



Analysis of Factors Affecting Employee Work Productivity at Lovindra Madiun Travel Transportation Service

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Info Articles	Abstract
<p>Article history: Received May 20, 2023 Revised November 9, 2023 Received November 23, 2023 Available online November 23, 2023</p> <hr/> <p>*Email penulis yang sesuai: maymhi115@gmail.com</p> <hr/> <p>Keywords: Compensation, Skills, Work Environment, Work Productivity</p>	<p>Lovindra Travel has a total workforce of approximately 49 workers who are positioned in accordance with their respective expert fields. Lovindra Travel is considered to be less than reaching the target in increasing its work productivity. The management has provided high compensation, placing employees in positions that are in accordance with their respective expertise, the company also provides a fairly good work environment facilities. However, based on the field, many employees arrived late and did not pick up customers on time. The data analysis techniques used are validity, reliability, classical assumption tests and multiple linear regression tests consisting of t tests and f tests. The results of the partial t-test study showed that the work environment had a significant effect of 0.004 on employee work productivity, skills had a significant effect on productivity by 0.027 while compensation also affected employee work productivity by 0.043. In test F simultaneously, all three variables affect employee work productivity by 0.000.</p>
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INTRODUCTION

In the world of companies, it is definitely necessary to regulate how to utilize human resources that are good and effective as well as efficient to achieve certain goals of the company (Nurhidayati & Erika, 2020). Among the many goals to be achieved by a company

and one of the most important goals is the productivity of work carried out by employees and leaders. Companies really need employees who can provide achievements for their companies in the form of high productivity to meet these goals (Sutrisno, 2009).

A dynamic activity in human life is one of work. In competing with companies, the thing that must be considered is one of them by increasing work productivity (Rivai & Nugrahini, 2022). Based on the theory put forward by Mulyadi, there are several factors that affect work productivity including education level, work ability, skills or skills, motivation, work ethics, health insurance, work environment, work discipline, management, compensation, salary or wages (Mulyadi, 2015).

A good work environment will create a pleasant working atmosphere for its employees (Suyadi & Hartanto, 2018). Based on theory, if the work environment provided by the company is high, the resulting productivity is also high. Based on the results of interviews conducted by company owners, it has provided a good working environment such as a comfortable resting place, sufficient air circulation, sufficient lighting, as well as the provision of land for parking (Indra, personal communication, October 14, 2022).

In carrying out his job, skills are also very important for increasing productivity. The results of the interview conducted with the owner of Lovindra Travel revealed that the management has positioned employees according to their respective expertise. Like employees who work in machine maintenance, they are graduates majoring in mechanical engineering (Indra, personal communication, October 14, 2022). When employees have good skills, the resulting work productivity is good too.

In addition to the two factors above, then there is the compensation factor. Compensation is one of the factors that can affect the level of employee performance. When the company provides balanced compensation, employee morale will increase so that employee work productivity can also increase (Fitrianti, 2018). Based on the results of previous research shows that compensation has a significant effect on employee work productivity (Purnomo & Utami, 2021). Based on interviews by company owners, the company has provided high compensation for employees and benefits provided to all employees such as health benefits, holiday benefits.

The results of research conducted by Alvin Efendi, et al, "The Influence of Work Environment and Work Skills on Employee Work Productivity at the Black Crow Cigarette Factory, Maesan District, Bondowoso Regency" explained that the work environment affects work productivity. If the work environment is higher, the level of productivity is also high (Suyadi & Hartanto, 2018). The results of research conducted by Nurhasanah, "The Effect of Work Skills and Facilities on Work Productivity of the Fishermen Association of Bugis Village, Tanjungpinang City " explained that partially skills affect work productivity. When someone has the skills, a fisherman can carry out tasks and work smoothly and can avoid mistakes that occur in the process of carrying out work or tasks that are ultimately able to encourage the productivity of the fisherman's work itself, as well as on the contrary (Nurhasanah, 2019).

The results of research conducted by Adi Purnomo and Eimi Utami, "The effect on employee work productivity at PT Berkas Anugerah Sejahtera" explained that compensation

affects employee work productivity. If compensation has not run optimally, this is obtained from employees who are not satisfied with the compensation that is felt not in accordance with the wages given, not to mention the policies of the company that change and this causes employees to feel dissatisfied with the policies set by the company which has an impact on decreasing employee morale. So that it affects employee productivity. Vice versa, if compensation is deemed sufficient, it will increase employee morale so that the influence of work productivity also increases (Purnomo & Utami, 2021).

Based on the research taken, the researchers concluded the problem of employee work productivity that has not been maximized. This is evidenced by field results that employees often arrive late, so they are late to pick up customers on time. Then in completing engine repairs, automotive department employees are also less careful in completing their work. So it can be concluded that work productivity is low.

RESEARCH METHODS

This study used a quantitative approach, where the calculations obtained came from a sample of people who were asked to answer questionnaire questions to determine the measurement of frequency and percentage of their answers. Because this study aims to determine the influence between variables X and Y.), then this study is called associative research where, this study is used to find out whether there is a relationship or influence between the independent variable and the dependent variable

The data used in this study is primary data, data obtained from the results of questionnaire answers that have been distributed to all respondents, namely Lovindra Madiun Travel employees totaling 49 people who work in various fields. So that the sampling technique used is total or saturated sampling, where this sampling technique is to take the entire population into a sample. Due to the number of samples that are less than 100 respondents (Priyono, 2008).

This research instrument uses a Likert scale model from the range of strongly agree to strongly disagree. The data analysis used is the validity and reliability test of question items, the Classical Assumption Test, and the Multiple Linear Test. Hypothesis testing used in this study uses Model Feasibility Test (F), and Hypothesis Test (t), then finally there are conclusions. Based on the study of previous research, the following hypotheses can be obtained:

Ha1 : Work environment has a significant effect on work productivity

Ha2: Skills have a significant effect on labor productivity

Ha3: Compensation does not significantly affect work productivity

Ha4: Work environment, skills, and compensation simultaneously affect work productivity at Lovindra Madiun Travel

RESULTS AND DISCUSSION

Validity Results and Reliability

This validity test is used to indicate the level of kevalidan a question used in the questionnaire. If the instrument has value less than 0.361 is considered invalid (Taniredja & Mustafidah, 2012). Based on the results of the validity test in Table 1, Table 2, Table 3 and Table 4 evidenced by the value of $R_{calculate} > R_{table}$ whose value is 0.361, all question items on variables (work environment, skills, compensation and work productivity) can be used as research instruments.

Table 1. Work Environment Variable Validity Test Results

Statement	R count	R table
X1.1	0.598	0.361
X1.2	0.666	0.361
X1.3	0.714	0.361
X1.4	0.758	0.361
X1.5	0.697	0.361
X1.6	0.748	0.361
X1.7	0.745	0.361
X1.8	0.588	0.361
X1.9	0.783	0.361

Source : Data processed SPSS 2023

Table 2. Skill Variable Validity Test Results

Statement	R count	R table
X2.1	0.634	0.361
X2.2	0.543	0.361
X2.3	0.549	0.361
X2.4	0.427	0.361
X2.5	0.546	0.361
X2.6	0.595	0.361

Source : Data processed SPSS 2023

Table 3. Compensation Variable Validity Test Results

Statement	R count	R table
X3.1	0.780	0.361
X3.2	0.433	0.361
X3.3	0.740	0.361
X3.4	0.538	0.361
X3.5	0.524	0.361
X3.6	0.451	0.361

Source : Data processed SPSS 2023

Table 4. Work Productivity Validity Test Results

Statement	R count	R table
Y.1	0.598	0.361
Y.2	0.666	0.361
Y.3	0.714	0.361
Y.4	0.758	0.361
Y.5	0.697	0.361
Y.6	0.748	0.361
Y.7	0.745	0.361
Y.8	0.588	0.361
Y.9	0.783	0.361

Source : Data processed SPSS 2023

This reliability test is used on question items that were already valid in previous tests. If the value *Cronbach alpha* > 0.60 Then it can be stated that it is reliable, and vice versa (Sunarto, 2017). Based on the results of reliability testing in Table 5, the value of each variable > 0.60. In the work environment variable has a value of 0.614, then skills 0.626, then compensation 0.628, and productivity has a value of 0.865. So it can be concluded that all items show a reliable value.

Table 5. Reliability Test Results

Variable	Cronbach's Alpa
Work Environment	0.614
Skills	0.626
Compensation	0.628
Work Productivity	0.865

Source : Data processed SPSS 2023

Classical Assumption Test

a. Normality Test

Table 6. Residual Normality Test Results

		<i>Unstandardized Residual</i>
N		49
<i>Normal Parameters^b</i>	<i>Mean</i>	0.000
	<i>Std. Deviation</i>	3.095
<i>Most Extreme Differences</i>	<i>Absolute</i>	0.088
	<i>Positive</i>	0.088
	<i>Negative</i>	-0.078
<i>Test Statistic</i>		0.088
<i>Asymp. Sig, (2-tailed)</i>		0.200

Source : Data processed SPSS 2023

This normality test is used to find out if The residual value obtained is normally distributed or not. If the value Significance > 0.05, the residual value is normally

distributed, but on the contrary, if the residual value obtained in the study is < 0.05 , it is not normally distributed (Wijaya, 2017). The results of this normality test show a sig value ($0.200 > 0.05$). So it can be withdrawn conclusion that the regression model used has qualified the assumption of normality. For more details can be seen in the table below.

b. Multicollinearity test

This multicollinearity test is used to test and analyze in regression whether there is a variable independent has similarities between independent variables in one model. With value constraints *Variance Factor* (VIF) < 10 then multicollinearity does not occur (Sujarweni, 2014). The results of the multicollinearity test in table 7 below show a VIF value of work environment of 1.353, then skills have a value of 1.536, and compensation has a value of 1.836. The three variables have a VIF value limit of < 10 , so it can be decided that the three independent variables are free from multicollinearity. For more details as follows:

Table 7. Multicollinearity Test Results

Variable	Collinearity Statistics	
	Tolerance	VIF
Work Environment	0.739	1.353
Skills	0.651	1.536
Compensation	0.545	1.836

Source : Data processed SPSS 2023

c. Autocorrelation test

This autocorrelation test is used to determine whether there is a correlation or relationship between the confounding variable and the previous variable. It can be known that the value *Durbin-Watson* A total of 1,788 with three independent variables and 49 respondents studied. This interpretation is carried out by means of K3 (the number of independent variables) and $n = 49$ (the number of respondents studied), so that $dU = 1$ can be obtained, $6723 dW = 1.788$, $4-Du = 4-1.6723 = 2.3277$. Then based on the calculation of the table *Durbin-Watson* The resulting regression model $< DW < 4-DU$ $1.6723 < 1.788 < 2.327$ and it can be decided that the regression model does not have autocorrelation.

d. Heteroscedasticity Test

This heteroscedasticity test is performed to determine whether the regression model has an inequality of variance from the residual of one observation to another. If the heteroscedasticity test results have a significant level ($r > 0.05$) then heteroscedasticity does not occur (Wijaya, 2017). From heteroscedasticity testing, it produces a significance value in the work environment of $0.266 > 0.05$, then skills $0.523 > 0.05$, and compensation has a value of $0.499 > 0.05$. The three independent variables can be decided that the significance value is > 0.05 so that heteroscedasticity does not occur. More details can be seen in the table below:

Table 8. Heteroscedasticity Test Results

Variable	Unstandardized Coefficients		t	Sig
	B	Std. Error		
(Constant)	8.525	2.604	3.274	0.002
Work Environment	0.126	0.12	1.126	0.266
Skills	0.094	0.145	0.644	0.523
Compensation	0.093	0.137	0.681	0.499

Source : Data processed SPSS 2023

Multiple Linear Regression Analysis

This multiple linear regression test is used to determine whether an independent variable can affect the dependent variable. Simple linear regression testing was produced as follows:

Table 9. Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
1 (Constant)	-4.428	4.702		-0.942	0.351
1 Work Environment	0.611	0.202	0.353	3.029	0.004
1 Skills	0.598	0.262	0.283	0.283	0.027
1 Compensation	0.512	0.247	0.282	0.282	0.043

Source : Data processed SPSS 2023

Based on the table above, a regression equation model can be compiled as follows:

$$Y = -4.428 + 0.611X_1 + 0.598X_2 + 0.512X_3 + e$$

Hypothesis test

This partial test or called the t test is used to determine whether there is an influence of each independent variable independently on the dependent variable. If the significant level < 0.05 then the hypothesis is accepted, but if the significant level >0.05 then the hypothesis is rejected. For more details can be seen in the following table:

Table 10. Test Results t

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig
	B	Std. Error	Beta		
1 (Constant)	-4.428	4.702		-0.942	0.351
1 Work Environment	0.611	0.202	0.353	3.029	0.004
1 Skills	0.598	0.262	0.283	0.283	0.027
1 Compensation	0.512	0.247	0.282	0.282	0.043

Source : Data processed SPSS 2023

The results obtained from t testing on work environment variables have a significant level of $0.004 < 0.05$, so it shows a significant effect on work productivity partially. On the skill variable has a level Significant of $0.027 < 0.05$ so that It can be concluded that it has a significant partial effect on work productivity. And the compensation variable has a significant value of $0.043 < 0.05$ so that it has a partial and significant effect on work productivity.

This F test is a test used to determine whether the three independent variables have an influence or not towards employee work productivity together or as a whole. The results of simultaneous tests obtained significant values of $0.000 < 0.05$ which means that H_0 is rejected, then together the three independent variables affect the dependent variable of work productivity. For more details can be seen in the following table:

Table 11. F Test Results

	<i>Sum of Squares</i>	<i>Df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig</i>
Regression	557.039	3	185.680	18.167	0.000
Residual	459.941	45	10.221		
Total	1016.980	48			

Source : Data processed SPSS 2023

This coefficient of determination test was carried out to determine how much influence the work environment, skills, and compensation had on the work productivity of Lovindra Madiun Travel employees, which can be seen in the R Square value. For more details can be seen in the table below:

Table 12. Coefficient of Determination Test Results

<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std.Error of the Estimate</i>
0.740	0.548	0.518	3.197

Source : Data processed SPSS 2023

The test result of the coefficient of determination obtained the value of *RSquare* 0.548 or 54.8% which means that 54.8% of work environment, skills, and compensation affect employee work productivity, while 45.2% are influenced by other factors based on theory but not included in this research model.

The Influence of the Work Environment on Work Productivity

Based on the results of data analysis with the help of SPSS It can be partially known that the work environment variable has a significant effect on employee work productivity with a value of $0.004 < 0.05$ ($\alpha = 5\%$) so that the decision of the H_{a1} hypothesis is accepted. This shows that the higher the work environment provided by the company, the higher the work productivity produced by Lovindra Madiun Travel employees

The results of this study support previous theories and research conducted by Alfin Efendi et al where one of the factors that affect work productivity is the work environment. The research was conducted entitled "The Effect of Work Environment and Skills on Employee Work Productivity at the Black Crow Cigarette Factory, Maesan District, Bondowoso Regency"

(Suyadi & Hartanto, 2018). If the work environment, both physical and non-physical, is high, then employees will feel comfortable and pleasant, so that it will cause job satisfaction and increase employee work productivity.

The Effect of Skills on Work Productivity

Based on data analysis that has been done with the help of software *SPSS* It can be partially known that skills have a positive and significant effect on employee work productivity with a significance value of $0.027 < 0.05$. So the decision of the H_{a2} hypothesis is accepted. This shows that the higher the skills, the higher the work productivity produced by Lovindra Travel employees.

This shows evidence that if the skills applied by employees are in accordance with their field of work, the resulting productivity is also good. If employees are placed in positions that are in accordance with their expertise, then the work will run in accordance with company goals (Mustofa, 2016). This research is in accordance with previous research conducted by Nurhasanah entitled "The Effect of Work Skills and Facilities on Work Productivity of the Bugis Village Fishermen Association", with results showing that skills have a positive and significant effect on work productivity (Nurhasanah, 2019).

The effect of compensation on work productivity

Based on the results of the t test partially, the significance value obtained is $0.043 < 0.05$ ($\alpha = 5\%$), so that H_{a3} is accepted. So it can be concluded that there is a partially positive and significant influence between compensation on the work productivity of Lovindra Madiun Travel transportation service employees. This shows that if the compensation given by the company to employees is high, the resulting productivity is also high.

The results show that this study supports the theory and previous research conducted by Agung Wahyu Handaru, et al with the title "The Effect of Compensation and Motivation on the Work Productivity of PT Artolite Indah Mediatama Employees" with compensation results having a significance value of $0.000 < 0.05$ so that it affects employee work productivity (Handaru et al., 2019). There is a unidirectional relationship between compensation and work productivity so that if the compensation given is high, the resulting productivity is high as well. Therefore, it provides benefits that have been adjusted to the standard needs and living costs of employees or the burden of their responsibilities. Companies can provide wages or bonuses if employees work outside their working hours. By giving physical awards can be done to employees who are exemplary and disciplined. This will trigger employee morale so as to create high work productivity as well.

CONCLUSION

Based on data analysis that has been tested by researchers and discussions have been carried out on work environment variables, skills, and compensation for employee work productivity, it can be partially concluded that the work environment has a significant effect on the work productivity of Lovindra Madiun Travel employees. Evidenced by the results of

the t test by obtaining a significance value of $0.004 > 0.05$ which states that there is a historical relationship between work environment variables (X1) and employee work productivity (Y)

Partially, skills have a significant effect on the work productivity of Lovindra Madiun Travel employees. Evidenced by the results of the t test obtained a significance value of $0.027 < 0.05$ which states that there is a historical relationship between skill variables (X2) and work productivity (Y) Partially shows that compensation has a significant effect on the work productivity of Lovindra Madiun Travel employees. With the results of the t test obtained significance values of $0.043 > 0.05$ which shows that there is no historical relationship between compensation variables (X3) and work productivity (Y). Simultaneously, the work environment, skills, and compensation have a significant effect on the productivity of Lovindra Madiun Travel employees. Evidenced by the f test and obtained a significance value of $0.000 < 0.05$ with a coefficient of determination (Rsquairei) value of 54.8% and the remaining 45.2% influenced by other factors that were not included in this research model.

Advice for Companies Based on the results of the work environment (X1) is positive in order to affect the increase in employee work productivity, the company needs to improve a conducive and comfortable work environment in accordance with the needs of employees in each part, so that productivity will increase. Based on the results of Skills (X2) are positive so that they affect employee work productivity. So companies need to filter and place employee positions according to their respective areas of expertise so that employees can work in their respective fields. Based on the results of Compensation (X3) is positive so that it affects productivity, the company is able to provide compensation in accordance with the standard. The company is able to provide appropriate wages outside working hours, then the company is expected to give awards to increase employee morale so that it will increase productivity.

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