so the hypothesis "There is an Influence of Teamwork, Work Morale, and Work Loyalty on the Work Productivity of PT Employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division) was accepted and proven empirically

4. Coefficient of Determination

This analysis aims to measure the magnitude of the influence of the independent variable on the dependent variable. The results of the determination test are as follows:

Table

Determination Test Results
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.981 ^a	.963	.960	.80322

- a. Predictors: (Constant), Teamwork, Work Spirit, Work Loyalty
- b. Dependent Variable: Work Productivity

The determination test results table shows that the R2 (Adjusted R Square) value is 0.960 or equal to 96%. This means that the contribution of the independent variables (Teamwork, Work Spirit, and Work Loyalty) is simultaneously 96% while the remaining 4% (100%-96%) is influenced by other variables that cannot be explained.

Discussion

1. The Effect of Teamwork on Employee Work Productivity.

The research results showed that the Teamwork variable (X1) significantly influenced the work productivity of PT employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division). This means that if teamwork improves, work productivity will also increase, and vice versa if teamwork does not work.

If it increases for the better, work productivity will decrease.

The theoretical implication is that research that produces teamwork variables that influence work productivity, among others, was carried out by Layla Anggraeni & Rohmat Saragih (2019), Satria Sabilillah, Budi Wahono and M. Khoirul Anwarodin Broto. S (2022), Erchandra Ananda Putra, Hammam Zaki, and Rahayu Setia Ningsih (2023), and Dede Son Aji & Saefullah (2023).

The practical implication is that good team collaboration will support the achievement of high work productivity. If teamwork is carried out by employees of PT. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division) is carried out optimally so that it will minimize the possibility of not achieving the targets that have been set

2. The Influence of Work Morale on Employee Work Productivity.

The research results showed that the Work Morale variable (X2) significantly influenced the Work Productivity of PT Employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division). This means that if

work morale increases, work productivity will also increase, and vice versa, if work morale decreases, work productivity will also decrease.

The theoretical implication is that research that produces the Work Morale variable has an effect on Work Productivity, among others, carried out by Akila (2020), Rr Dimas Veronica Priharti (2022), Krisnaldi R. Wua, Olivia S. Nelwan & Rudie Y. Lumantow (2022), and Satria Sabilillah, Budi Wahono & M. Khoirul Amwarodin Broto. S (2022).

Practical implications, Work Morale is possible to increase Work Productivity, considering that employees who do their work enthusiastically usually do not feel tired quickly, do not complain and even tend to like to help colleagues who are less enthusiastic about their work. PT. Asia Hakarya Abadi Tegal really needs employees who have a high work spirit so they can achieve company targets.

3. The Effect of Work Loyalty on Employee Work Productivity.

The research results showed that the Work Loyalty variable (X3) significantly influenced the Work Productivity of PT Employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division). This means that if employee work loyalty is higher, work productivity will also increase, and vice versa, if work loyalty decreases, work productivity will also decrease.

The theoretical implication is that research that produces the Job Loyalty variable has an effect on Work Productivity, among others, carried out by Satria Sabilillah, Budi Wahono & M. Khoirul Amwarodin Broto. S (2022), and

Zaki Abdussalam, Suci Lestari, and Kusuma Agdhi Rahwana (2023), Rizki Septian Putra & Mela Sandra (2023).

Practical implications, companies that have employees with high work loyalty support the achievement of the company's vision and mission. The relationship between employees and the company cannot be separated, the company cannot run if it does not have employees in it. PT. Asia Hakarya Abadi Tegal needs to increase employee work loyalty. This is because there is only 1 employee each from the Marketing Division and Purchasing Division who has worked for more than 3 years.

4. The Influence of Teamwork, Work Morale, Work Loyalty on Employee Work Productivity.

The research results showed that Teamwork, Work Morale, and Work Loyalty had a simultaneous effect on the Work Productivity of PT Employees. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division). This shows that if simultaneously (together) Teamwork improves for the better, Work Morale increases, and Work Loyalty becomes higher, Work Productivity will also increase. Likewise, if Team Collaboration does not improve for the better, Work Morale decreases, and Work Loyalty decreases, then Work Productivity will also decrease.

The theoretical implication is that research that produces the variables Teamwork, Work Morale, and Work Loyalty have a simultaneous effect on Work Productivity, among others, was carried out by Satria Sabilillah, Budi Wahono & M. Khoirul Amwarodin Broto. S (2022).

The practical implication is that teamwork is generally understood as a group that has one goal to produce maximum work results. PT. Asia Hakarya Abadi Tegal attaches great importance to achieving the targets set by the company. Teamwork is possible to support the achievement of targets so that work productivity increases. Work Morale is possible to increase Work Productivity, considering that employees who do their work enthusiastically usually do not get tired quickly, do not complain and even tend to like to help colleagues who are less enthusiastic about their work. PT. Asia Hakarya Abadi Tegal really needs employees who have high work enthusiasm so they can achieve company targets. Companies that have employees with high work loyalty support the achievement of the company's vision and mission. The relationship between employees and the company cannot be separated, the company cannot run if it does not have employees in it.

E. CONCLUSIONS AND SUGGESTIONS

1. Conclusion

Based on the entire description regarding the influence of teamwork, work enthusiasm and work loyalty on the work productivity of PT. Asia Hakarya Abadi Tegal employees (Marketing Division and Purchasing Division), it can be concluded as follows:

1. Teamwork influences the work productivity of PT Asia Hakarya Abadi Tegal employees (Marketing Division and Purchasing Division).
2. Work Morale influences the Work Productivity of PT. Asia Hakarya Abadi Tegal employees (Marketing Division and Purchasing Division).

3. Work Loyalty influences the Work Productivity of PT.Asia Hakarya Abadi Tegal employees (Marketing Division and Purchasing Division).
4. Teamwork, work enthusiasm and work loyalty simultaneously influence the work productivity of PT.Asia Hakarya Abadi Tegal employees (Marketing Division and Purchasing Division).
5. The contribution of the independent variables (Teamwork, Work Spirit, and Work Loyalty) is simultaneously 96% while the remaining 4% (100%-96%) is influenced by other variables that cannot be explained.

2. Suggestions

a. For Companies

- 1.) Teamwork carried out by employees needs to be improved and enhanced so that if there are problems related to targets not being achieved at PT Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division) they can be resolved and used as a joint evaluation.
- 2.) Employee morale at PT. Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division) needs to be improved by adding infrastructure or providing other incentives that can increase employee morale.
- 3.) PT.Asia Hakarya Abadi Tegal (Marketing Division and Purchasing Division) needs to improve coordination by holding scheduled meetings or conferences with all employees so that they can find out about the obstacles that occur.

b. For Further Researchers

1.) For future researchers, the results of this research can be used as comparison and reference material for research, and as consideration for further deepening further research by adding other variables that are not in this research such as leadership, work motivation, organizational culture and so on.

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