The Influence of Individual Characteristics on Employee Performance at PT. Cipta Selaras Abadi in Parung-Bogor

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ABSTRACT

This study aims to determine the effect of individual characteristics on employee performance at PT. Cipta Selaras Abadi in Parung-Bogor. The method used is explanatory research with a sample of 53 respondents. The analysis technique uses statistical analysis with regression, correlation, determination, and hypothesis testing. The results of this study of individual characteristics variables obtained an average score of 3.772 with good criteria. Employee performance variable obtained an average score of 3.896 with good criteria. Individual characteristics have a positive and significant effect on employee performance with a regression equation value of Y = 13,220 + 0.683X, and a correlation coefficient value of 0.801 or has a strong relationship with a determination value of 64.2%. Hypothesis test obtained sig. 0.000 < 0.05.

Keywords: Individual Characteristics, Employee Performance.

INTRODUCTION

Human resources are recognized as a global issue and integral to competitiveness in the globalization arena. It is undeniable that all problems that arise in the development and competition of public and business services that arise come from humans and can only be managed and resolved by humans themselves. Therefore, an important concept emerged that was recognized as the key to excellence in human resources, namely through the right men in the right place at the right time.

The forms of activities can vary, one of the most critical activities in the company, where human resource management involves getting the right people and individual characteristics. In the HR approach, both large and small companies, it means that all and every company must be able to create a sense of security and satisfaction at work (Quality of work-life) in their work environment so that HR in the work environment becomes a competitive experience and sincerity and time. Hasibuan (2014). In connection with the description above, the authors determine the object of research at PT. Cipta Selaras Abadi is engaged in the interior design business that serves offices in designing office space used so that employees feel comfortable at work.

As a company engaged in the interior, every employee is required to improve employee performance further. Due to the phenomenon that has occurred so far that employee performance has not been optimal, this is due to different individual characteristics in carrying out

daily work activities, which can be seen from the lack of initiative and ideas issued by employees in company development, in addition to the lack of work experience possessed by employees so that it affects the achievement of employee performance.

1. Individual Characteristics

Individual performance is the basis of organizational performance, so that management is required to understand individual behavior. Individual characteristics include several essential traits inherent in a particular individual. According to Winardi in Rahman (2013: 77), individual characteristics include traits in the form of abilities and skills; family background, social and experience, age, nationality, gender, and others that reflect specific demographic characteristics; as well as psychological characteristics consisting of perception, attitude, personality, learning, and motivation

2. Employee performance

In carrying out a job, the company needs to conduct a performance appraisal to know the effectiveness and success of the employee's performance. According to Mangkunegara (2019), the notion of performance is the quality

and quantity of work achieved by an employee in carrying out his duties by the responsibilities given to him.

METHOD

The type of research used is associative. In analyzing the data, validity tests, reliability tests, simple linear regression analyses, correlation coefficient analyses, determination coefficient analyses, and hypothesis testing are used. The population used as the population in this study are respondents, amounting to 53 respondents PT. Cipta Selaras Abadi in Parung-Bogor, while the sampling technique in this study was a saturated sample, where all population members were used as samples.

RESULT and DISCUSSION

1. Descriptive Analysis

This test is used to determine the minimum and maximum scores, the highest scores, the rating scores, and the standard deviation of each variable. The results are as follows:

Table 1. Results of Descriptive Statistics Analisis Analysis

Descriptive Statistics					
	N	Minimum	Maximum	mean	Std. Deviation
Individual characteristics (X)	53	30	49	37.72	4.487
Employee Performance (Y)	53	30	50	38.96	3.823
Valid N (listwise)	53				

Individual characteristics obtained a minimum variance of 30 and a maximum variance of 49 with a rating score of 3.772 with a standard deviation of 4.487. This score is included in the scale range from 3.40 to 4.19 with good or agrees criteria. Employee performance obtained a minimum variance of 30 and a maximum variance of 50 with a rating score of 3.896 with a standard deviation of 3.823. This score is included in the scale range from 3.40 to 4.19 with good or agrees on criteria.

2. Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

a. Simple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2. Simple Linear Regression Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	13,220	2,712		4.874	.000
Individual characteristics (X)	.683	.071	.801	9.556	.000

Based on the test results in the table above, the regression equation Y = 13,220 + 0.683X is obtained. From these equations, it is explained as follows:

1) A constant of 13,220 means that if there are no individual characteristics, there has been an employee performance value of 13,220 points.

2) The individual characteristic regression coefficient is 0.683; this number is positive, meaning that every there is an increase in individual characteristics of 0.683 points, the employee's performance will also increase by 0.683 points.

b. Correlation Coefficient Analysis

The correlation coefficient analysis is intended to determine the level of strength of the relationship of the independent variable to the dependent variable. The test results are as follows:

Table 3. Test Results of the Correlation Coefficient of Individual Characteristics on Employee Performance.

Correlations^b

		Individual characteristics (X1)	Employee Performance (Y)
Individual characteristics (X)	Pearson Correlation	1	.801**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.801**	1
	Sig. (2-tailed)	.000	

Based on the test results obtained, a correlation value of 0.801 means that individual characteristics strongly affect employee performance.

c. Coefficient of Determination Analysis

The coefficient of determination analysis is intended to determine the percentage of the influence of the independent variable on the dependent variable. The test results are as follows:

Table 4. Results of the Coefficient of Determination of Individual Characteristics on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.801a	.642	.635	2,311

Based on the test results, the determination value of 0.642 means that individual characteristics influence a contribution of 64.2% on employee performance, while the remaining 35.8% is influenced by other factors that were not researched.

d. Hypothesis testing

Hypothesis testing with a t-test is used to find out which hypothesis is accepted.

Hypothesis formulation: There is a significant effect of individual characteristics on employee performance.

Table 5. Hypothesis Test Results of Individual Characteristics on Employee Performance.

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Individual characteristics (X)	.683	.071	.801	9.556	.000

Based on the test results in the table above, the value of t arithmetic > t table or (9,556 > 2,014), thus the hypothesis proposed that there is a significant influence between individual characteristics on employee performance is accepted.

The discussion of the research results are:

1. Respondents' Answer Conditions Variable Individual Characteristics

Based on the respondents' answers, the individual characteristic variable obtained a rating score of 3.772, which is in the range of the scale of 3.40 - 4.19 with good or agreed on criteria.

2. Respondents' Answer Conditions Employee Performance Variables

CONCLUSION

a. The individual characteristic variable obtained a rating score of 3.772, which is in the

Based on the respondents' answers, the employee performance variable obtained a rating score of 3.896, which is in the range of the scale of 3.40 - 4.19 with good or agree on criteria.

3. The Influence of Individual Characteristics on Employee Performance

Individual characteristics significantly affect employee performance with the regression equation $Y = 13,220 + 0.683X$; the correlation value is 0.801 or has a strong relationship with the contribution of 64.2%. Testing the hypothesis obtained the value of t arithmetic > t table or (9.556 > 2.014). Thus the hypothesis proposed that there is a significant effect between individual characteristics on employee performance is accepted. range of a scale of 3.40 - 4.19 with good or agree on criteria.

b. The employee performance variable obtained a rating score of 3.896, which is in the

range of the scale of 3.40 - 4.19 with good or agreed criteria.

c. Individual characteristics significantly affect employee performance with the regression equation Y = 13,220 + 0.683X, the correlation value is 0.801 or firm, and the influence contribution is 64.2%, while other factors influence the remaining 35.8%. Hypothesis test obtained value of t count > t table or (9.556 > 2.014).

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