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The Influence Of Work Discipline, Work Competence, And Work Abilities On Employees' Work Productivity At PT. Makmur Abadi Group

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Abstract

An organization's success is contingent upon the productivity of its employees. This research was undertaken to assess the impact of work discipline, work competence, and work ability on employee productivity inside the firm. The duration of this study, employing quantitative methodologies, was a period of six months. Benefiting from a strong work ethic, high level of expertise, and exceptional job performance. The combined regression coefficients for work discipline (x1), work competency (x2), and work ability (x3) have a substantial impact on the work productivity variable (y).

Keywords: ***Discipline, Competency, Ability, Productivity***

INTRODUCTION

Human resources are unique in possessing rationality, emotions, aspirations, capabilities, expertise, motivations, capacities, and productivity (Hou, 2022). This is the sole source that possesses the attributes of ratio, flavor, and karsa. Every prospective human resource has an impact on the organization's endeavors to accomplish its objectives (Pebri, 2020). Regardless of the level of sophistication in information technology, the presence of sufficient capital and supplies alone is insufficient for enterprises to successfully accomplish their objectives without a competent workforce (Nasib, 2020a).

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Multiple issues arise in this subject. Initially, the amount of employee discipline frequently gives rise to difficulties, displaying a tendency towards tardiness and diminished accountability towards work schedules (Nasib, 2019). This condition has a direct impact on staff productivity (Nasib, 2023). Furthermore, the lack of expertise serves as an additional barrier (Rivai, 2021). Certain workers possess an incomplete comprehension of their obligations and tasks, resulting in ambiguity in their job performance (Tambunan, 2019). Lack of comprehension about work procedures and deficiencies in certain abilities might impede operational advancement, resulting in a decrease in team effectiveness (Nasib, 2020b).

The employability of employees is a significant problem, since a lack of adequate skills can result in a decline in total production (Andi, 2022). However, achieving substantial improvements in productivity still necessitates diligent monitoring and ongoing review to verify the efficacy of the implemented procedures (Rahayu, 2020). Humans are the primary determinant of success in a firm (Lesmana, 2021). Human involvement is necessary for the establishment and operation of a firm in order to accomplish its objectives (Suhartini, 2021). Within the organization, many departments will be established, each with distinct tasks (Saptono, 2021). The primary role of human resources in management is to engage in the recruitment, training, development, and motivation of workers in order to enhance employee performance (Suwarni, 2020).

The human resources department is tasked with the obligation of recruiting potential workers who possess abilities that align with the specific requirements of the firm (Kimm, 2020). The employee's competency will serve as a benchmark for managers to determine their placement in a certain job role (Yu, 2023). In addition to recruitment, the HR department is also accountable for the retention and development of workers who possess strong competence, since competence may serve as an indicator of an individual's behavior and performance (In'airat, 2023). Frequently, human resources encounter persistent issues, such as the decline in employee performance, which is exacerbated by the incongruity between employees' competencies (Nastiti, 2022). Diminishing employee performance directly correlates with a decline in both production and effectiveness inside the organization (Jasmine, 2021).

Work discipline pertains to an individual's capacity to govern their conduct and activities in accordance with the rules, regulations, procedures, and duties set within the job setting (Andrianto, 2023). Work discipline encompasses cognitive dispositions and

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actions that demonstrate dedication, accountability, tenacity, and a readiness to adhere to the regulations set out by the business (Titisari, 2021).

Job competencies are utilized for workers to provide optimal job productivity, hence leading to an augmentation in labor income (Swanson, 2020). Employers utilize job skills to enhance industrial efficiency and effectiveness, hence bolstering corporate rivalry in the industrial realm (Leindarita, 2021). The purpose of using work competences for customers is to alleviate uncertainties about the sufficiency and excellence of items, encompassing their safety from hazardous substances (Rachmawati, 2021).

Employability refers to an individual's ability to effectively carry out a wide range of responsibilities inside a job (Laksmita, 2021). Abilities refer to the talents and interests that employees possess, enabling them to effectively and efficiently carry out duties and achieve optimal outcomes (Solà, 2020). Employees' abilities can manifest as skills, which must be continuously enhanced. Skills refer to a person's capacity to accomplish specialized, concentrated, and dynamic tasks that take dedicated time to acquire (Adenanthera; Dewa, 2022). Demonstrating high proficiency in these skills will enhance job performance (Akhmad, 2021).

Within the realm of business, organizations need optimal productivity. Simultaneously, employees want feedback on their performance to direct their future actions. Regarding productivity, it is strongly correlated with the belief that in order to determine the outcomes attained inside a firm, executives must prioritize doing productivity evaluations. PT. Makmur Abadi Group asserts that enhancing productivity necessitates a heightened focus from management on work discipline, work competence, and work ability, in order to optimize the company's performance.

The objective of this study is to conduct a scientific investigation into the domain of management science, specifically focusing on the extent to which work discipline, work competence, and work ability impact work productivity. Whether there will be an inclination towards one of the prevailing factors or not. Another objective is to provide theoretical or practical results that may be utilized for further study.

METHOD

The data analysis method uses quantitative analysis. The population of this study is all employees at PT. Makmur Abadi Group, Batam City. According to (Sugiono, 2012), saturated sampling is a sampling technique when members of the population are used as samples. Often done when the population size is relatively small, or research that wants

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to make generalizations with very small errors. Another term is census, where all members of the population are sampled. The total population of respondents in this study was 44 employees This study used multiple linear regression and took 6 months and used the SPSS Version 25 statistical tool.

RESULT AND DISCUSSION

Tabel 1. T Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.869	3.174		6.794	.000
	DISIPLIN	.264	.120	.299	2.206	.001
	KOMPETENSI	.082	.130	.094	2.602	.000
	KEMAMPUAN	.236	.102	.355	2.771	.000

a. Dependent Variable: PRODUKTIVITAS

The t-count value for the work discipline variable is 2.206, which is more than the critical t-value of 1.681 from the t-tables, and the significance value of 0.001 is less than the significance level of 0.05. The null hypothesis (H0) was rejected and the alternative hypothesis (H1) was accepted, indicating that the discipline factors partially had a substantial impact on the work productivity of PT Makmur Abadi Group Batam. The t-count value for the competence variable is 2.602, which exceeds the critical t-value of 1.681 from the t-tables. Additionally, the significance value is 0.000, which is lower than the threshold of 0.05. The null hypothesis (H0) was rejected and the alternative hypothesis (H2) was accepted, indicating that the competence factors had a substantial impact on the work productivity of PT Makmur Abadi Group Batam. The t-count value for the ability variable is 2.771, which is greater than the critical t-value of 1.681 from the t-tables. Additionally, the significance value is 0.000, which is less than the significance level of 0.05. Therefore, the null hypothesis H0 is rejected and the alternative hypothesis H3 is accepted, indicating that the experience factors have a statistically significant impact on work productivity at PT Makmur Abadi Group Batam. Simultaneous tests are employed to ascertain the concurrent impact of independent factors on dependent variables.

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Hypothesis testing involves comparing the generated F-values with the values in the F-tables at a significance threshold of 0.05%. The F-table value in this study was 2.83.

Table 2. F Test

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	127.560	3	42.520	6.262	.001[b]
	Residual	271.599	40	6.790		
	Total	399.159	43			

a. Dependent Variable: Produktivitas

b. Predictors: (Constant), Kemampuan, Disiplin, Kompetensi

The F-count value of 6.262 is more than the F-table value of 2.83, and the significance value of 0.001 is less than 0.05. Therefore, the conclusion made is to reject the null hypothesis (H0) and accept the alternative hypothesis (H4). It can be inferred that the hypothesis is supported by evidence, indicating that work discipline, competency, and ability together have a substantial impact on the work productivity of PT Makmur Abadi Group Batam. R2 analysis is employed in tandem to ascertain the extent or proportion of the independent variable's impact on regression models in influencing dependent variables. The coefficient of the displayed values indicates the degree to which the generated model can account for the real conditions.

Table 3. Determinant Test

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.565[a]	.320	.269	2.60576

a. Predictors: (Constant), Kemampuan, Disiplin, Kompetensi

b. Dependent Variable: Produktivitas

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The R value of 0.565 indicates that there is a 56.5% correlation between the variables of discipline, competence, ability, and job production. The calculated determination value (R2) of 0.269 indicates that the discipline, competence, and ability variables collectively account for 26.9% of the variation in the regression model. This link is considered strong, with the remaining 73.1% of the variation being attributed to other factors. attributable to unexamined or omitted factors. Based on the aforementioned study, it can be inferred that the combination of discipline, competence, and ability significantly contributes to the work productivity of PT. Makmur Abadi Group Batam.

The t-count value for the work discipline variable is 2.206, which is greater than the critical t-value of 1.681 from the t-table. Additionally, the significance value is 0.001, which is less than the significance level of 0.05. Therefore, the null hypothesis (H0) is rejected and the alternative hypothesis (H1) is accepted for discipline factors. Consequently, it can be concluded that partly disciplinary variables have a positive and substantial impact on PT job productivity. The company is called Makmur Abadi Group Batam. This is because employees perceive that a higher level of discipline might incentivize them to enhance their productivity.

The t-count value for the competence variable is 2.602, which is greater than the critical t-value of 1.681 from the t-table. Additionally, the significance value is 0.000, which is less than the significance level of 0.05. Therefore, the null hypothesis (H0) is rejected and the alternative hypothesis (H2) is supported, indicating that the competency variable has a substantial impact on the work productivity of PT Makmur Abadi Group Batam. Companies must consistently offer training programs to ensure continuous enhancement of staff competency, leading to improved job efficiency. However, despite these factors, it is necessary to conduct additional evaluations of personnel in order to enhance their experience and ultimately improve productivity.

The t-count value for the ability variable is 2.771, which is greater than the critical t-value of 1.681 from the t-table. Additionally, the significance value is 0.000, which is less than the significance level of 0.05. Therefore, the null hypothesis H0 is rejected and the alternative hypothesis H3 is accepted, indicating that the experience variable has a statistically significant impact on the work productivity of PT Makmur Abadi Group Batam. Skills serve as a standard of measurement in the workplace. However, it is anticipated that firms may assess individuals more comprehensively to get deeper insights into their skills, therefore enhancing job efficiency.

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The investigation yielded an F-count value of 6.262, which above the F-table value of 2.83. Additionally, the significance value of 0.001 was found to be less than the threshold of 0.05. Consequently, the choice was made to reject the null hypothesis (H0) and accept the alternative hypothesis (H4). Consequently, the factors of discipline, competence, and ability have a concurrent favorable impact on the work productivity of PT. Makmur Abadi Group. This is attributed to the assessment of employees' discipline, competence, and aptitude, which all contribute to achieving high work productivity at PT. Makmur Abadi Group.

CONCLUSION

According to the presented results, it is found that work discipline has a beneficial impact on enhancing job productivity. Moreover, it has been discovered that demonstrating proficiency in dealing with employees leads to a boost in job productivity. Subsequently, it was discovered that the competence of employees may significantly enhance job production to its maximum potential. The combination of discipline, competence, and ability undoubtedly leads to a significant boost in employee job productivity. In the next study, it is necessary to assess several aspects of employees, including their workload, in order to determine the level of production.

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