

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)

Sindy Manisa^{1*)}, Agnes Dwita², Gunistyo³

^{1,2,3} Management Study Program Faculty of Economics and Business, Pancasakti University, Tegal

^{*)} Corresponding author: : sindymanisa440@gmail.com , : agnes_dwita@upstegal.ac.id

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 (X1) 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 (X2) 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 (X3) 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 (X1), Work Morale variable (X2), Work Loyalty variable (X3) 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*

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).

METHOD

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.

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	Mean	34.7692
Parameters ^{a,b}	Std. Deviation	3.21771
Most Extreme	Absolute	.082
Differences	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

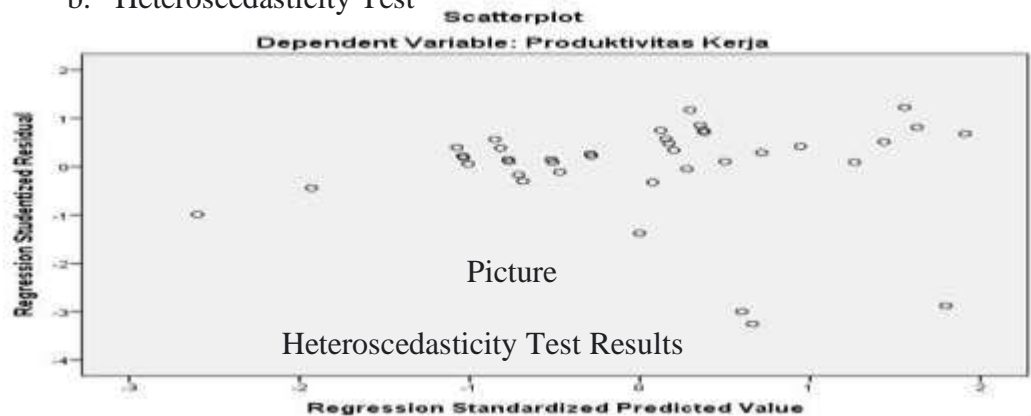
Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Teamwork	.956	1.046

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

b. Heteroscedasticity Test



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.

c. Autocorrelation Test

Table

Autocorrelation Test Results

Runs Test

	Unstandardized Residual
Test Value ^a	.17009
Cases < Test Value	19
Cases ≥ 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		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
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) :

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3$$

So:

$$Y = -0,123 + 0,072X_1 + 0,869X_2 + 0,101X_3$$

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

		Unstandardized Coefficients		Standardized Coefficients		
	Model	B	Std. Error	Beta	T	Sig.
(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 atcount 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 (H0) is ejected 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 (H0) 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 (X3) has a significant value of $0.010 < 0.05$ and tcount is $2,720 > 1,690$, which means that the Work Loyalty variable (X3) has an effect on the Work Productivity variable (Y), meaning that the hypothesis (H0) is rejected and Ha 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 (X₁), Work Spirit (X₂), and Work Loyalty (X₃) 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.
	593.317	3	197.772	306.544	.000 ^b
	22.581	35	.645		
	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.

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

REFERENCES

- Abdussalam, Z., Suci, P., Lestari, K., Agdhi, R. (2023). The Influence of Standard Operating Procedures and Work Loyalty on CV Employee Work Productivity. Wild Outdoor Tasikmalaya. Muqodimmah Journal of Economics, Management, Accounting and Business, 1(4), 270–280.
<https://ejurnalqarnain.stisnq.ac.id/index.php/MUQADDIMAH/article/view/474>
- Aji, D. S., & Saefullah, H. (2023). The Influence of Supervision, Team Work and Discipline on Employee Work Productivity at PT Jawamanis Rafinasi Cilegon Proceedings of National Seminar Batch 2.
<https://prosiding.amalinsani.org/index.php/semnas/article/view/47>

Akila. (2021). The Influence of Work Environment Facilities and Work Morale on Employee Work Productivity at CV. Independent Business "Mimi" Palembang Akila. 18, 290–307. <https://jurnal.univpgri-palembang.ac.id/index.php/Ekonomika/article/view/6652>

Anggraeni Layla, R. S. (2019). e-Proceeding of Management. 6 (The Effect of Teamwork on the Work Productivity of PT. PLN (Persero) Central Java Transmission Employees), 1163–1170. <https://core.ac.uk/download/pdf/299928788.pdf>

Antoncic, J. A., & Antoncic, B. (2021). Employee loyalty and its on firm growth, International Journal of Management & Information Systems (IJMIS), 15(1). <https://clutejournals.com/index.php/IJMIS/article/view/1598>

Anwar, Rani. (2020). Management Journal. 8 (The Influence of Competence and Work Morale on Employee Performance of PT. Perkebunan Peninjauan Plasma Baturaja. 2. <https://jurnal.unpal.ac.id/index.php/jm/article/view/349> Bob, Foster. (2019). Fundamentals of management. Yogyakarta: Diandra Creative.

Busro, M. (2018). Human Resource Management Theories. Prenada Media. Cahyono, Yuli Tri, Indira M., Lestiyana. (2007). Planning and Monitoring Work Productivity. Surakarta: Alfabeta.

Generous, Didit. (2013). Principles of Organizational Behavior. Bandung: Temprina Media Graphics.

Fathoni, A. (2006). Human Resource Management. Bandung: Rineka Cipta.

Ghozali, I. (2018). Multivariate Analysis Application with the SPSS 23 Program. Semarang: BPUD.

Hasibuan, M. (2010). Human Resource Management. Jakarta: PT Bumi Aksara.

Kamiluddin, R., A., Fitriyani, S. (2022). The Influence of Work Morale and Work Stress on the Work Productivity of PT Employees. PLN (Persero) Pinrang Customer Service Implementation Unit (UP3). Decision Journal of Economics and Business, 3, 164–170. <https://jurnal.umpar.ac.id/index.php/decision/article/view/1879>

Leonard, Edwin C. (2013). Supervision: Concepts and Practice Of Management, 12th Edition South-Western: Cengage Learning.

Moekijat and Nurjaman. (2014). Labor Management and Work Relations, Revised Edition, Bandung: CV. Pioneer Jaya.

Nitisemito, A.S. (2010). Personnel Management Human Resources Management. Jakarta: Ghalia Indonesia.

- Priharti, R. D. V. (2022). The Influence of Job Satisfaction and Work Morale on the Work Productivity of PT Employees. *POS Indonesia (Persero) Baturaja. Journal of Economics and Business*, 11(3), 1654–1662. <https://stiemuttaqien.ac.id/ojs/index.php/OJS/article/view/1189>
- Putra, E. A., Zaki, H., Setianingsih, R., Ekonomi, F., & Riau, U. M. (2023). The Influence of Teamwork, Rewards and Employee Punishment on Work Productivity (Nissan Technician) PT. Wahana Wirawan Riau. *Emba Independent Student Scientific Journal*, 2(1), 41–48. <https://jom.umri.ac.id/index.php/emba/article/view/782>
- Putra, R. S., Mela, S. (2023). The Influence of Work Discipline and Work Loyalty on the Performance of Employees at PT Tiki Lane Nugraha Ekakurir Cilegon Branch. *Indonesian Multidisciplinary Journal*, 1, 106–121. <https://jurnal.upg.ac.id/index.php/atama/article/view/560>
- Sabilillah, S., Budi, W., M. Khoirul, A. B. S. (2022). No Title. *E-Journal of Management Research, The Effect of Teamwork, Work Morale, and Work Loyalty on Employee Productivity (Case Study of Benefit Convection Company Employees)*, 80–85. http://repository.unisma.ac.id/bitstream/handle/123456789/4883/S1_FEB_2181081286_SATRIA%20SABILILLA.pdf?sequence=1&isAllowed=y
- Shane & Von Glinow. (2012). *Organizational Behavior*. New York: McGraw- Hill/Irwin.
- Simanjuntak, Payaman, J (2011). *Introduction to Human Resource Economics*. Jakarta: UI Faculty of Economics Publishing Institute.
- Siswanto, B. (2010). *Indonesian Workforce Management: Operational Administrative Approach*. Jakarta: Bumi Literacy.
- Sugiyono. (2022). *Human Resources Research Methods (Quantitative, Qualitative, and Case Studies)*. Bandung: Alfabeta.
- Sutrisno, Edi. (2017). *Human Resource Management*. Jakarta: Gencana Media Group.
- Stepani, L.A., & Wibawa, I.M.A. (2014). The Influence of Compensation and Work Environment on Employee Work Loyalty Based on Gender. *Journal of Management and Business*. 3(10), 3078-3095. <https://www.neliti.com/id/publications/253509/Influence-kompasi-dan-lingkungan-kerja-pada-loyalitas-karyawan-based-jen>
- Stephen, J. T., & Robbins, P. (2015). *Organizational behavior*. Jakarta: Salemba Empat.
- Steers, R. M., & Porter, L. W. (1983). *Motivation and Work Behavior*. 3rd Edition. New York: McGraw Hill Book Company.
- Wua, K. R., Nelwan, O. S., Lumantow, R. Y., Integritas, P., Dan, K., Job, S., & Lumantow, R. Y. (2022). The Influence of Integrity, Commitment and Work Spirit on Employee

Work Productivity at PT. Jaya Energy Source. EMBA Journal, 10(1), 29–38.
<https://ejournal.unsrat.ac.id/index.php/emba/article/view/37530>

Yuniarsih, T., & Suwatno. (2011). Human Resource Management, Application Theory and Research Issues. Bandung: CV. Alfabet