

Employee Performance Indicators at PT. Idea Indonesia Tbk

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ABSTRACT

This research focuses on analyzing indicators that can have a significant impact on employee performance in the organizational environment of PT Idea Indonesia Tbk. The main focus involves several aspects such as work environment, work motivation, and management support as key elements that play an important role in shaping and influencing employee productivity. This study uses quantitative methods to determine how much influence the variable (X), namely performance indicators and variable (Y), namely company employees at PT Idea Indonesia Tbk. The data obtained was analyzed with multiple linear regression tests. As such, this study aims to provide a comprehensive overview of the dynamics involved in improving employee performance. The results of research on performance indicators on employees have an F-test obtained F count of 3, 540 which states that all variables significantly affect the dependent variable (employee).

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1. INTRODUCTION

Employees are a description of the results of work in the form of achievement of the implementation of activities obtained by employees both independently and in groups according to rules, authority and ethics and morals [1]. In an era of evolving business dynamics, employee performance is increasingly recognized as a key element for organizational success and sustainability [2] This journal aims to analyze the factors that can affect employee performance in the context of a changing work environment). [3] In addition to being an important indicator of individual progress, employee performance also plays a major role in achieving overall

company goals Therefore, research on indicators that affect employee performance is important to improve organizational efficiency and competitiveness [4] Some common factors that affect employee performance include intrinsic and extrinsic motivation, levels of job satisfaction, training and development, and quality of work environment [5] Employee motivation is a key element in driving optimal performance, while job satisfaction is often closely linked to employee retention and quality of work outcomes [6]. Training and development also plays a big role in improving employees' skills and knowledge, which in turn can affect their performance. In addition, several organization-related points, such as corporate

culture, human resource policies, and leadership structure can also contribute significantly to the performance of PT Idea Indonesia employees [7]. As a growing company, it is necessary to understand how some of these components interact with each other and affect employee productivity [8]

In previous research conducted by [9] entitled "Determination of the Most Dominant Indicators of Employee Performance at KSP Artha Mulia Kediri with Multiple Linear Regression Methods". This study aims to determine employee performance indicators at KSP Artha Mulia Kediri using multiple linear regression methods. The method used is quantitative. This population includes all 70 employees at KSP Artha Mulia. The sample in this study were employees who worked in the administration as many as 12 people with purposive sampling technique.

And for data collection, the questionnaire method was used. The analysis technique in this study used the t-test, multiple linear regression, and the F-test. Meanwhile, the work environment does not have a significant effect on employee performance at KSP ArthaMulia Kediri. In addition to differences in research locations, the focus of our research is equally focused on employee performance indicators.

In this study, we tried to analyze and dig deeper into the indicators that affect employee performance at PT Idea Indonesia Tbk, by putting it in the formulation of the problem as follows: a). How do indicators such as intrinsic and extrinsic motivation, level of job satisfaction, training and development, and quality of work environment affect employee performance at PT Idea Indonesia tbk? b). Through in-depth understanding of organization-related employee performance indicators such as corporate culture, human resource policies, and leadership structure, how do they contribute to shaping employee performance? c). How can PT Idea Indonesia tbk design a focused and sustainable strategy to improve employee performance and support long-term company growth?

2. LITERATURE REVIEW

2.1 Performance

According to the Big Indonesian Dictionary, performance refers to achievements that can be seen as achievements or abilities. According to, [10] performance is what affects how much they contribute to the organization. Meanwhile, according to [11] performance is a real behavior that will produce its performance according to its capabilities. According to [12] says that kinera is "as the quality and quantity of the achievement of tasks, whether carried out by individuals, groups or companies".

2.2 Employee Performance

Employee performance is a measure of the extent to which an employee succeeds in achieving the goals and standards set by the company or organization where they work. According to Cashmere in [13] says that employee performance is the result of a person's work and work behavior in a certain period. Meanwhile, according to [14] performance is the result obtained by an organization, both profit oriented and non-profit oriented organizations produced in a period of time.

According to [15] [16] performance indicators are tools to measure the extent of employee performance achievement. Here are some indicators to measure employee performance:

1. Quality of Work.
2. Quantity.
3. Timeliness.
4. Effectiveness.
5. Independence.

2.3 Work Motivation

Work motivation is an encouragement and stimulus that causes someone to be enthusiastic about working because their needs are met. In another sense, motivation can be interpreted as a motive or as an internal driving factor that comes from within a person to direct the behavior he will do.

According to Herzberg in [2] motivation is extrinsic factors sourced from outside the self that determine one's behavior in one's life.

According to Abraham Maslow in [17], the indicators used to measure work motivation are as follows:

1. Physiological needs
2. Safety needs
3. Social needs
4. The need for appreciation
5. Self-actualization.

2.4 Work Environment

The definition of work environment refers to a number of elements that form the context in which individuals carry out their work activities. These include physical aspects such as office layout, lighting and temperature then social elements such as company culture, employee relations and leadership as well as psychological aspects such as company policies, job satisfaction levels and career development opportunities. The work environment includes all the factors that can affect a person's experience and performance at work.

According to Pandi Afandi in [18] the work environment is something that is in the workers' environment that can affect him in carrying out tasks such as temperature, humidity, ventilation, lighting, noise,

cleanliness of the workplace and whether the work equipment is adequate. According to Budiasa in [19] work environment indicators are:

1. Work atmosphere.
2. Relationship between coworkers.
3. Work facilities and equipment.

2.5 Work Productivity

Work productivity is generally defined as a measure of the efficiency and results of the effort expended by an individual, team, or organization in the context of work. It reflects the extent to which the resources used can produce the desired output or result.

Productivity is a measure of how productive a process is in producing an output. According to [20] Productivity is also defined as a ratio between input and output, with the focus of attention on the output produced by a process.

According to [3] to measure work productivity, an indicator is needed, which is as follows:

1. Ability
2. Improving the results achieved
3. Work spirit
4. Self-development
5. Quality
6. Efficiency

2.6 Factors Affecting Employee Performance

Factors Affecting Employee Performance According [21] the factors that influence employees are as follows:

1. Work ability, personality and interest.
2. Clarity and acceptance of an employee which is the level of understanding and acceptance of the tasks assigned to him.

3. Work facilities, something that supports employee work provided by the company.
4. Leadership, a leading attitude for directing and controlling employees.
5. Work discipline, an attitude of respect, appreciation, obedience, and obedience to the rules that apply in the Company.

3. METHODS

The approach in this research is a quantitative approach. According to [22] quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, data analysis is quantitative / statistical, with the aim of testing predetermined hypotheses. Quantitative research has three characteristics in the field, namely research from beginning to end is fixed, so that the title of the research report will be the same.

Developing problems that have been found before and problems will be different when in the field because they have been confirmed with the reality found [23]. In research, quantitative research aims to determine the extent of the influence of compensation, workload and work environment on job satisfaction and performance in employees at PT Idea Indonesia Tbk.

The research conducted aims to analyze an event by describing variables with data in the form of numbers. The data obtained by 30 respondents were then tabulated and analyzed with multiple linear regression tests using the SPSS version 22.0 program.

The data used in this study:

1. Primary Data

Data obtained to research by collecting samples in the form of questionnaires distributed to employees at PT Idea Indonesia

as an opinion on Employee Performance Indicators.

2. Secondary data

Obtained from journals / books as a reference used by researchers. Seunder data can be used by researchers as a reference for researchers in conducting and completing research.

3. Population and Sample

Population is the amount that is determined as participation to select the questionnaire to be distributed. Roscoe's theory has a formula for finding the population, namely:

$$\begin{aligned}
 N &= (Vx + Vy) \times 10 \\
 n &= (2 + 1) \times 10 \\
 &= 3 \times 10 \\
 &= 30
 \end{aligned}$$

The results obtained are that this research can be done with the minimum sample of 30 samples.

4. RESULTS AND DISCUSSION

This research is a quantitative method approach using a Likert scale. Likert scale is a research scale used to measure attitudes and opinions. In the Likert scale respondents are asked to complete a questionnaire that requires them to indicate their level of agreement with a series of questions.

4.1 Normality Test

1. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal	Mean Std.	.0000000
Parameters,	Deviation	1.22330745
b	Absolute	.131
Most	Positive	.077
Extreme	Negative	-.131
e	e	.131
		.200c,d

Differences		
Test Statistic		
Asymp. Sig. (2-tailed)		

- a. Test distribution is Normal
- b. Calculated from data
- c. Lilliefors Significance Correction

4.2 Reliability Test

1. Reliability Statistics

Cronbach's Alpha	N of Items
.805	16

Based on the reliability test above, it can be said to be reliable because Cronbach's Alpha is 0.805, the reliability test can be said to be reliable when the Cronbach alpha results are > 0.6.

4.3 Multiple Regression Test

1. Variables Entered / Removed

Model	Variables Entered	Variables Removed	Method
1	Kinerja (X2) Indikator(X1) ^b		Enter

- a. Dependent Variable: Karyawan (Y)
- b. All requested variables entered

4.4 Partial Test (T-Test)

According to (Ghozali, 2018) "The t statistical test is used to determine the ability of each independent variable individually (partial) in explaining the behavior of the independent variable". Partial testing is done by comparing the t value with the t table

Coefficients^a

Model	Unstandardized	Standardized	T	Sig

	Coefficients		Beta		
	B	Std. Error			
(Constant)	8.193	3.273		2.503	.019
Indikator	.162	.134	.219	1.207	.238
Kinerja	.323	.166	.351	1.940	.063

- a. Dependent Variable: Karyawan (Y)

A. Hypothesis Testing (H1)

It is known that the Sig value for the effect of X1 on Y is 0.019 > 0.05 and the t value is 1.207 < 2.052, so it can be concluded that H1 is rejected, which means there is no effect of X1 on Y

B. Hypothesis Testing (H2)

It is known that Sig for the effect of X2 on Y is 0.000 < 0.05 and the t value is 1.940 < 2.052, so it can be concluded that H2 is rejected, which means that there is no effect of X2 on Y.

4.5 Simultaneous Test (F-Test)

ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig
Regression	11.409	2	5.704	3.540	.044 ^b
Residual	41.901	26	1.612		
Total	55.310	28			

- a. Dependent Variable: Karyawan (Y)
- b. Predictors: (Constant), Kinerja (X2), Indikator (X1)

4.6 Third Hypothesis Testing (H3)

It is known that the significant value for the effect of X1 and X2 stimulantly on Y is 0.044 < 0.05 and the value of F count 3.540 F table 3.34 so it can be concluded that H3 is accepted, which means that there is an effect of X1 and X2 stimulantly on Y.

4.7 R Square test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.463 ^a	.214	.154	1.26949

a. Predictors: (Constant), Kinerja (X2), Indikator (X1)

Based on the SPSS Model Summary output above, it is known that the determination value or R Square value is 0.214, that the effect of variables X1 and X2 stimulantly on variable Y is 21.4%.

5. CONCLUSION

1. Indicator variable (X1) has a more dominant influence on company employees at PT Idea Indonesia Tbk. But the performance variable (X2) also has a smaller influence on company employees at PT Idea Indonesia Tbk.
2. In the F-test obtained F count of 3.540 with these results it is proven that all indicator variables and performance simultaneously affect the dependent variable (employee).

3. In R Square, the figure is 0.214 that PT Idea Indonesia has an effect of 12.4% on employee performance.




SUGGESTION

1. This research is expected to be input and consideration for PT Idea Indonesia Tbk in maintaining, especially improving employee performance through work motivation, compensation which will create a sense of satisfaction for employees who work, so as to improve employee performance. Therefore, providing motivation to employees by superiors as well as through policies needs to be implemented.
2. This research is expected to be a reference material for further research in accordance with the title, namely employee performance indicators. of course, in this study there are still many shortcomings. It is possible that there are other variables outside the variables used in this study in this study that can affect employee performance. Further research that is still themed on employee performance is expected to be a complement or completion of this research.

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