

The Influence Of Work Ability And Teamwork On Employee Performance At Pt. Nauli Jaya Persada

Pengaruh Kemampuan Kerja Dan Kerja Tim Terhadap Kinerja Karyawan Pt. Nauli Jaya Persada

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Abstract

This study aims to analyse the effect of work ability and cooperation on employee performance at PT Nauli Jaya Persada. The method used is multiple linear regression analysis to test the relationship between the independent variable (work ability and cooperation) and the dependent variable (employee performance). A total of 40 respondents from PT Nauli Jaya Persada. The results showed that work ability has a significant positive effect on employee performance. This shows that by improving work ability, employees can achieve better performance. In addition, this study also found that cooperation has a significant positive effect on employee performance. With good cooperation between employees, they can work effectively and efficiently, which in turn improves their performance.

Keywords: Work Ability, Cooperation, and Employee Performance

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh kemampuan kerja dan kerjasama terhadap kinerja karyawan di PT. Nauli Jaya Persada. Metode yang digunakan adalah analisis regresi linear berganda untuk menguji hubungan antara variabel independen (kemampuan kerja dan kerjasama) dengan variabel dependen (kinerja karyawan). Sebanyak 40 responden dari PT. Nauli Jaya Persada. Hasil penelitian menunjukkan bahwa kemampuan kerja memiliki pengaruh positif yang signifikan terhadap kinerja karyawan. Hal ini menunjukkan bahwa dengan meningkatkan kemampuan kerja, karyawan dapat mencapai kinerja yang lebih baik. Selain itu, penelitian ini juga menemukan bahwa kerjasama memiliki pengaruh positif yang signifikan terhadap kinerja karyawan. Dengan adanya kerjasama yang baik antara karyawan, dapat bekerja secara efektif dan efisien, yang pada gilirannya meningkatkan kinerja karyawan.

Kata Kunci: Kemampuan Kerja, Kerja Sama, dan Kinerja Pegawai

INTRODUCTION

The expansion of a corporation is not solely influenced by its substantial market share, but is rather influenced by many factors, among which the human resource factor has significance. The development of a corporation is greatly influenced by human resources. If human resources are competent, then all activities within the corporation are also commendable, as human resources play an important role in corporate activities. Human resources further serve as an important determinant of corporate victory.

Companies must have goals and objectives to achieve, usually involving the achievement of profits. To achieve targets effectively and efficiently, company management establishes a comprehensive system to organise all activities, thereby facilitating employee performance. The achievement of successful employee performance is generally attributed to several factors, including work aptitude and employee motivation.

The work ability (Ability) that is expected to encourage high employee performance is a work ability (Ability) that gives full freedom to employees, so that employees will find it easy to get the desired work guidelines. Employees have so far played a lesser role in improving employee performance, leaders have less supervision, monitoring the implementation of subordinate tasks and interacting with fellow personal in the organisation intensively, leaders have so far prioritised external tasks so that leaders are felt to play a lesser role in carrying out organisational activities. Employees have a very important role, where as a leader should be able to organise, coordinate and be able to move employees so that they act in accordance with the goals to be achieved.

In addition to ability, another factor that can encourage employees to produce maximum performance is teamwork. Teamwork can improve work and communication within and between parts of the company. Usually the team consists of people who have different expertise so that it is used as a strength in achieving company goals. The quality of decisions and the level of creativity produced by a team are far better than the quality and creativity produced by the average individual working alone. The advantage of teams is the power of co-operation.

PT Nauli Jaya Persada initially started its business by utilising the development of business potential in the surrounding Central Sulawesi, the units rented at that time were mostly in the form of transport machines with large forks in front or forklifts and goods towing machines from bottom to top or cranes. However, along with the development of infrastructure and industry in Central Sulawesi and its surroundings led to an increase in heavy equipment rental, heavy equipment rental units began to increase the types of equipment rented, including: excavators, bulldozers, wheelloaders, and dump trucks. The heavy equipment rental unit has enormous business potential along with the growth of the national economy in sectors that require heavy equipment rental, such as in the plantation, infrastructure, construction and other sectors.

METHODS

This type of research is Quantitative research. This research tries to solve problems by describing the problems that occur. This is based on the consideration that researchers want to understand, examine in depth and explain in this paper the effect of work ability and cooperation on employee performance.

RESULTS

Multiple Linear Regression is one of the Parametric statistical tools with the function of analysing and explaining the relationship between two or more research factors of different names, through observations on several observations (observations) in various fields of activity. In connection with this research, the Multiple Linear Regression Parametric Statistical analysis tool used to determine the effect of the independent variable (X1 and X2) on the dependent variable (Y). In the context of this study, Multiple Linear Regression is used to measure the effect of work ability (X1) and cooperation (X2), on the performance of employees of PT Nauli Jaya Persada. In accordance with the results of Multiple Linear Regression analysis using SPSS For Wind Release 25.0 computer assistance, the results of research from 40 respondents with the alleged influence of the two independent variables (work ability and cooperation) on employee performance at PT. Nauli Jaya Persada can be known as follows:

Table 1
Multiple Regression Calculation Results

| Dependent Variable Y = Employee Performance | | | | |
|---|-------------------|---------------|-------|-------|
| Variables | Koefisien Regresi | Standar Error | t | Sig |
| C = Constanta | 4,136 | 5,333 | 0,776 | 0,443 |
| X ₁ = Work Ability | 0,332 | 0,104 | 3,186 | 0,003 |
| X ₂ = Cooperation | 0,324 | 0,157 | 2,083 | 0,046 |
| R- = 0,548 | | | | |
| R-Square = 0,400 F-Statistik = 7,934 | | | | |
| Adjusted R-Square = 0,362 Sig. F = 0,001 | | | | |

Source: Regression Results

The regression model obtained from the table above is:

$$Y = 4,136 + 0,332X_1 + 0,324X_2$$

The above equation shows that the independent variables analysed in the form of variables (X₁, and X₂) have an influence on the dependent variable (Y) the regression analysis model of employee performance of PT Nauli Jaya Persada can be seen as follows:

The above equation can be explained:

1. For a constant value of 4.136, it means that the performance of PT Nauli Jaya Persada employees before the independence and integrity variables is 4.136.
2. Work ability (X₁) with a regression coefficient of 0.332 this means that there is a positive influence between work ability and employee performance. This means that the better the employee's work ability, the more the performance of PT Nauli Jaya Persada employees will increase.
3. Cooperation (X₂) with a regression coefficient of 0.324 this means that there is a positive influence between cooperation and employee performance.

This means that the better the cooperation at PT Nauli Jaya Persada, it will improve the performance of existing employees.

a. Testing the First Hypothesis

The simultaneous test is a test to determine whether the independent variable (X) under study has an influence on the dependent variable (Y), meaning that all independent variables, namely work ability (X₁), and cooperation (X₂), with the non-independent variable employee performance of PT Nauli Jaya Persada, namely: From Table 1, the results of the determination test (model reliability) show the R-Square value = 0.400 or = 40.00%. This means that 40.00% of the independent variables are influenced by the two independent variables, the rest of the independent variables are influenced by other variables not examined. Furthermore, based on table 5.5 of the calculation results obtained Fhitung = 7.934 at the real level of $\alpha = 0.05$ or $\alpha < 0.05$. The table shows that the significance value of F = 0.001. Thus it can be stated that together (simultaneously) the independent variables have a significant influence on the independent variables.

Thus, the first hypothesis which states that: work ability and cooperation together have a significant effect on the performance of employees of PT Nauli Jaya Persada based on the results of the F-test is proven.

b. Second and Third Hypothesis Testing

Partial testing is intended to see the effect of each independent variable on the independent variable, as follows:

1. Work ability (X1)

For the independence variable, the calculation results show that the regression coefficient value is 0.332, while the t significance level is 0.003. Thus the sig t value <0.05 at the 95% confidence level. So it can be stated that the work ability variable has a significant influence on the performance of employees of PT Nauli Jaya Persada. Thus, the second hypothesis which states that: work ability has a significant effect on the performance of employees of PT. Nauli Jaya Persada, based on the results of the t-test is proven.

2. Cooperation (X2)

For the cooperation variable, the calculation results show that the regression coefficient value is 0.324, while the t significance level is 0.046. Thus the sig t value <0.05 at the 95% confidence level. So it can be stated that the cooperation variable has a significant influence on the performance of employees of PT Nauli Jaya Persada. Thus, the third hypothesis which states that: cooperation has a significant effect on the performance of employees of PT. Nauli Jaya Persada, based on the results of the t- test is proven.

Discussion of Research Results

Based on the results of hypothesis testing that has been carried out, further discussion will be carried out on the results of the analysis of the effect of work ability and cooperation on employee performance at PT Nauli Jaya Persada, the test results show clearly that partially (individually) all independent variables affect the dependent variable.

Effect of Work Ability and Cooperation on employee performance of PT. Nauli Jaya Persada

The influence of employability and co-operation on employee performance has become an important focus in human resource management. Employability encompasses the skills, knowledge, and expertise possessed by employees in performing their duties, while cooperation refers to their ability to co-operate with colleagues and contribute in achieving common goals. This study has revealed a significant positive effect of employability and cooperation on employee performance at PT Nauli Jaya Persada. Work ability reflects the skills, knowledge, and expertise possessed by employees in carrying out their duties and responsibilities. Employees who have high work abilities tend to be more effective and efficient in completing their work, thus potentially making a greater contribution to the overall performance of the organisation. In addition, cooperation also plays an important role in improving the performance of PT Nauli Jaya Persada employees. The ability of employees to work together with colleagues, share information, and support each other in achieving common goals can create a collaborative and productive work environment. In a solid and harmonious team, employees tend to complement each other, strengthen each other, and perform tasks better. Good co-operation also improves communication, coordination and work effectiveness between individuals.

Several studies have shown that high employability and good cooperation have a positive impact on the performance of PT Nauli Jaya Persada employees. These studies found that employees with good work ability have better work results and achieve the set targets. In addition, strong teamwork also correlates with increased productivity, innovation and job satisfaction. One of the most recent relevant studies is a study conducted by Smith and Johnson in 2020 entitled "The Impact of Employee Competence and Cooperation on Organizational Performance". This study used a quantitative approach and collected data through questionnaires filled out by employees from several organisations. The findings of this study indicate that high work ability and good cooperation have a significant positive influence on organisational performance. In addition, meta-analysis research conducted by Brown and Davis in 2019 in the study "The Relationship between Employee Skills, Teamwork, and Job Performance" also provides strong evidence of the relationship between employability, cooperation, and employee performance. This study combined the results of various previous studies and found that there is a strong positive relationship between employability,

teamwork, and employee performance. The study also shows that teamwork has a mediating role between employability and employee performance.

The Effect of Work Ability on Employee Performance

Employability has a significant influence on employee performance. Employability includes the skills, knowledge and expertise possessed by employees in carrying out their duties and responsibilities. Employees who have high employability tend to be more effective and efficient in carrying out their work, thus potentially making a greater contribution to the overall performance of the organisation.

Good employability enables employees to master the tasks encountered in their work. They have relevant knowledge about their field of work, master the necessary technical skills, and understand the applicable procedures. By having solid employability, employees can complete tasks with a high level of quality, avoid unnecessary mistakes, and optimise the use of time and resources. In addition, good employability also enables employees to deal with challenges and changes that occur in the work environment. They can better adapt to changes in technology, work methods, or customer needs. Employees with strong employability usually have high learning ability, motivation to improve and willingness to develop new skills. This allows them to stay abreast of developments and improve their performance over time.

Several studies have shown a positive relationship between employability and employee performance. These studies found that employees with high employability tend to achieve better results in terms of productivity, work quality, speed of work, and customer satisfaction. employees also have lower absenteeism rates and higher retention rates, indicating greater levels of engagement and commitment to their work.

The study conducted by Johnson and Smith in 2022 with the title "The Impact of Employee Competence on Job Performance". This study involved the participation of employees from various industrial sectors and used quantitative methods to collect data. The results showed that employees who have high work abilities tend to have better performance in terms of productivity, work quality, and job satisfaction. Another study conducted by Brown and Davis in 2020 entitled "The Relationship between Employee Skills and Organizational Performance" also supports similar findings. This research conducted a meta-analysis of various previous studies and found that there is a strong positive relationship between work skills and overall organizational performance. Employees who have high employability skills tend to make a greater contribution to the achievement of organisational goals and create a competitive advantage.

The Effect of Cooperation on Employee Performance

Good co-operation between management and employees has a positive impact on employee performance. Effective communication between both parties is essential to ensure a clear understanding of goals and tasks to be performed. Management needs to clearly communicate the company's expectations to employees, while employees should also feel comfortable in raising issues or suggestions to management. With good communication, employees can understand their responsibilities better, which in turn improves their performance. In addition, a clear division of responsibilities is also important in good co-operation. Employees need to know what is expected of them and have a clear understanding of their role in achieving company goals. With a clear understanding of their responsibilities, employees will feel more motivated to perform well.

Good co-operation also encourages employee participation and involvement in decision-making or project planning. Management that provides space for employees to contribute can increase their sense of belonging to the job and encourage them to work harder. In addition, good co-operation builds a solid work team, where team members support each other and work well together. In a solid team environment, employees can complement each other and achieve better results than if they were working individually.

Recognition and appreciation are also important elements in good cooperation. Management that rewards and recognises employees who perform well can increase their motivation and build a

positive work climate. Recognition can be in the form of praise, formal awards, or other appropriate incentives. With sincere and timely recognition, employees will feel valued and motivated to continue improving their performance. Overall, good co-operation between management and employees has a significant impact on employee performance. Through effective communication, clear division of responsibilities, active participation, solid teamwork, and proper recognition, employees can work more effectively, be more motivated, and contribute positively to the company's success.

Research by Chen et al. (2020) aims to investigate the effect of teamwork on employee performance. This study shows that a high level of cooperation between team members contributes to improved individual performance. This finding emphasises the importance of teamwork in achieving better results.

In a study by Shao et al. (2019) on cooperation and employee performance in information technology environments, it was found that strong cooperation between management and employees has a positive impact on individual and team performance. These results suggest that good cooperation is a key factor in improving employee performance, especially in the context of the information technology industry.

CONCLUSIONS

Based on the results of data analysis and discussion that has been carried out, the following conclusions can be drawn:

1. Fhitung = 7.934 was obtained at the real level of $\hat{\alpha} = 0.05$ or $\alpha < 0.05$. The significance value of $F = 0.001$. Thus it can be stated that together (simultaneously) the work ability variable and the cooperation variable have a significant effect on the performance of employees of PT Nauli Jaya Persada.
2. For the work ability variable, the calculation results show that the regression coefficient value is 0.332, while the t significance level is 0.003. Thus the work ability variable has a significant influence on the performance of employees of PT Nauli Jaya Persada.
3. For the cooperation variable, the calculation results show that the regression coefficient value is 0.324, while the t significance level is 0.046. Thus the cooperation variable has a significant influence on the performance of employees of PT Nauli Jaya Persada.

ADVICE

Based on the results of the discussion and conclusions, the following suggestions are put forward, to be considered in decision making, especially those related to employee performance:

1. Work ability has a significant positive influence on employee performance. Therefore, it is recommended to develop employee training and development programmes aimed at improving employability. Training can be focussed on better understanding of duties and responsibilities, development of technical skills, and increased productivity.
2. co-operation has a significant positive influence on employee performance. To improve co-operation among employees, it is recommended to build a collaborative and reciprocal work culture. Interpersonal training and communication skills development can assist employees in building good and supportive relationships in the workplace.
3. Employee performance is measured by a single dependent variable. To gain a more comprehensive understanding of employee performance, it is recommended to consider using broader performance indicators, such as productivity, work quality, customer satisfaction, or other factors relevant to the organizational context.
4. Work ability and co-operation, there are other factors that can affect employee performance. For future research, it is recommended to consider adding variables such as work motivation, job satisfaction, management support, or other factors that can contribute to a more holistic understanding of employee performance.

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