



Model of Increasing Employee Productivity at PT. Primafood International

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Abstract: Human resource capabilities are a key factor in increasing employee work productivity, so research needs to be carried out. The aim of this research is to find out whether work workload and work stress partially have a positive and significant effect on work productivity at PT. Primafood International. To find out whether Workload and Work Stress simultaneously have a positive and significant effect on Work Productivity at PT. Primafood International. The analysis technique used in this research is quantitative data analysis, namely testing and analyzing data by calculating numbers and then drawing conclusions from the test using descriptive statistical and correlation test tools, data processing using SPSS statistical software. From the partial research results, there is no influence of workload on employee work productivity at PT. Primafood International. There is a positive and significant influence of work stress on employee work productivity at PT. Primafood International. There is a positive and significant influence of work workload and work stress on product work productivity at PT. Primafood International.

Keywords: Workload, Stress, Work Productivity

Introduction

Employee productivity in a company is a very important concern. Increased productivity will increase the competitiveness of the company, both similar and dissimilar companies. In addition to increasing competitive ability, productivity will strengthen sustainability for the long term, because with the growth of productivity the company will be able to adapt to developments and can produce innovations needed by the market. Work productivity according to (Prabu Mangkunegara, 2018) is the work results in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Productivity is a function of motivation and ability. Employee productivity is very important in the company's efforts to achieve its goals. According to (Sinungan, 2014), "Employee work productivity can be influenced by several factors, namely compensation factors, work ability factors, job placement factors, work experience, workload factors, environmental factors, work stress and work motivation. So that employees who work in a company are required to be able to produce a product

optimally in order to achieve the goals of a company, namely to obtain high profits. Placement is a process of assignment carried out by the company which is useful for refreshing and avoiding boredom for employees. According to (L. Mathis, Robert & H. Jackson, 2014), placement is placing a person's position in the right job position, how well an employee fits his job will affect the amount and quality of work.

According to (Moekijat, 2010) workload is the volume of work results or records of work results that can indicate the volume produced by a number of employees in a particular section. The amount of work that must be completed by a group or person within a certain time or workload can be seen from an objective and subjective perspective. Objectively, it is the total time used or the number of activities carried out. According to (Dr. Juliansyah Noor, SE, 2017) Work stress is an emotional and physical response that is disruptive or detrimental that occurs when task demands do not match the worker's abilities, resources, or desires. PT. Primafood International is a company engaged in the distribution and retail of frozen processed food products under the Fiesta and Champ brands (a subsidiary of the Charoen Pokphand Group). PT. Primafood International is a retail store that sells fresh chicken, frozen chicken, chicken meat, omega eggs, and also provides processed products under the FIESTA and CHAMP brands such as nuggets, chicken sausages, chicken balls and processed potatoes at SAVING prices. As well as groceries products (food supplements). Based on Table 1.5. shows the daily sales target in October 2022 of 6,750,000 sales targets, but the sales target did not reach the target, such as on the 13th day the target achievement was 79%, while the smallest achievement was on the 8th day at 32%, this is because the burden of the target set is very large, resulting in employees experiencing work stress and the impact will reduce quality which is an indicator of work productivity.

Based on company data, the average percentage of sales target achievement from October was 59%, increasing in November to 73%, then in December it increased to 76% while in January 2023 it decreased to 69%, this shows that every month the sales target is achieved, this is due to the burden of the target set being very large, resulting in employees experiencing work stress and the impact will reduce quality which is an indicator of work productivity. Based on the results of observations on employee work productivity at PT. Primafood International, it was found that the quality of work of several employees in completing work was not in accordance with the direction of the leader, so that the leader was less satisfied with the results of his employees' work. Related to employee job placement at PT. Primafood International, there are still some employees whose positions do not match their education and work experience so that these employees have not been able to do their jobs according to the direction of the leadership, for example, 1 out of 60 employees is still an employee at PT Primafood International with a Bachelor's degree in Accounting, but the employee is placed as a marketer, in doing the work, some of these employees take a long time to complete it or do not achieve the targets set by the company. The workload borne by employees exceeds their capabilities, sometimes employees still do the wrong work and there are still some employees who still have minimal awareness of how to do their work. This is because these employees

experience work stress with the very large workload they bear. Productivity is the manifestation of work done by employees which is usually used as a basis for assessing employees or organizations. Good productivity is a step towards achieving organizational goals.

So it is necessary to make efforts to increase productivity. But this is not easy because many factors affect the high or low productivity of a person. (Moeheriono, 2012) Productivity or performance is a description of the level of achievement of the implementation of a program of activities or policies in realizing the targets, goals, vision and mission of an organization which is outlined through an organization's strategic planning by involving optimal use of resources such as manpower, time, money, raw materials and equipment. (Sedarmayanti, 2012) stated that productivity indicators are: 1. Work quality. 2. Quantity 3. Implementation of tasks 4. Responsibility for work. According to (B. Siswanto Sastrohadiwiryono, 2002) , quoted by Suwatno, employee placement is placing employees as elements of work implementers in positions that are in accordance with their abilities, skills, and expertise which aim to carry out the tasks and responsibilities needed to achieve organizational goals. According to (Hariandja, Efendi, Tua, 2002), stated that "placement is the process of reassigning employees to new tasks/positions or different positions. Employee placement requires a determination that can be done objectively, because if there is a mistake in placement it will affect the results in an organization.

For that, indicators are needed that can make the placement according to expectations. (B. Siswanto Sastrohadiwiryono, 2002) , employee placement indicators are:

1. Achievement
2. Experience
3. Physical and Mental Health
4. Marital Status
5. Age According to (Dessler, 2004) stated that workload is the amount of work that must be completed by a group or person within a certain time or workload can be seen from an objective and subjective perspective.

The definition of workload explained by (Davis & Werther Jr, 2022) can be defined as a difference between the capacity or ability of workers and the demands of the work that must be faced. Given that human work is mental and physical, each has a different level of burden. Workload is a collection or number of activities that must be completed by an organizational unit or job holder within a certain period of time. (Wakhyuni et al., 2021) . Furthermore , (Ivancevich et al., 2007) also explained that workload is the volume of work results or records of work results that can show the volume produced by a number of employees in a particular section.

According to (Davis & Werther Jr, 2022), various indicators that need to be considered in workload are as follows:

1. Targets to be achieved
2. Work conditions

3. Use of working time
4. Work standards.

According to Handoko in his book (Simbolon, 2021) stress is the inability to overcome threats faced by the mental, physical, emotional, and spiritual of humans which at some point can affect the physical health of the human being. Meanwhile (Rosita, 2014) a different opinion shows that work stress is an adaptive response, linked by characteristics and an individual psychological process which is a consequence of any external action, situation or event that places special psychological and/or physical demands on a person. Job stress can affect a person's way of thinking, emotions, physical and mental conditions. Employees with high job stress will affect the quality of their work (Waruwu & Litani, 2023). Job stress is something that is often experienced by employees in carrying out their duties in a company, job stress can also be called a problem for an employee because it can interfere with work. The increase in job stress is felt by management from many negative comments from nurses such as not having the enthusiasm to work and discomfort in the room (Insan & Damrus, 2020) According to (Doni et al., 2022) Job stress is an emotional and physical response that is disruptive or detrimental that occurs when the demands of the task do not match the abilities, resources, or desires of the worker.

According to (Dr. Juliansyah Noor, SE, 2017) The indicators of job stress are:

1. Role conflict
2. Role ambiguity
3. Time pressure
4. Workload

Methodology

The research approach is causal research (cause-and-effect relationship) is "research that wants to see whether a variable that acts as an independent variable affects another variable that becomes a dependent variable". The population in this study is all employees of PT. Primafood International totaling 60 people. Based on this assumption, in this study all research subjects (population) are used as samples, namely all employees at PT. Primafood International totaling 60 employees, thus this study is called a saturated sample. The sample is a part or representative of the population being studied (Rusiadi & Subiantoro, 2014) The conceptual framework describes the pattern of relationships between variables, namely independent variables or those that influence dependent variables or variables that experience changes due to changes in independent variables. In this study, the conceptual framework can be described with a relationship pattern such as Figure I below.

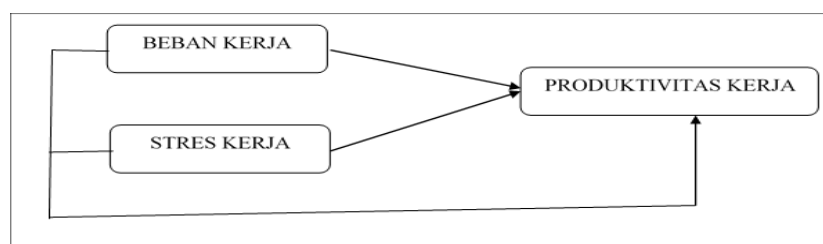


Figure 1. Conceptual Framework

Validity test shows the extent to which a measuring instrument measures what is to be measured (Situmorang and Lutfi M, 2014). Valid means that the data obtained by using the tool (instrument) can answer the research objectives (Sugiyono, 2009). Validity testing is carried out using the SPSS program version 23.00. The validity test of each question is greater ($>$) 0.30 then the question item is considered valid. Reliability is the level of reliability of a research instrument. A reliable instrument is an instrument that when used repeatedly to measure the same object will produce the same data. Reliability testing will be able to show the consistency of the respondents' answers contained in the questionnaire. Reliability testing is carried out by testing statement items that have been declared valid in the validity test and their reliability will be determined. The reliability of a variable construct is said to be good if it has a Cronbach's alpha value greater than ($>$) 0.60.

For testing the normality of data in this study, it is detected through graphical and statistical analysis produced through regression calculations with SPSS. 1. Histogram, which is a test using the provision that normal data is bell-shaped. Good data is data that has a normal distribution pattern. If the data skews to the right or skews to the left, it means that the data is not normally distributed. 2. Normality Probability Plot graph, the provisions used are: a) If the data is spread around the diagonal line and follows the direction of the diagonal line, the regression model meets the normality assumption. b) If the data is spread far from the diagonal and/or does not follow the direction of the diagonal line, the regression model does not meet the normality assumption. 3. Kolmogorov Smirnov test. The test is carried out to determine whether the data distribution is normal or not. a) If the Asymp sig value $>$ 0.5 then the data is normally distributed b) If the Asymp sig value $<$ 0.5 then the data is not normal. Multicollinearity test is intended to detect correlation symptoms or relationships between independent variables in the regression model. The assumption of multicollinearity states that independent variables must be free from multicollinearity symptoms. Multicollinearity test can be done by: if the tolerance value $>$ 0.1 and the VIF (Variance Inflation Factors) value $<$ 10, then it can be concluded that there is no multicollinearity between independent variables in the regression model (Pakpahan, 2014). The heteroscedasticity test is a data test that has a Sig. value of less than 0.05 (Sig. $<$ 0.05), namely if the data has a value smaller than the Sig. value of 0.05 then the data has heteroscedasticity and the way to detect the presence or absence of heteroscedasticity in research is done by using the glajser test, the glajser test is one of the statistical tests carried out by regressing the independent variables against the absolute value, (Sukardi, 2008). Multiple regression analysis, which is an

analysis method used to determine the influence between two or more independent variables on a variable. The multiple linear regression model using the SPSS 17.00 for windows software program is: $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$. The t-statistic test is also called the individual significance test. This test shows how far the independent variable partially influences the dependent variable. In this study, the t-test processing uses the SPSS v. 24 program. If the significance value ($t \text{ count} < t \text{ table}$) then H_0 is rejected. If the significance value ($t \text{ count} > t \text{ table}$) then H_0 is accepted.

Result and Discussion

Based on the calculations carried out using SPSS 22.0 above, the multiple regression equation of the regression model will be obtained as follows: $Y = 10.460 + 0.228X_1 + 0.003X_2 + 0.434X_3 + e$.

Table 1. Multiple Linear Regression Analysis Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	10,460	3.926		2,664	.010		
X1	.228	.123	.246	1,846	.070	.627	1,595
X2	.003	.100	.003	.028	.978	.805	1.242
X3	.434	.122	.445	3,543	.001	.702	1.425

Source: Data processed by SPSS 2023

Discussion

1. The Influence of Job Placement on Work Productivity

From the results of this study, the significance value of job placement based on the t-test was obtained at $t_{\text{count}} > t_{\text{table}}$ ($1.846 > 1.66$) and a significant level ($\text{Sig } 0.070 > \alpha 0.05$). Thus, H_1 is rejected and H_0 is accepted, the conclusion is: there is no effect of job placement on work productivity. This is in line with research conducted by (Wibisono, 2018)

2. The Influence of Workload on Work Productivity

From the results of this study, the significance value of job placement based on the t-test was obtained at $t_{\text{count}} > t_{\text{table}}$ ($0.028 < 1.66$) and a significant level ($\text{Sig } 0.978 > \alpha 0.05$). Thus, H_2 is rejected and H_0 is accepted, the conclusion is: there is no effect of workload on work productivity. This is in line with research conducted by (Saefullah & Amalia, 2017)

3. The Influence of Work Stress on Work Productivity

From the results of this study, the significance value of job placement based on the t-test was obtained at $t_{\text{count}} > t_{\text{table}}$ ($4.543 > 1.66$) and a significant level ($\text{Sig } 0.001 < \alpha 0.05$). Thus, H_0 is rejected and H_3 is accepted. The conclusion is: there is a significant influence of work stress on work productivity. This is in line with research conducted by (Rozikin, 2006) (Irawan & DARMASTUTI, 2011) (Safitri & Gilang, 2020)

Conclusion

Based on the t-test, it was obtained that $t_{count} > t_{table}$ ($1.846 > 1.66$) and $Sig\ 0.070 < \alpha 0.05$, thus H_0 is accepted and H_1 is rejected. The conclusion: there is no effect of job placement on work productivity. Based on the t-test, it was obtained that $t_{count} > t_{table}$ ($0.028 < 1.66$) and $Sig\ 0.978 > \alpha 0.05$, thus H_0 is accepted and H_2 is rejected. The conclusion: there is no effect of workload on work productivity. From the results of this study, the significance value of Work Stress based on the t test obtained $t_{count} > t_{table}$ ($4.543 > 1.66$) and a significant level ($Sig\ 0.001 < \alpha 0.05$). Thus H_3 is accepted and H_0 is rejected, the conclusion is: there is a positive and significant influence of Work Stress on Work Productivity. Based on the results of the F test, the Sig value is obtained. $0.000 < \alpha 0.05$, thus H_0 is rejected and H_4 is accepted. The conclusion is: there is a positive and significant influence of job placement, Workload and Work Stress on Work Productivity simultaneously. Based on the conclusions above, productivity management strategies that can be given to companies include:

- a. It is recommended to the Management of PT. Prima Food International Belawan to place employees in positions according to their education and work experience, so that employees are more enthusiastic in working and can complete it on time.
- b. It is recommended to the Management of PT. Prima Food International Belawan not to give too big a target to its employees which aims to reduce work stress and the target of the work can be achieved.
- c. It is recommended to the Management of PT. Prima Food International Belawan to provide clear explanations and information regarding the work that will be given to its employees so that the work can be carried out properly and completed.

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