The Effect of Work Culture and Physical Skills Competence on Employee Performance at PT. Khong Guan Biscuit Factory Indonesia Ltd.

Endang Sugiarti*, Hikmatul Ulum Alawiyah1, Wahyudi3
1,2,3Universitas Pamulang, Banten, Indonesia
E-mail: dosen00725@unpam.ac.id, hikmatulus.pfm@gmail.com, dosen00716@unpam.ac.id

ABSTRACT

The objectives of this study are: 1) To determine the effect of work culture on employee performance at PT. Khong Guan Biscuit Factory Indonesia Ltd. 2) To determine the effect of physical skill competence on employee performance at PT. Khong Guan Biscuit Factory Indonesia Ltd. 3) To determine the effect of work culture and physical skills competence together on employee performance at PT. Khong Guan Biscuit Factory Indonesia Ltd. This research approach is quantitative, descriptive and associative. The population in this study were 50 PT. Khong Guan Biscuit Factory Indonesia Ltd. In this study, the sampling technique used is non-probability sampling with the technique taken is saturated sampling (census), a sample of 50 respondents was taken at PT. Khong Guan Biscuit Factory Indonesia Ltd. The results of this study indicate that: 1) There is an influence of work culture on employee performance. 2) There is an influence of physical skill competence on employee performance. 3) There is an influence of work culture and physical skill competence together on employee performance.

Keywords: Work Culture, Competence, Employee Performance.

INTRODUCTION

One of the main government functions is to provide public services as a manifestation of the general government's duties to realize the welfare of society. Bureaucracy is a government instrument to realize efficient, effective, fair, transparent and accountable public services. This means that to be able to carry out government functions properly, bureaucratic organizations must be professional, responsive, aspirational towards the various demands of the people they serve.

PT. Khong Guan Biscuits is a company that has a good reputation and image and can maintain its good image, considering that Khong Guan Biscuits Indonesia has been in the field of biscuits production for 45 years. At this time Khong Guan has distributors in all provinces in Indonesia to make it easier to reach their consumers in all corners of Indonesia. PT. Khong Guan has even exported their products to various countries up to the Americas. Various promotions are often carried out to keep consumers reminded about this brand, starting from advertisements on TV, radio, billboards, events and direct promotions at retailers.

Human resource issues are still the focus and foundation for companies to survive in the era of globalization. Human resources have a major role in every business activity as well as corporate value in business progress. Even though every company is supported by supporting facilities and infrastructure, as well as sufficient sources of funds, without the support of reliable resources, company activities will not be completed properly. Human resources is the process of attracting, selecting, developing, maintaining and using human resources to achieve either individual or company goals (Dessler, 2015: 30).

Whether or not a human resource is effective can be seen from its performance in carrying out company activities, as well as how performance affects the company's image. Basically performance is the level at which employees achieve job requirements. If the implementation of the work is in accordance with or even exceeds the job description, this means that the work was successfully carried out properly, and vice versa.
METHODS

The location of this research activity was carried out at PT. Khong Guan Biscuit Factory Indonesia Ltd. The time for the research was carried out from October 2020 to January 2021. The population according to Sugiyono (2017: 80) states that the population is an area of generalization of objects that have certain qualities and characteristics determined by researchers to study and then draw conclusions. Determination of the population is an important stage in research. Population can provide useful information or data for a study. From this understanding, the population in this study is 50 PT. Khong Guan Biscuit Factory Indonesia Ltd. The sample is part of the population that is expected to represent the population in the study. Meanwhile, according to Sugiyono (2017:81), "The sample is part of the number and characteristics possessed by the population. If the population is large, and it is impossible for the researcher to study everything in the population, for example due to limited funds, manpower and time, the researcher can use samples taken from that population. The sample is part of the population that is expected to represent the population in the study. Meanwhile, according to Sugiyono (2017:81), "The sample is part of the number and characteristics possessed by the population. If the population is large, and it is impossible for the researcher to study everything in the population, for example due to limited funds, manpower and time, the researcher can use samples taken from that population.

Sampling techniques can basically be grouped into two, namely probability sampling and nonprobability sampling. The sampling technique used by the author is nonprobability sampling. According to Sugiyono (2017: 84) the definition of nonprobability sampling is a sampling technique that does not provide equal opportunities/opportunities for each element or member of the population to be selected as a sample.

In this study, the sampling technique used was nonprobability sampling with the technique taken, namely saturated sampling (census). According to Sugiyono (2017: 118), a saturated sampling technique is a sampling technique when all members of the population are used as samples. Therefore, the author chose a sample using a saturated sampling technique because the population is relatively small. So by using a saturated sampling technique (census), a sample of 50 respondents was taken at PT. Khong Guan Biscuit Factory Indonesia Ltd.

RESULTS and DISCUSSION

Validity test

a. Work Culture Variable Validity Test Results(X1)

Based on the table above, it can be seen that for each statement on the Work Culture variable (X1) all instruments can be said to be valid, because the resulting $r_{count}$ value is far greater than the existing $r_{table}$ value for $N = 50$, namely 0.273.

b. Validity Test Results of Physical Skills Competency Variables (X2)

Based on the table above, it can be seen that for each statement on the Physical Skills Competency variable (X2) all instruments can be said to be valid, because the resulting $r_{count}$ value is far greater than the existing $r_{table}$ value for $N = 50$, namely 0.273.

c. Results of Validity Test of Employee Performance Variables (Y)

Based on the table above, it can be seen that for each statement on the Employee Performance variable (Y) all instruments can be said to be valid, because the resulting $r_{count}$ value is far greater than the existing $r_{table}$ value for $N = 50$, namely 0.273.

Reliability Test

a. Cultural Variable Reliability Test ResultsWork(X)

Based on the table above, for the reliability test of the Work Culture variable (X1) with a $r_{table}$ value of 0.273, while the Cronbach value's Alpha is 0.865, so it can be concluded that the ralpha is positive and greater or 0.865.
> 0.273, so that the research instrument regarding the variable Work Culture (X1) is Reliable.

b. Physical Skills Competency Variable Reliability Test Results (X2)

Based on the table above, for the reliability test of the Physical Skills Competency variable (X2) with a rtable value of 0.273, while the Cronbach value's Alpha is 0.912, so it can be concluded that the ralpha is positive and greater or 0.912 > 0.273, so that the research instrument regarding the Physical Skills Competency variable (X2) is Reliable.

c. Employee Performance Variable Reliability Test Results (Y)

Based on the table above, for the reliability test of the Employee Performance variable (Y) with a rtable value of 0.273, while the Cronbach value's Alpha is 0.936, so it can be concluded that the ralpha is positive and greater or 0.936 > 0.273, so that the research instrument regarding the Employee Performance variable (Y) is Reliable.

Classic assumption test

Normality test

Based on the table above, the significance value (2-tailed) of the Work Environment variable (X) is 0.439, while for the Employee Performance variable (Y) it is 0.630. The three significance values (2-tailed) of the measuring instrument are above 0.05 so that the data is said to be normally distributed. While the value of the Test Statistics for the Work Environment variable (X) is 0.868, while for the Employee Performance variable (Y) it is 0.748, meaning that the residual data is normally distributed.

Multiple Linear Regression Test

Table 1. Multiple Linear Regression Coefficients

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Unstandardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>4,659</td>
<td>1,590</td>
<td></td>
<td>.005</td>
</tr>
<tr>
<td>Work Culture (X1)</td>
<td>.425</td>
<td>.064</td>
<td>2,930</td>
<td>.000</td>
</tr>
<tr>
<td>Physical Skills Competency</td>
<td>.556</td>
<td>.063</td>
<td>580</td>
<td>.000</td>
</tr>
</tbody>
</table>

For determine the value of the multiple linear regression equation as follows: \( Y = 4.659 + 0.425X_1 + 0.556X_2 \)

Can be explained as follows:

a. Constant Value \( a = 4.659 \), it can be interpreted that if the work culture variable, physical skills competency is zero, then the employee’s performance is positive by 4,659.

b. Work culture regression coefficient \( b_1 = 0.425 \), which means that if the work culture value increases by one, the employee performance value will also increase by 0.425.

c. The regression coefficient for Physical Skills Competency \( b_2 = 0.556 \), this means that if the physical skills competency value increases by one, the employee’s performance value will also increase by 0.556.

Hypothesis Results

a. Influence of Work Culture (X) on Employee Performance (Y)

Based on the coefficients table above, the tcount value for the variable Work Culture (X1) is 6.593 while the ttable value for \( n = 50 \) is 2.008. So 6.593 > 2.008, then \( H_0 \) is rejected and \( H_a \) is accepted, it can be stated that Work Culture (X1) has a significant effect on Employee Performance (Y).
b. Effect of Physical Skills Competence (X2) on Employee Performance (Y)

Based on the coefficients table above, the tcount value for the Physical Skills Competency variable (X2) is 8.892, while the ttable value for n = 50 is 2.008. So 8.892 > 2.008, then H0 is rejected and Ha is accepted, it can be concluded that partially the Physical Skills Competency variable (X2) has an effect on Employee Performance (Y).

ANOVA test

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Square</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>4,652,924</td>
<td>2</td>
<td>2,326,462</td>
<td>408,157</td>
<td>.000</td>
</tr>
<tr>
<td>1 Residual</td>
<td>267,896</td>
<td>47</td>
<td>5,700</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>4,920,820</td>
<td>49</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Employee Performance (Y)
b. Predictors: (Constant), Physical Skills Competency (X2), Work Culture (X1)

From the results of the analysis in the table above, namely the test ANOVA obtained a F_count value of 408.157, while F_table (α=0.05) for n = 50 of 2.79. So F_count > from F_table (α=0.05) or 408.157 > 2.79 with a significant level of 0.000 because 0.000 < 0.05, it can be said that Work Culture (X1) and Physical Skills Competence (X2) simultaneously or simultaneously have a positive effect on Employee Performance (Y).

Table 3. Model Summary

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.972 a</td>
<td>0.946</td>
<td>0.943</td>
<td>238,745</td>
</tr>
</tbody>
</table>

a. Predictors: (constant), Kompetensi Keterampilan Fisik (X2), Budaya Kerja (X1)
b. Dependent Variable: Kinerja Pegawai (Y)

Coefficient of Determination

Based on the calculations in the table above, an effect test was carried out for the three variables, and based on the Model Summary table, the R Square value was produced 0.946. This shows that 94.6% Work Culture (X1) and Physical Skills Competence (X2) together have an effect on employee performance (Y), while the remaining 5.4% is influenced by other factors not examined in this study.

CONCLUSION

Based on the chapter results of the analysis and discussion regarding the influence of work culture and physical skills competence on employee performance at PT. Khong Guan Biscuit Factory Indonesia Ltd., the author will draw conclusions from the results of research or writing this thesis. The conclusions from the results of this study are as follows:

1. There is an influence of work culture on employee performance, as evidenced by the tcount value for the Work Culture variable (X1) of 6.593 while the ttable value for n = 50 is 2.008. So 6.593 > 2.008, then H0 is rejected and Ha is accepted, it can be stated that Work Culture (X1) has a significant effect on Employee Performance (Y).

2. There is an effect of physical skill competence on employee performance, as evidenced by the tcount value for the
Physical Skills Competency variable (X2) of 8,892, while the table value for n = 50 is 2,008. So 8,892 > 2,008, then H0 is rejected and Ha is accepted, it can be concluded that partially the Physical Skills Competency variable (X2) has an effect on Employee Performance (Y).

3. There is an influence of work culture and competence of physical skills together on employee performance. It is evident from the ANOVA test that the Fcount value is 408,157, while Ftable (α0.05) for n = 50 of 2.79. So Fcount > from Ftable (α0.05) or 408.157 > 2.79 with a significant level of 0.000 because 0.000 <0.05, it can be said that Work Culture (X1) and Physical Skills Competence (X2) simultaneously or simultaneously have a positive effect on Employee Performance (Y). While the value of R Square is 0.946. This shows that 94.6% Work Culture (X1) and Physical Skills Competence (X2) jointly affect Employee Performance (Y), while the remaining 5.4% is influenced by other factors not examined in this study.

REFERENCES


