

THE EFFECT OF COMPETENCE, MOTIVATION, AND FACILITIES ON THE PRODUCTIVITY OF PT. AKP JETTY IN MARUNDA, NORTH JAKARTA

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Abstract

Productivity is an important company element which decreases make it difficult to get targets. PT. Alfa Karsa Persada (PT.AKP) is a service company supporting offshore oil companies such as warehousing and cargo handling in port. Jetty Productivity, which was expected to increase from the 2019-2023, has actually decreased. For this reason, need research variable influences such as competence, motivation and facilities. The research aim 1) does competence partially influence productivity of Jetty PT. AKP. 2) does motivation partially influence the productivity of Jetty PT. AKP. 3) do the facilities partially affect the productivity of Jetty PT. AKP. 4) do competence, motivation and facilities together influence the productivity of Jetty PT. AKP. This research approach uses descriptive quantitative sampling method used saturated sampling with 47 respondents. The analysis method uses multiple linear regression. The research showed that 70.3% of the total independent variables made an effective contribution to the dependent variable, 29.7% by other variables not examined in this research. Competence has a significant effect on productivity of Jetty PT. AKP, motivation has a significant effect on productivity of Jetty PT. AKP, and facilities do not have a significant effect on productivity of Jetty PT. AKP, can be caused by any of a material stock system from users, material under 50 kg can be handled by human power, good equipment maintenance and back up. Then competence, motivation and facilities together influence the productivity of Jetty PT. AKP. The research can be scientific evidence and a basis for companies to develop productivity.

Keywords: Competence, Motivation, Facilities and Productivity.

Abstrak

Produktivitas kerja adalah elemen penting bagi perusahaan yang jika menurun membuat sulit mencapai target yang ditetapkan. PT. Alfa Karsa Persada (PT.AKP) merupakan perusahaan jasa yang mendukung perusahaan minyak lepas pantai terkait aktivitas pelabuhan seperti pergudangan dan penanganan kargo. Produktivitas Jetty PT. AKP yang diharapkan selalu meningkat dari data 2019-2023 kenyataannya pernah terjadi penurunan. Untuk itu perlu dilakukan penelitian variabel yang berpengaruh pada produktivitas seperti kompetensi, motivasi dan fasilitas. Tujuan Penelitian untuk mengetahui 1)apakah kompetensi berpengaruh secara parsial terhadap produktivitas Jetty PT. AKP. 2)apakah motivasi berpengaruh secara parsial terhadap produktivitas Jetty PT. AKP. 3)apakah fasilitas berpengaruh secara parsial terhadap produktivitas Jetty PT. AKP. 4)apakah kompetensi, motivasi, dan fasilitas secara bersama berpengaruh terhadap produktivitas Jetty PT. AKP. Jenis penelitian deskriptif kuantitatif. Metode pengambilan sampel menggunakan sampling jenuh dengan jumlah responden 47. Analisa data menggunakan regresi linear berganda. Hasil uji penelitian, 70,3 % dari total keseluruhan variabel independen memberikan sumbangan efektif terhadap variabel dependen, sedangkan sisanya 29,7 % oleh variabel lain yang tidak diteliti dalam penelitian. Kompetensi berpengaruh secara parsial signifikan terhadap produktivitas Jetty PT. AKP, motivasi berpengaruh secara parsial signifikan terhadap produktivitas Jetty PT. AKP, dan fasilitas tidak berpengaruh secara parsial signifikan terhadap produktivitas Jetty PT. AKP, disebabkan penerapan sistem stock material pengguna jasa, material berat kurang dari 50 kg bisa ditangani manual, perawatan dan back up peralatan yang baik. Kemudian, kompetensi, motivasi, dan fasilitas berpengaruh secara bersama terhadap produktivitas Jetty PT. AKP. Hasil penelitian dapat menjadi bukti ilmiah dan dasar bagi perusahaan untuk menyusun upaya meningkatkan produktivitas.

Kata Kunci: Kompetensi, Motivasi, Fasilitas dan Produktivitas.



INTRODUCTION

The economic conditions that continue to improve and return to normal after the end of the Covid-19 outbreak have made companies in all industrial and service sectors continue to invest, innovate and develop to increase the production of their company's products and services. The condition of community activities that have returned to normal has increased demand for products and services to support daily needs. This increase in demand has increased the target for product and service production. Increased production targets can be achieved by increasing work productivity. Work productivity is an important element for a company. Decreased work productivity will make it difficult for the company to achieve the planned and set production targets. Work productivity is a consideration of the results of the measurement between the sources entered and the results issued by the company with the role of labor per unit of time.¹ Work productivity is the ability of a person or group of people to produce goods and services within a certain specified time or according to plan.² Technically, productivity is a comparison between the results achieved (output) and the total resources required (input).³ The indicators include 1) inputs, which are everything needed for the implementation of activities and programs to run, in order to produce output, for example human resources, funds, materials, time and technology. 2) outputs are everything in the form of products or services, physical and/or non-physical, as a direct result of the implementation of activities and programs based on the inputs used, 3) outcomes are everything that reflects the functioning of activity outputs in the medium term, Outcomes are a measure of how far each product or service can meet the company's expectations and the expectations of the community, 4) Benefits are the usefulness of an output that is directly felt by the community and can be in the form of the availability of facilities that can be accessed by the public, 5) Impact is a measure of the level of social, economic, environmental or other public interest influence that begins with the achievement of performance in each indicator in an activity.⁴

Work productivity can be influenced by competence, motivation and facilities. Previous research shows that motivation has a positive and significant effect on the work productivity of

¹ F. Azzahra R.F Tambunan, D.A. Rangkuti and Y.I. Berutu, *The Effect Of Competency of Organizational Commitment and Workload on Employee Productivity*, ed. PT. Karya Sukses Kreasi (Kasuka), Journal of (Medan, 2021).

² D.M. Busro, *Teori Manajemen Sumber Daya Manusia*, ed. Prenadamedia Group (Jakarta, 2018).

³ Elbandiansyah, *Manajemen Sumber Daya Manusia*, ed. IRDH, kesatu (Malang:, 2019).

⁴ MM. Sofyan, *Manajemen Kinerja (Performance Management)*, ed. STAIN Jember Press, Cetakan 1 (Jember, 2014).

outsourced employees of PT. Pelabuhan Indonesia (Persero) Regional IV, Makassar New Port branch.⁵ Motivation and competence have a positive effect on employee work productivity at PT. Ajidharma Corporindo.⁶ Motivation has a significant effect on employee work productivity at PT. Optimech Engineering Batam.⁷ Competency variables have a significant effect on work productivity Head Office of PT. Tri Banyan Tirta with a percentage level of influence of 29.1%. This shows that employee competence has an effect on work productivity. Then the work facility variable has a significant effect on work productivity with a percentage level of influence of 29.80%. This shows that work facilities have an effect on work productivity. Employee competence and work facilities simultaneously have a significant effect on the level of work productivity of 34.70% while the remaining 65.30% is influenced by other factors not examined in the study.⁸ Motivation variables have a positive and significant effect on the work productivity of marketing staff (education consultants) at PT. Mentari Indonesia Jakarta.⁹ Competence and motivation have a positive and significant influence on employee work productivity PT. Astra International Daihatsu, Tbk Cibubur.¹⁰ Facilities have a positive and significant influence on the productivity of PD Tidar Kalteng members.¹¹ Work motivation has a significant influence on employee work productivity BCG at the head office in Jakarta.¹² Positive and significant influence between competency and motivation variables on work productivity at PT. Jasa Marga (Persero) Tbk. Palikanci Branch.¹³

⁵ Johan Yustianto, Yunus Handoko, and Tin Agustina, "Pengaruh Kedisiplinan, Motivasi Dan Lingkungan Kerja Terhadap Produktivitas Kerja Karyawan Alih Daya Pt. Pelabuhan Indonesia (Persero) Regional Iv Cabang Makassar New Port," *Jurnal Ilmiah Riset Aplikasi Manajemen* 2, no. 1 (2024): 647–58, <https://doi.org/10.32815/jiram.v2i1.50>.

⁶ Kimsry Amuntai, Mohammad Bukhori, and Widi Ruspitasari, "Pengaruh Lingkungan Kerja, Motivasi Dan Kompetensi Terhadap Produktivitas Kerja Karyawan Di Perusahaan Pt. Ajidharma Corporindo," *Jurnal Ilmiah Riset Aplikasi Manajemen* 2, no. 1 (2024): 670–79, <https://doi.org/10.32815/jiram.v2i1.52>.

⁷ Sabar Rismawaty, Theresia Pradiani, and Fathorrahman, "Sabar Rismawaty, Theresia Pradiani, Fathorrahman 2023" 2, no. 1 (2023).

⁸ Dkk sulistiani, yayak Heriant, "Pengaruh Kompetensi Karyawan Dan Fasilitas Kerja Terhadap Produktivitas Kerja Karyawan Di Kantor Pusat PT. TRI BANYAN TIRTA," *Jurnal Administrasi Bisnis* 3, no. 2 (2023): 224–35.

⁹ Anna Rimba, . Fathorrahman, and Theresia Pradiani, "Pengaruh Pelatihan, Motivasi Dan Kompensasi Terhadap Produktivitas Kerja Tenaga Pemasaran (Konsultan Pendidikan) Pt. Mentari Indonesia Jakarta," *Jurnal Ilmiah Riset Aplikasi Manajemen* 1, no. 2 (2023): 4–9, <https://doi.org/10.32815/jiram.v1i2.30>.

¹⁰ Firman Eksan and Donny Dharmawan, "Pengaruh Kompetensi Dan Motivasi Terhadap Produktivitas Kerja Karyawan Pt Astra International Daihatsu, Tbk Cibubur," *Jurnal Ekonomi Dan Industri* 21, no. 2 (2020): 8–20, <https://doi.org/10.35137/jei.v21i2.431>.

¹¹ Rizky Aditya Putra, Yunus Handoko, and Tin Agustina, "Analisis Entrepreneur Lab, Coach Competence, Dan Fasilitas Terhadap Produktivitas Anggota Pd Tidar Kalimantan Tengah," *Jurnal Ekonomi Manajemen Dan Bisnis* 5, no. 1 (2024): 76–84, <https://doi.org/10.32815/jubis.v5i1.2257>.

¹² Oktarifany Citra Ayuningtyas, Theresia Pradiani, and Fathorrahman Fathorrahman, "Pengaruh Beban Kerja, Stres Kerja Dan Motivasi Terhadap Produktivitas Karyawan Bcg Pada Head Office Di Jakarta," *Jurnal Ilmiah Manajemen, Ekonomi, & Akuntansi (MEA)* 8, no. 1 (2024): 1406–12, <https://doi.org/10.31955/mea.v8i1.3865>.

¹³ Ni Wayan Fitriana Ayu Lestari, Isti Riana Dewi, and Aan Kanivia, "Pengaruh Kompensasi, Kompetensi, Dan Motivasi Pada Produktivitas Kerja Pegawai Pt. Jasa Marga (Persero) Tbk. Cabang

Different results were found. There is a significant partial influence between competence and work productivity, there is no significant partial influence between work facilities and work productivity and there is a significant partial influence between work motivation and work productivity.¹⁴

According to the Employment Law Number 13 of 2003, Article 1 paragraph 10 states: "Work competence is the work ability of each individual which includes aspects of knowledge, skills and work attitudes in accordance with established standards.¹⁵ The indicators include 1) knowledge, 2) skills, 3) attitudes.¹⁶ Knowledge is information stored by a person using the history of experience, and the interpretation scheme that he has. Knowledge is information that is mastered and owned by each person in a specific field and knowledge is also a complex competence.¹⁷ Knowledge is a complex competency which is a very important domain in shaping a person's actions.¹⁸ Skills are a person's ability to apply the knowledge they have in the form of real actions or actions, where these skills are obtained from education at school and training.¹⁹ *skills* or skills are the ability to work by understanding and motivating others, both individually and in groups.²⁰ Attitude is an evaluative statement, either pleasant or unpleasant, about an object, person or event and reflects how a person feels about something.²¹ Attitude is a condition of mental readiness obtained from the learning process and organized according to experiences and has a special influence on a person's reaction to people, objects and situations with whom he or she interacts.²² Motivation is a force that drives someone to do an action or not which is essentially internal and external positive or negative. Work motivation is something that causes a drive or work spirit or a motivator for work spirit.²³ Motivation indicators include: 1) the existence of a need for achievement, namely the drive to excel and achieve in relation to a set of standards, willing to

Palikanci," *Jurnal Manajemen & Bisnis Jayakarta* 3, no. 1 (2021): 1–11, <https://doi.org/10.53825/jmbjayakarta.v3i1.79>.

¹⁴ Darmiah, Fatmasari, and Azlan Azhari, "Pengaruh Kompetensi, Fasilitas Kerja Dan Motivasi Kerja Terhadap Produktivitas Kerja Pegawai Di Kecamatan Tellu Limpoe Kabupaten Sidreng Rappang," *Jurnal Aplikasi Manajemen & Kewirausahaan MASSARO* 5, no. 2 (2023): 69–83, <https://doi.org/10.37476/massaro.v5i2.4059>.

¹⁵ Indonesia, *Undang-Undang Nomor 13 Tahun 2003 Tentang Ketenagakerjaan. Lembar Negara Nomor 59* (Jakarta: Sekretariat Negara, 2003).

¹⁶ S. Chrishartanto, R., dan Said, "Pengaruh Kompetensi, Motivasi Dan Mutasi Pegawai Terhadap Kinerja Pegawai Pada Kantor Pelayanan Pajak Pratama Makassar Barat," *Jurnal Ilmu Ekonomi*, 2019.

¹⁷ E. Moulina, "Pengaruh Pengetahuan, Kemampuan, Dan Pengalaman Kerja Terhadap Kinerja Karyawan Pada Bank Syariah Cabang Palembang," 2019.

¹⁸ S. Padang, N.R.K., dan Sihombing, "Pengaruh Pengetahuan, Kemampuan, Dan Pengalaman Kerja Terhadap Kinerja Karyawan Pada PT. Hilon Sumatera.," 2020.

¹⁹ Mahfud, "Pengaruh Knowledge Management, Skill Dan Attitude Terhadap Employee Performance Studi Kasus Pada Satuan Kerja Pemerintah Daerah Kabupaten Wonosobo," *Journal of Economic, Management, Accounting and Technology* 2(1), 2019.

²⁰ T.A.J Robbins, Stephen P., *Perilaku Organisasi*, ed. Salemba empat, Edisi 16 (Jakarta, 2016).

²¹ T.A. Robbins, S.P., & Judge, *Organizational Behaviour*, Global Edi, 2017.

²² Winardi, *Motivasi Dan Pemasalahan Dalam Manajemen*, ed. Raja Grasindo Persada. (Jakarta, 2007).

²³ Sedarmayanti, *Manajemen Sumber Daya Manusia.*, ed. Refika Aditama. (Bandung., 2017).

struggle to succeed, 2) the existence of a need for power, namely the motivational drive driven by the need for power, the drive to achieve authority and influence over others, 3) the existence of a need for affiliation, namely the motivational drive for affiliation, the desire to have good and close interpersonal relationships.²⁴ Facilities are physical infrastructure in the form of equipment and supplies used to support activities and function to facilitate the achievement of the objectives of the activities carried out.²⁵ Work facilities are company services provided to employees to support employee performance needs, so as to increase job satisfaction and employee productivity within it.²⁶ Facility indicators include: 1) work facilities provided can be used according to employee needs in carrying out their work or duties, 2) complete equipment and supplies will support employee performance to be more effective and efficient, 3) work facilities provided are very helpful in completing work and must be easy to use so that work is not hampered. 4) adequate and well-functioning facilities will speed up work and employees can provide the best results.²⁷

PT. Alfa Karsa Persada (PT.AKP) is a company that started its business operations in 1992, located in the Nusantara Bonded Zone (KBN) in Marunda, North Jakarta. PT. AKP provides services to support the needs of offshore oil companies related to port activities such as warehousing and cargo handling. The services provided by PT. AKP include warehousing, office space for tenants, landing helicopters, docks (Jetty), security, stevedoring workers and loading and unloading equipment such as cranes, forklifts, and trucks. The jetty owned by PT. AKP is 240 meters long with a draft of 6 meters at low tide, very suitable for serving supply ships and ships for crew changes. Service user activities include drilling and maintenance, repair, and operation (MRO). Loading and unloading activities and material delivery start at 8 am to 4 pm. Activities outside these hours are considered overtime and are subject to additional operational costs. Offshore material needs are sent using trucks to the Jetty, then unloaded and loaded onto ships. Materials handled so far include drilling and MRO equipment, drilling pipes, chemicals, drilling waste, MRO waste, and food for offshore personnel. Materials weighing more than 25 kg - 32,000 kg are usually handled with lifting equipment such as cranes and forklifts. Lifting materials to or from ships is assisted by a rigger who is tasked with installing lifting equipment (slings) to be connected to lifting equipment and helping to direct the placement of materials on the ship. PT. AKP applies high standards related to quality, environment and occupational safety in its business operations by having ISO 9001, ISO 14001 certifications and SMK3 certification from the Indonesian Ministry of Manpower. Equipment for loading and unloading such as trucks, cranes, forklifts and sling lifting equipment

²⁴ Busro, *Teori Manajemen Sumber Daya Manusia*.

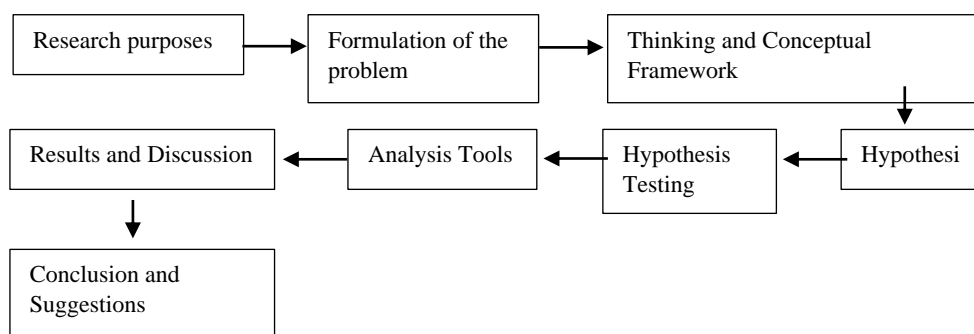
²⁵ H.A.S. Moenir, *Manajemen Pelayanan Publik Di Indonesia*, ed. Bumi Aksara (Jakarta, 2008).

²⁶ Pangarso, *Perilaku Organisasi* (Yogyakarta: Dipublikasikan, 2016).

²⁷ Vonny dan Elizabeth, "Pengaruh Pelatihan, Fasilitas Kerja Dan Kompensasi Terhadap Kepuasan Kerja Karyawan Pada PT. United Tractors Cabang Manado," 2016.

are always certified and properly maintained on a regular basis. Employee competence is also always maintained by conducting competency certification and providing knowledge sharing at routine daily, weekly and monthly meeting agendas. The company also maintains employee motivation by always providing support, awards and implementing a "Buddy System" in completing work. The productivity of PT.AKP Jetty from internal company information is expected to always increase and be good, in reality in the 2019-2020 period it did not always increase continuously, there was a decline. And the number of overtime hours was recorded each year in the 2019-2020 period. The cause of this decline is thought to be due to competence, motivation and facilities that are still lacking. From the description of the phenomenon, empirical studies and problems above, the researcher is interested in examining the productivity of PT.AKP which is limited to the PT. AKP Jetty and only involves employees who are directly involved in loading and unloading at the PT. AKP Jetty. The research was conducted with the formulation of the problem 1) does competence have a partial effect on the productivity of Jetty PT. AKP?, 2) does motivation have a partial effect on the productivity of Jetty PT. AKP?, 3) do facilities have a partial effect on the productivity of Jetty PT. AKP?, 4) do competence, motivation, and facilities have a joint effect on the productivity of Jetty PT. AKP?. The purpose of the study was to determine 1) the partial effect of competence on the productivity of Jetty PT. AKP, 2) the partial effect of motivation on the productivity of Jetty PT. AKP, 3) the partial effect of facilities on the productivity of Jetty PT. AKP, 4) the joint effect of competence, motivation, and facilities on the productivity of Jetty PT. AKP.

RESEARCH METHODS



The research begins with the determination of research objectives, formulation of problems, framework of thinking and conceptual framework, hypothesis, hypothesis testing, analysis tools, results and discussion then conclusions and suggestions. The framework of thinking is made by collecting 10 empirical studies from previous research and determining indicators of the four variables studied. The conceptual framework is a description and visualization of the relationship or connection between concepts or variables that will be observed or measured through the research

to be conducted.²⁸ Theoretically, it is necessary to explain the relationship between the independent variables, also known as an influence variable, treatment, power, or treatment which, if at one time is present together with another variable, will (presumably) be able to change in its diversity and abbreviated as variable X, namely: competence (X1), motivation (X2) and facilities (X3). Dependent variable also called the affected or dependent variable, effect or dependent variable is a variable that can change due to the influence of the independent variable (variable X) abbreviated as variable Y, namely work productivity (Y). The conceptual framework is an analytical tool that is influenced by several variables, which describes a clear and understandable phenomenon about the research object. The conceptual framework is used to predict by involving several appropriate criteria in explaining the definition of variables. From the framework of thinking and the conceptual framework, the initial hypothesis is obtained, 1) it is suspected that there is a significant partial influence between the competency variable on the productivity of the PT. AKP Jetty in Marunda, North Jakarta according to previous research, 2) it is suspected that there is a significant partial influence between the work motivation variable on the productivity of the PT. AKP Jetty in Marunda, North Jakarta, 3) it is suspected that there is a significant influence between the facility variable on the productivity of the PT. AKP Jetty in Marunda, North Jakarta, and 4) it is suspected that there is a significant influence between competency, motivation and facilities together on the productivity of the PT. AKP Jetty in Marunda, North Jakarta.

The type of research conducted is quantitative correlational research, which is research that uses statistical methods to measure the relationship between two or more variables. Quantitative research is a research approach that uses a certain population or sample as the object of research, uses research instruments in data collection, and quantitative data analysis to test the established hypothesis.²⁹ The subjects of this study were stevedoring employees at the Jetty of PT. AKP. The sampling method was carried out by saturated sampling or census, obtaining a total sample of 47 respondents. Respondents were employees who were directly involved in loading and unloading activities at the Jetty of PT. AKP. The primary data collection technique was carried out by distributing and collecting questionnaires on a Likert scale of 1-5 and directly interviewing stevedoring employees who were respondents. Questionnaires are data collection techniques carried out by giving a set of questions or written statements to respondents to answer.³⁰ The criteria of the respondents include position or title, certification held, length of service, age, last education and marital status. Data analysis was conducted using SPSS 2.5 software. Primary data from the

²⁸ Notoatmodjo., *Metode Penelitian Kesehatan.*, ed. Rineka Cipta. (Jakarta, 2012).

²⁹ Sugiyono, *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*, ed. CV. Alfa Beta, 2018.

³⁰ Sugiyono.

collection of 47 questionnaires were processed and analyzed with statistical analysis so that the results of the analysis test were obtained and then analyzed and conclusions were obtained.

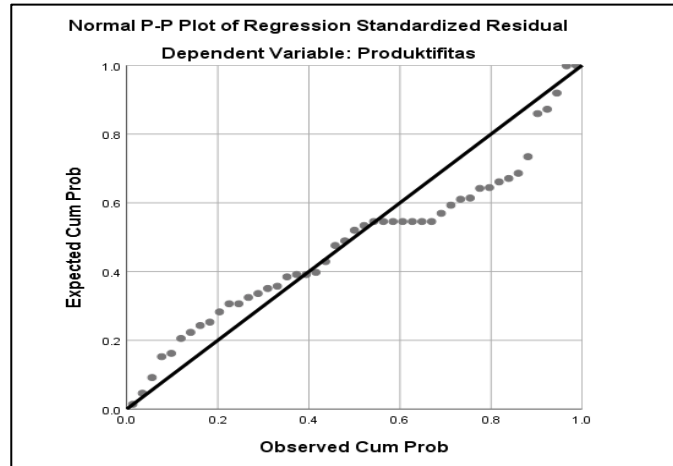
RESULTS AND DISCUSSION

The results of the analysis of the description of the characteristics of the respondents obtained the highest percentage of 38.3% of their position or position as a binder, certificates held by 81% from the Ministry of Manpower, total length of work over 10 years 63%, total age over 40 years 66%, the majority of junior high school education 58%, and married status 91.8%. The explanation is that the number of binder respondents is greater so that the material that can be prepared to be loaded can be greater in number, the Ministry of Manpower certificate is the choice because the validity period is longer, the length of work over 10 years is greater because employees feel comfortable and have no choice and it is difficult to compete to find work outside with the level of education they have. then the majority of junior high school education because the job does not require a high level of education and relies more on the use of strength. Next, married status will make behavior more responsible and enthusiastic in working because they have family responsibilities. The analysis of the description of the research variables is interpreted by referring to the class interval that has been created from the Likert scale used and the results of data processing using SPSS2.5 obtained an average value (mean) of the competency variable of 4.62, the motivation variable of 4.51, the facility variable of 4.62, and the productivity variable of 4.61 which shows that the sample strongly agrees with the statement items in the questionnaire and the competency, motivation, and facilities support the productivity of PT. AKP Jetty well.

The results of data processing using SPSS 2.5 for the research instrument test include validity and reliability tests. The results for the validity test, the calculated r value of the competency variable (X1), motivation variable (X2), facility variable (X3) and productivity variable (Y) as a whole in the range of 0.579-0.967 is greater than the r table at a significance of 0.05, which is 0.288. This means that all statement items are valid for use in measuring variables X1, X2, X3, and Y. While for the reliability test, the value *Cronbach's Alpha* competency variable (X1), motivation variable (X2), facility variable (X3) and productivity variable (Y) as a whole in the range of 0.939-0.978 is greater than ≥ 0.60 . This means that all statement items are reliable for use in measuring variables X1, X2, X3, and Y. In conducting multiple regression analysis, it is necessary to fulfill several assumptions, for example the classical assumptions consisting of normality test, multicollinearity test, heteroscedasticity test and autocorrelation test.³¹ The guideline for a regression model that is free from multicollinearity is to have a VIF (Variance Inflation Factor)

³¹ Mulyono, "SCS Business Mathematics and Statistics. Management Dept., Binus Business School Undergraduate Program.," 2019, <https://bbs.binus.ac.id/management/2019/12/analisis-uji-asumsi-klasik/>.

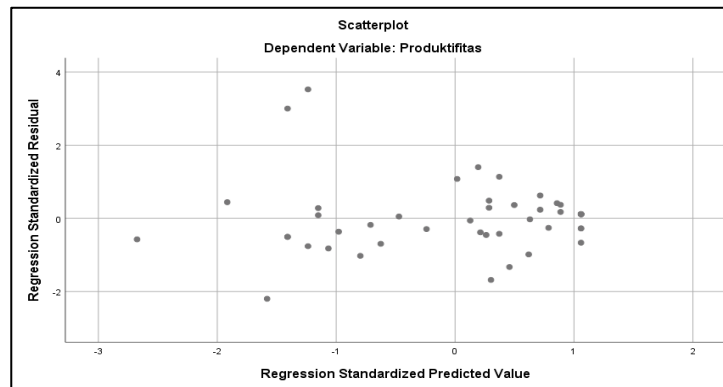
value of less than 10 and have a number close to 1.³² A good regression model is one that is homoscedastic or does not have heteroscedasticity.³³ The following are the results of the classical assumption tests carried out, including the normality test, heteroscedasticity test and multicollinearity test.



Source: Data processed by researchers, 2024

Figure 1 Normality Test-Normal PP Plot of Regression

The results of the normality test can be seen in the normal PP plot graph where the distribution of the plotting data (points that describe the actual data) follows the diagonal line which shows that the regression model is normally distributed.



Source: Data processed by researchers, 2024

Figure 2 Heteroscedasticity Test-Scatter Plot Graph

Meanwhile, the results of the heteroscedasticity test on the scatter plot show that the points are spread randomly and do not form a particular regular pattern (wavy, widening then narrowing) so that it can be stated that there are no symptoms of heteroscedasticity.

Table 1 Multicollinearity Test Results

³² Imam. Ghazali, *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 23*, ed. Badan Penerbit Universitas Diponegoro., edisi 8 (Semarang, 2016).

³³ Ghazali.

Coefficientsa			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Competence	.405	2.466
	Motivation	.396	2,525
	Facility	.524	1,908
a. Dependent Variable: Productivity			

Source: Data processed by researchers, 2024

Then the results of the multicollinearity test obtained the tolerance value of the competency, motivation and facilities variables having a value of more than > 0.100 and having a VIF coefficient value of less than < 10 so that there is no correlation between the independent variables or the assumption of non-multicollinearity is met.

Table 2 Results of Determination Coefficient Test

Model Summaryb				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.838a	.703	.682	5.129

Source: Data processed by researchers, 2024

Hypothesis testing, determination coefficient test shows the regression coefficient value (R-square) of 0.703, it can be stated that 70.3% of the total independent variables provide an effective contribution to the dependent variable, the remaining 29.7% by other independent variables that were not examined in the study.

Table 3 Results of Simultaneous Significance Test (F statistical test)

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2673.363	3	891.121	33,874	.000b
	Residual	1131.190	43	26,307		
	Total	3804.553	46			
a. Dependent Variable: Productivity						
b. Predictors: (Constant), Facilities, Competence, Motivation						

Source: Data processed by researchers, 2024

Simultaneous significance test (F statistical test) obtained a calculated F value of 33.874 which is greater than the F table of 2.82. This means that it is significant so that the hypothesis is

accepted which shows that competence, motivation and facilities together have an effect on productivity. This shows that the higher the competence, motivation and facilities together, the higher the productivity will be.

Table 4 Significance test of individual parameters (t-statistic test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	15,333	8,720		1,758	.086
	Competence	.771	.272	.371	2,839	.007
	Motivation	.655	.227	.381	2,885	.006
	Facility	.839	.528	.182	1,587	.120
a. Dependent Variable: Productivity						

Source: Data processed by researchers, 2024

The individual parameter significance test (t-statistic test) is a statistical test used to test the truth or falsity of the null hypothesis which states that there is no significant difference between two sample means taken randomly from the same population.³⁴ The significance test of individual parameters (t-statistic test) obtained t count of competency variable (X1) 2.839 > t table 2.0166 and significance value 0.007 < 0.05, meaning that hypothesis H01 is rejected, hypothesis Ha1 is accepted so that competency variable has partial significant effect on productivity variable. This shows that the higher the competency possessed by employees, the productivity of Jetty PT. AKP will increase. Furthermore, motivation variable (X2) obtained t count value 2.885 > t table 2.0166 and significance value 0.006 < 0.05 meaning that hypothesis H02 is rejected, hypothesis Ha1 is accepted meaning that motivation variable (X2) has partial significant effect on productivity variable. This shows that the higher the motivation possessed by employees, the productivity of Jetty PT. AKP will increase. Then, the facility variable (X3) obtained a t-value of 1.587 < t table 2.0166 and a significance value of 0.120 > 0.05, meaning that Hypothesis H03 is accepted and Hypothesis Ha3 is rejected, which means that the facility variable (X3) does not have a significant partial effect on the productivity variable of Jetty PT. AKP. This shows that the higher the facilities owned by employees, the productivity of Jetty PT. AKP will remain the same and will not increase. The results of the data analysis test showing that facilities do not have a significant partial effect on the productivity of Jetty PT. AKP could be caused by several factors, such as service users who implement a very good stock and delivery material management system at the location (site). Drilling and MRO activities

³⁴ Sugiyono, *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*.

that have high costs for equipment rental, raw materials, labor costs (man power) and mobilization, require good planning and stock of materials so that operational activities in the field are not disrupted due to delays in material delivery. Stock Material is always provided for 3-4 weeks. Then for MRO materials that are project based, material delivery will be prepared 3-6 months before the project begins. Service users also have an integrated cargo and shipping planning (ICSP) system, which is an integrated and integrated service system between all parts to coordinate and manage all information, needs and movements of cargo and ships so that material needs can be guaranteed properly. ICSP can be accessed via online software that has been installed on each designated personnel device in each part so that it can always be monitored and reminded. Another factor that can cause the facility variable not to have a significant partial effect on productivity is the maintenance and back up system of equipment owned by PT. AKP has been running very well. PT. AKP as a service company will certainly never disappoint its service users. The company will always maintain the trust and satisfaction of its service users by providing the best service. PT. AKP has a very sufficient amount of equipment backup where every time there is a problem or damage to the equipment, replacement equipment and mechanics will be sent immediately within 15 minutes - 1 hour. This is because the location of the equipment backup and maintenance area is still in 1 area and the distance is only 300-400 meters so it is very easy to mobilize. This well-running equipment backup system keeps loading and unloading activities running smoothly and is not significantly disrupted. In addition, PT. AKP also always maintains the performance of its equipment by carrying out routine and periodic maintenance according to manufacturer recommendations, and conducting pre-use inspections before being operated, including physical inspections and equipment function tests to ensure that the equipment to be used is in good condition and suitable for use. Another factor that causes the facility variable to have no effect on productivity could be due to some materials weighing less than 50 kg that can still be lifted and moved manually using human power. According to the regulation of the Minister of Manpower, the weight limit of material that can be safely lifted by 1 person is 25 kg and if the weight is more than 25 kg then it can be lifted by two people with a maximum load of 25 kg per person. This allows employees to still be productive when there are obstacles related to facilities by carrying out activities manually. This allows employees to still be productive when there are facility-related constraints by carrying out activities manually. This allows employees to still be productive when there are facility-related constraints by carrying out activities manually.

Table 5 Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	15,333	8,720		1,758	.086
	Competence	.771	.272	.371	2,839	.007
	Motivation	.655	.227	.381	2,885	.006
	Facility	.839	.528	.182	1,587	.120
a. Dependent Variable: Productivity						

Source: Data processed by researchers, 2024

The multiple linear regression test aims to determine the effect of independent variables (competence, motivation and facilities) together on the dependent variable (productivity). The results of the multiple linear regression test obtained a constant value (α) of 15.333 and the values of $B_1 = 0.771$, $B_2 = 0.655$, $B_3 = 0.839$ so that the multiple linear regression equation Y is obtained as follows:

$$Y = \alpha + B_1X_1 + B_2X_2 + B_3X_3$$

$$Y = 15.333 + 0.771.X_1 + 0.655.X_2 + 0.839.X_3$$

From the linear regression equation above, it can be explained that the constant value of 15.333 shows that if all the values of the X variables are 0, then the value of Y is 8.720. The regression coefficient value B for the competency variable is 0.771, which means that with the competence, the productivity of Jetty PT. AKP will increase by 0.771 and vice versa if without competence the productivity value of Jetty PT. AKP will decrease by 0.771. The regression coefficient value B for the motivation variable is 0.665, which means that with motivation, the productivity of Jetty PT. AKP will increase by 0.665 and vice versa if without motivation the productivity value of Jetty PT. AKP will decrease by 0.665. The regression coefficient value B for the facility variable is 0.839, which means that with the facilities, the productivity of Jetty PT. AKP will increase by 0.839 and vice versa if without competence the productivity value of Jetty PT. AKP will decrease by 0.839.

CONCLUSION

From the results of data analysis and discussion, it can be concluded that competence has a partial significant effect on the productivity of Jetty PT. AKP, motivation has a partial significant effect on the productivity of Jetty PT. AKP, and facilities do not have a partial significant effect on the productivity of Jetty PT. AKP. Then competence, motivation, and facilities together have a

significant effect on Jetty productivity. Suggestions that can be given, namely company leaders can make statement items with a mean value or average value that is still small as an effort to increase productivity, such as statement items on employee ability to complete work according to targets, suitability of knowledge possessed with work, can maintain emotional stability while operating cranes, forklifts, trucks and tying slings, always determine targets, prepare work plans and supervise work plans, positions and positions can encourage the best results, the implementation of the 'Buddy System' run by the company can help to be enthusiastic in using cranes, forklifts, trucks and tying slings, having complete and adequate supporting equipment and supplies and functioning can speed up work and provide the best results. Furthermore, productivity can be seen from the confidence to represent the company in delivering work, talking about the role and function as a crane operator, forklift operator, truck driver and rigger for sling binding, the company has work reporting standards, the reward system provided by the company must be able to satisfy workers, the future development of HR must be visible in the company. Then the next suggestion, there are 29.7% of other independent variables from data analysis that affect productivity that have not been studied in this study and can be used as variables for subsequent research such as discipline and work environment.

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