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The Influence of Work Skills and Physical Workload on Employee Performance at CV. Jaya Perkasa Abadi Palembang

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Abstract

As of right now, one company category in Indonesia that is considered to never fail is printing. Due to societal advancement, printing services are becoming more and more necessary in today's world. In the actual world, this has been seen. For instance, printing and design services are needed by certain organizations in offices and other agencies to satisfy their demands for office supplies like business cards, identity or membership cards, letterheads, maps, and so on. Employee performance is the dependent variable in this study, whereas work skills and physical workload are the independent factors. There is a sample of 49 respondents in this quantitative research design. Non-probability sampling is the research method employed.

INTRODUCTION

Printing companies are now among the companies in Indonesia that can be regarded to operate continuously. Printing will be around for as long as people require printed goods. The number of printing companies in Indonesia using offset or digital printing equipment is rising in tandem with the quick advancements in technology. One industry that is increasing fast in response to client requirements is printing (Anwar, 2023).

This is already evident in the real world; for instance, at workplaces and other institutions, certain organisations need printing and design services to fulfil their requirements for office supplies including as maps, business cards, ID or member cards, letterheads, and so on.

According to Harsuko (2011), performance is the degree to which an individual has aided in carrying out a business strategy, either by accomplishing objectives associated with his role or by exhibiting skills deemed pertinent to the company. Employee performance is crucial for the organisation to achieve its goals since good employee

performance will also result in high-quality output. In truth, the workforce potential of the corporation promotes great business success.

To do this, the organisation needs workers who can complete the duties they are given and adhere to its regulations. Every company aims to raise employee performance in the hopes of accomplishing organisational objectives. Performance may also improve how well and efficiently workers carry out their tasks, which will eventually benefit the organisation (Suparman, 2020).

This condition has m When CV. Jaya Perkasa Abadi carried out its manufacturing activities, it encountered issues in the banner production area, specifically that there was a lot of waste because of faulty goods. Table 1.1 displays reject data from production results for the period of January through July 2023, which may be used to determine the quantity of faulty items.

Table 1
Production Quality and Product Defects for Flexi Banner 280 Gr
January – July 2023

Moon	Flexi Banner Production Amount 280 Gr	Number of defective Products	Percentage of defective Products
January	106.016.395	68.215	19,71%
February	124.532.385	443	0,13%
March	114.201.568	92.065	26,60%
April	129.352.882	55.855	16,17%
May	120.045.949	61.415	24,72%
June	205.06.7051	93.415	26,99%
July	170.836.615	71.288	29,93%
Rate-rate	**138.578.978**	**63.242**	**20,61%**

Source: Production Data and Defects of 280 Gr Flexi Banner CV. Jaya Perkasa Abadi Palembang, (2023)

Table 1.1 shows that every production procedure that is done once a month consistently results in items that are faulty. With a percentage of 0.13% in February and 29.93% in July, respectively, the disability rate was lowest in that month. Although the business guideline for product defects is 11% of total output, the average product defect for 7 (seven) months is still high at 20.61%. A rise in the quantity of substandard outputs suggests an issue with employee performance, which in turn lowers worker productivity since employees believe their talents are not as well-suited to the work.

Improving employee performance about skills-basic factors that might impact an employee's ability to complete work-presents a problem for employers. Employees at CV have low skills. Based on observations, Jaya Perkasa Abadi Palembang can demonstrate that worker performance is low, as seen by workers deferring work for today and requesting it be completed tomorrow.

Employees with a wide range of abilities, including those in teamwork, communication, listening, and time management, are highly valued in today's workplace. The ability to do tasks or obligations under established processes, meet deadlines, and meet expectations will be of great assistance to skilled workers (Budiarto, 2022).

According to Sudaresti (2014), skills are behaviors that need to be practiced or that may be understood as the result of behavior. Employees who possess transferrable talents will be prepared for work since they already possess them. Good work will result in rewards that are appropriate if you put in the necessary effort.

Numerous studies address the impact of work skills on performance. Mahayasa (2020), Mongilala (2022), and Budiarto (2022) research indicates that skills positively affect employee performance, but Lengkong (2019) study indicates no effect of skills on performance. This is a result of highly skilled workers' constant laziness, which makes it impossible for their productivity to rise.

Physical workload is frequently associated with hard labour or manual labour, which is described as tasks requiring a significant amount of human physical effort while at work (Wignjosoebroto, 2000). Employees will perform worse if they are overworked. This is due to the fact that an excessive workload can impair productivity, interfere with finishing tasks, make it difficult for workers to maintain control over their job or make judgements, and result in unpredictable behaviour (Retno, 2022).

The impact of a physical burden on performance is covered in several research. While study from Pamungkas (2022) indicates that physical workload has a considerable negative impact on performance, research from Oktavianti (2015), Retno (2022), and Budiarto (2022) indicates that physical workload has a favourable influence on employee performance. This demonstrates that despite the company's provision of a

balanced and suitable physical burden, it has not been able to significantly improve performance.

The researcher will carry out this study under the heading "The Influence of Work Skills and Physical Workload on Employee Performance at CV. Jaya Perkasa Abadi Palembang" in light of the issues, phenomena, and research gaps mentioned above.

RESEARCH METHODS

This kind of research combines quantitative and quantitative methods by using a questionnaire to gather data and a Likert scale to analyze the results. This study was carried out from October 2023 to March 2024 at CV. Jaya Perkasa Abadi Palembang. It involved the design, execution, and reporting of research findings, all intending to gather the data required to finish.

The following main and secondary data are used in data collection: 1. Original Information Primary data include the outcomes of survey responses about the variables and issues under investigation. 2. Secondary data that is pertinent to the concerns discussed and can be found in books, papers, journals, research findings, and other publications and agencies, such as information from employee work reports. In this study, the approach of gathering data was questionnaires, specifically utilising pre-prepared lists of questions that were distributed to participants. in which the respondent selects a response from the list of options.

The participants in this study were CV workers. Jaya Perkasa Abadi. The saturated sample approach, which employs the complete population to be sampled, is the sampling strategy employed in this study. Therefore, the author selected 49 CV workers, or the full population, as a research sample for this study. Jaya Perkasa Palembang Abadi.

Descriptive analysis and research instrument testing (validity and reliability tests) are the analytical techniques employed in this study. The classical assumption test (normality, linearity, multicollinearity, and heteroscedasticity) is a part of the data quality assessment. Hypothesis testing (t-test, f test, and analysis of the coefficient of determination) and data analysis procedures (multiple linear regression analysis and analysis of the coefficient of determination)

RESULT AND DISCUSSION

Validity Test

An instrument can be considered legitimate if its correlation coefficient is less than or equal to 0.237, or if it meets the criteria provided in the R table. The instrument is legitimate if r count > r table. Sugiyono (2013). The full validity test findings, as determined by the analysis performed, are displayed in the table below:

Table 2. Validity Test Results

No. Statement Items	r count	r table	Information
Employee Performance			
1	0.299	0,237	Valid
2	0.421	0,237	Valid
3	0.627	0,237	Valid
4	0.610	0,237	Valid
5	0.658	0,237	Valid
6	0.481	0,237	Valid
7	0.574	0,237	Valid
8	0.645	0,237	Valid
9	0.452	0,237	Valid
10	0.564	0,237	Valid
11	0.463	0,237	Valid
12	0.377	0,237	Valid
Work Skills (X1)			
1	0.465	0,237	Valid
2	0.597	0,237	Valid
3	0.493	0,237	Valid
4	0.528	0,237	Valid
5	0.357	0,237	Valid
6	0.282	0,237	Valid
7	0.284	0,237	Valid
8	0.573	0,237	Valid
9	0.564	0,237	Valid
10	0.582	0,237	Valid
Workload Physique (X2)			
1	0.748	0,237	Valid
2	0.482	0,237	Valid
3	0.658	0,237	Valid
4	0.290	0,237	Valid
5	0.404	0,237	Valid
6	0.686	0,237	Valid
7	0.698	0,237	Valid
8	0.371	0,237	Valid
9	0.360	0,237	Valid

Source: SPSS, 2024

Reliability Test

If the Cronbach alpha value of the questionnaire is more than 0.60, it is considered trustworthy. The following table displays the findings of the reliability tests conducted for each variable:

Table 3. Reliability Test Results

No	Variable	Cronbach Alpha	Minimum Cronbach Alpha required	Information
1	Work Skills	0.628	0,60	Reliabel
2	Workload Physique	0.693	0,60	Reliabel
3	Employee Performance	0.754	0,60	Reliabel

Source: SPSS, 2024

Multiple Linear Regression

Table 4. Multiple Linear Regression

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	28.258	6.774		4.172	.000		
	Work Skills	.433	.198	.359	2.188	.034	.662	1.510
	Workload Physique	.114	.185	.101	.615	.541	.662	1.510

a. Dependent Variable: Employee Performance

Source: SPSS, 2024

Based on table 5 above, the multiple linear regression equation has the following form, where the outcomes of the regression between the variables Work Skills (X1) and Physical Workload (X2) on Employee Performance (Y) obtained a constant value of 28,258 while the regression coefficient values were 0.433 and 0.114. as follows:

Y = 28.258 + 0,433X1 + 0,114X2 + e

1) The following explanation may be obtained from the equation above: The constant (α) of 28,258 indicates that the employee performance value is 28,258 if the independent variables (work skills, physical workload, and job ability) are constant or = 0.
2) The work skills variable (X1) has a regression coefficient of 0.433. These findings may be understood to suggest that, provided the physical workload variable (X2) remains constant, a 1% gain in work abilities will translate into a 0.433% increase in employee performance.

3) The physical workload variable (X2) has a regression coefficient of 0.114. These findings suggest that a 1% gain in job capabilities will lead to a corresponding rise in employee.

Correlation Coeffisien

Table 5. Correlation Coeffisien Test Results

Correlations

		Work Skills	Workload Physique	Employee Performance
Work Skills	Pearson Correlation	1	.581**	.417**
	Sig. (2-tailed)		.000	.003
	N	49	49	49
Workload Physique	Pearson Correlation	.581**	1	.309*
	Sig. (2-tailed)	.000		.031
	N	49	49	49
Employee Performance	Pearson Correlation	.417**	.309*	1
	Sig. (2-tailed)	.003	.031	
	N	49	49	49

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

Source: SPSS 22, 2024

Table 5s results, which are presented above, indicate that:

1. There is a 0.417 link between employee performance and work skills. This indicates that there is a strong positive (unidirectional) relationship between work skills and employee performance. Employee Performance scores fall when the Work Skills score does, and vice versa.
2. There is a 0.309 link between employee performance and physical workload. This indicates that there is a low and positive (unidirectional) link between employee performance and physical workload. The Employee Performance score rises in tandem with an increase in the Physical Workload score, and vice versa.

Coefficient of Determination Test

Table 6. Coefficient of Determination Test Results

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.758[a]	.574	.546	10.013

a. Predictors: (Constant), Workload Physique, Work Skills
b. Dependent Variable: Employee Performance

Source: SPSS, 2024

The table above shows that the percentage influence of the independent variables, work skills and physical workload, on employee

performance is 57.4% (R squared), or 0.574. The remaining 42.6% is attributable to other variables not included in this study.

Hypothesis test
F Test

Table 7. F Test Results

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	227.412	2	113.706	15.083	.000[b]
	Residual	1028.996	46	22.369		
	Total	1256.408	48			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Workload Physique, Work Skills

Source: SPSS, 2024

The F-test findings with an accurate value of 0.000, or less than 0.05, are displayed in Table 7. This indicates that the variables Work Skills (X1) and Physical Workload (X2) have a significant simultaneous influence on Purchase Intentions.

T Test

Table 8. t Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	28.258	6.774		4.172	.000		
	Work Skills	.433	.198	.359	2.188	.034	.662	1.510
	Workload Physique	.114	.185	.101	.615	.541	.662	1.510

a. Dependent Variable: Employee Performance

Source: SPSS 22, 2024

In light of the test findings, therefore:

1. The t test on work skills (X1) obtained a calculated t value of 2,188 with a significant t of 0.034. Because the significance is 0.034 < 0.05, Ho is accepted, meaning that there is a partial significant influence between work skills and employee performance.
2. The t test on physical workload (X2) obtained a calculated t value of .615 with a significant t of 0.541. Because the significance is 0.541 > 0.05, Ho is accepted, meaning that partially there is no significant effect between physical

workload on employee performance.

CONCLUSION AND SUGGESTIONS

Drawing on the data gathered for this investigation and subjected to both correlation and significance testing:

1. The results of the f test simultaneously show the influence of work skills and physical workload on employee performance at CV. Jaya Perkasa Abadi Palembang. With a calculated F value of 15.083 and F significance of 0.000 (0.000 < 0.05).
2. The t test or partial test of work skills has a significant effect on employee performance at CV. Jaya Perkasa Abadi Palembang. Where the t count is 2.188 with a t significance of 0.034 or <0.05, which means Ha is accepted.
3. The t test or partial test of physical workload does not have a significant effect on employee performance at CV. Jaya Perkasa Abadi Palembang. Where the t count is .615 with a t significance of 0.541 or > 0.05, which means Ha is rejected.

Suggestions in this research are very welcome. Future studies can look at additional factors such work environment and incentives in employee performance.

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