



Work system and work program evaluation on the performance of Lohjinawi Pringsewu Tile industry employees in 2022

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ABSTRACT

Performance is the result of work in quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to the person concerned, is there any influence of the work system and evaluation of work programs jointly on the performance of employees of the Lohjinawi Pringsewu Tile Industry employees in 2022. This research uses quantitative methods. Data collection uses observation, questionnaires, and documentation, with a total of 20 employees, all of whom are sampled. Data analysis used multiple linear regression with hypothesis testing using the t-test and f-test. The conclusion in this study is that there is an effect of the Work System and Evaluation of work programs jointly on employee performance in the Lohjinawi Pringsewu tile industry, as evidenced by the value of $F_{count} 17,405 > F_{table} 3.55$.

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INTRODUCTION

Employee performance is basically the consistency of employee performance that influences the success of an organization or company. work results achieved by a person in an organization or company in a certain period by optimizing all abilities and knowledge possessed and fulfilling work standards on the basis of targets achieved in accordance with the plans set.

Etymologically, performance comes from achievement (performance), also comes from the word job performance or actual performance (work achievement or actual achievement achieved by a person) work results in quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to her. (Marjaya and Pasaribu 2019), meanwhile according to Mangkunegara (2009), in (Murti and Mutmainah 2022), The word performance is taken from job performance (actual achievement achieved by an individual), namely work output in terms of quality and capacity produced by an employee when carrying out obligations according to the responsibilities assigned to him. The difficulties faced by organizations tend to be the same, namely facing individual differences due to different backgrounds of

knowledge, experience, attitudes, traits, value systems, skills and needs. (Ayu, Abdul, and Amrulloh 2022)

Employee performance is the most important element in determining the progress and decline of a company, and to achieve this goal employees are needed who have the ability and suitability of their job descriptions, so that they will be able to carry out the duties and responsibilities that have been given by the company. Employee performance is one of the assets for the organization to achieve its goals, so that employee performance is something that must be of concern to company leaders.

Good employee performance appraisal is not only seen from the results he has done, but also seen from the employee's process in completing his work. Employee performance can be influenced by system factors. System, indicated by the existing work system within the company itself, and this research focuses on work systems and evaluation of work programs. An employee work program is an activity plan that is made for a certain period of time and mutually agreed upon, the timeframes commonly used in work programs are short, medium and long, which are prepared in detail and directed which will serve as a guideline for carrying out activity agendas

Evaluation of employee performance is also always carried out at the Lohjinawi Pringsewu Tile Industry, which is carried out as an effort to realize transparency and accountability. According to Ma'aruf dan Khair (2020: 100) "Performance is generally interpreted as a person's success in carrying out a job and employee performance is the work achieved by a person carrying out the tasks assigned to him to achieve work targets". According to Dahl (Ma'aruf dan Khair 2020: 102) "Broadly speaking, performance can be understood as the result of work that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally not violating the law and in accordance with morals and performance". Meanwhile according to Mangkunegara (Herlin Amelia 2021: 344) "Performance is about what can be assessed through the right and good processes". In other words, the company sets work standards and procedures as a basis for assessing performance. In addition, the company also considers the relevance of the type of work, competence, procedures and facilities, The concept of employee performance is the performance of employees in carrying out the tasks of an organization which is the responsibility both in terms of quality and quantity. According to Pasolong (Nyoman Ary Juru 2020:414) "The concept of performance can basically be seen from two aspects, namely employee performance (individuals) and organizational performance. Employee performance is the result of individual work in an organization, while organizational performance is the totality of work results achieved by an organization". Employee performance is the result of work that in quality and quantity can be achieved by an employee in carrying out tasks according to the responsibilities given to him. The behavior of organizational members both individually and in groups gives strength to organizational performance. Organizational performance depends on individual performance or in other words individual performance will contribute to organizational performance. (Niam and Syah 2019) Performance also means as a measurement of work output, therefore employee performance is a condition that shows the ability of an employee when carrying out his duties in the office and provides an overview of the behavior shown by employees while doing work. (Murti and Mutmainah 2022).

Several factors also influence the increase in employee performance at work such as work motivation, job satisfaction, work stress, working conditions, compensation system, job design. According to Siagian (Surya Akbar 2018) "that employee performance is influenced by several factors, namely: compensation, work environment, organizational culture, leadership, and work motivation, work discipline, job satisfaction, communication and other factors". According to Handoko (Surya Akbar 2018) performance is influenced by factors: a) motivation, b) job satisfaction, c) stress level, d) working conditions, e) compensation system, f) job design.

According to Rivai (Ma'ruf & Chair 2020) the benefits of performance appraisal are as follows: a) increasing motivation, b) increasing life satisfaction, c) there is clarity on the standards of results that are applied to them, d) feedback from performance, e) knowledge of strengths and weaknesses becomes greater, f) development of knowledge, g) opportunities to communicate upwards, h) increased understanding of personal values, and i) opportunities to discuss work problems and how they are resolved. According to Mangkunegara (Ma'ruf dan Ummul Chair 2020) as performance indicators: 1) Quality of work, 2) Quantity of work, 3) Responsibility, and 4) Cooperation, and 5) Initiative. The results of the Employee Performance Evaluation show that from year to year there has been a decline, this indicates the need for an evaluation to find out what causes the decline in employee performance and what is being done to improve employee performance. Decreased employee performance can lead to decreased performance and company performance is affected by employee performance. (B. Isyandi, Agus Taufiq, and Saputra 2022).

Work system is a science that studies principles and techniques to get the best work system design. The work system is a unity of elements of human elements, materials, equipment and tools, work methods and work environment that interact with each other so that they can influence the performance of the system for a certain purpose. (Sayekti and Mulyana 2019). The work system is the procedure and sequence of a job which will then form a habitual pattern that remains to carry out work tasks with high work system complexity which can cause the work system to be identified so that it can achieve optimal results. (Putri, Wahyudin, and Hamdani 2021).

The quality of the information system is the system used in collecting, analyzing, reporting and storing information in order to create quality information, resulting in the ability of management to take action and make decisions. These attributes include being reliable, having integrity, and always being available when needed. (Astuti, Pinasti, and Bramasto 2019).

Work systems consist of two or more people who work together (personnel sub-system), interact with technology (technological sub-system) in an organizational system that is characterized by an internal environment (both physical and cultural). The work system that exists in a company will affect the course of production, therefore setting up a good work system is necessary for every company as an important factor in increasing work productivity. To produce a good Work System, it is necessary to design a work system, Work System Design is a science consisting of techniques and principles to get the best design of the work system in question, by using and managing work system components consisting of humans, with the characteristics and capabilities, work equipment, materials and work environment in such a way as to achieve high effectiveness and efficiency for the company as well as safe, healthy and comfortable. (Ristyowati and Wibawa 2018).

As an indicator of the work system according to Rahmadiyah Dwi Astuti dan Irwan Iftadi (2016:9),: a) Work Measurement, with the principle of work system measurement consisting of human factors, movement studies, and motion economics, and b) Work design, by selecting the best one among others by using work system measurements for each alternative including: (1) Time measurement: how much time is spent, (2) Energy measurement: how much energy is spent, (3) Psychological measurement: how much mental burden is received from the workforce, and (4) Sociological measurement: human environmental factors.

Work Program Evaluation; Evaluation has a related meaning, in the application of value scales to the results of policies and programs. In general, the term evaluation can be equated with appraisal, rating and assessment which states results in the sense of a more specific unit of value, evaluation with regard to the production of information regarding the value or benefits of policy outcomes. When policy outcomes do in fact have value, this is because they contribute to goals or objectives, this is said to be that the policy or program has reached a meaningful level of performance, which means that policy issues are made clear or addressed. Program evaluation is an attempt to collect, compile, process and analyze facts, data and information to draw conclusions starting from price, value, performance, usability, benefits regarding the program, from an

institution, institution, or office, school, organization and others that concluded as a basis for decision making regarding the intended program whether it can be continued, revised or discontinued. (Andrianto and Suyitno 2021)

The program can be interpreted into two terms, namely the special meaning program and the general meaning program. Understanding in general can be interpreted that the program is a form of plan that will be carried out. If the "program" is directly related to program evaluation, the program is defined as a unit or unit of activity which is the realization or implementation of the policy, a continuous process takes place and an organization involving a group of people occurs. The forms of evaluation include: 1) Context evaluation; produce information about various needs that have been prioritized, so that goals can be formulated, 2) Evaluation of inputs; provide information about selected inputs, strengths and weaknesses, strategies and designs to realize a predetermined goal, 3) Process evaluation; provide information for evaluators to carry out selected monitoring procedures that may have just been implemented so that strong items can be utilized and weak items can be eliminated, 4) Product evaluation; Accommodate information to ensure that goals can be achieved and also to determine strategies related to the procedures and methods that have been used. (Andrianto and Suyitno 2021).

The main function of evaluation, firstly, is to provide valid and reliable information regarding policy performance, namely how far needs, values and opportunities have been achieved through public action. Second, evaluation contributes to the clarification and criticism of the values that underlie the selection of goals and targets, values are clarified by defining and operating goals and targets. Values are also criticized by systematically questioning the appropriateness of goals and targets in relation to the intended problem which can analyze alternative sources of value (eg interest groups) as well as their basis for various forms of rationality (eg technical, economic, legal, social, substantive).

The Work Program Evaluation model according to Agustanico Dwi Muryadi (2017:4) "In the study of evaluation, there are many evaluation models with different formats or systematics, even though some models are the same. There are many program evaluation models developed by experts that can be used to evaluate programs".

RESEARCH METHOD

This research uses quantitative methods. According to Sugiyono, (2013) in (Meilinda, Sunarto, and Ellesia 2022) Quantitative research is: "Research methods based on the philosophy of positivism, used to examine certain populations or samples, collecting data using research instruments, analyzing data is quantitative or statistical, with the aim of testing established hypotheses". Quantitative research can be interpreted as a research method based on the philosophy of positivism, used to examine certain populations or samples, collecting data using research instruments, analyzing data that is quantitative or statistical, with the aim of testing established hypotheses. Population, According to Sugiyono (Nurjaya et al. 2021) is "the number of areas of generalization consisting of objects or subjects that have the qualities and characteristics determined by the researcher and then conclusions are drawn". The population of this study were 20 employees from all employees in the Lohjinawi Pringsewu tile industry.

Sample; According to Sugiyono in (Nurjaya et al. 2021) is "the number and characteristics possessed by the population". For this reason, samples taken from the population must be truly representative. Suharsini Arikunto in (Nurjaya et al. 2021) "The sample is part or representative of the population studied. The sampling technique in this study was a "saturated sample", where all members of the population were used as samples" (Nurjaya et al. 2021). Because the population is less than 100 people, the researchers used the entire population sample, which means that the entire population was sampled, namely 20 people in the Lohjinawi Pringsewu tile industry.

The operational definition of the variable is the variable (which is expressed in the definition of the concept), operationally, practically, in real terms, in a real way within the scope of

the research object/object studied. The operational definition is an explanation of the concepts contained in research that can be measured by type and level so that the variables studied become clear. This study uses two independent variables, namely the work system and work program evaluation, while the dependent variable is employee performance. For Independent Variables (Free) consist of; a) Work system (X_1) with its Indicators, Work Measurement & Work Design; b) Work Program Evaluation (X_2) as the indicator; (Communicating programs to the community, Providing information for decision makers, Improving existing programs, and Increasing participation and growth). As for the Dependent Variable, Performance (Y) as indicators are: a) Quality of work, b) Quantity of work, c) Responsibility, c) Cooperation and d) Initiative.

The method of data collection is an important factor in the success of researchers. This relates to how to collect data, who is the source, and what tools are used; a) Observation "in a narrow sense, direct observation of the symptoms under study, in a broad sense, observation includes observations made directly or indirectly on the object being studied". In this method the researcher made direct observations of the work system and evaluated work programs on the performance of Lohjinawi Pringsewu tile industry employees; b) Questionnaire (questionnaire), is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer, according to Sugiyono, 2014:137.(Ariputra and Suaryana 2018)". Questionnaires were prepared and distributed and were closed in nature to determine the effect of work systems and evaluation of work programs jointly on employee performance in the Lohjinawi Pringsewu Tile Industry, and c) Documentation; according to Sugiyono (2014) in (Nuvitasari, Y, and Martiana 2019). "Documentation is a method of searching and collecting data regarding records, books, magazines, reports, documentation and so on. Data collection using the internal documentation method in this study is data in the form of profiles, number of employees, in the Lohjinawi Pringsewu tile industry.

Instrument Validity and Reliability, Research Instruments are all tools used to collect, examine, investigate a problem, or process and present data systematically objectively with the aim of solving a problem. The research conducted will later use a tool in the form of a questionnaire, in which the respondents' answers will be measured using a Likert scale According to Sugiyono (2014: 93),(Herlin Herawati dan Dewi Mulyani n.d. 2020) "Stated that what is meant by a Likert scale is a scale used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena. In researchers, this social phenomenon has been specifically defined by researchers, hereinafter referred to as research variables. With a Likert scale, the measured variable is expected to be an indicator variable. Then the indicator is used as a starting point for compiling instrument items which can be in the form of statements or questions.

RESULTS AND DISCUSSIONS

Situation and Condition of Research Place

Small tile craft industry is a productive activity that converts clay raw materials into tiles. In order to fulfill the necessities of life and be able to provide more added value, 1987 was the beginning of the formation of the Central Roof Tile Industry in Panutan V hamlet or better known as Lohjinawi Village, Pagelaran District, Pringsewu Regency, Lampung. At first, this business was started because the land in the village contained soil. abundant clay so that the residents have the idea to process it into roof tiles Mr. Ari Wibowo as the owner of the Lohjinawi tile industry in the village of Lohjinawi, which produces 6 types with seed prices according to the type which includes coral pelang tiles Rp. 1400 to Rp. 1500, pressed tiles Rp. 1200 to Rp. 1300, tile wuwug Rp. 2400 to Rp. 2500, wave tiles Rp. 2100 to Rp. 2200, Pegon tiles Rp. 1200 to Rp. 1300, and manthili tiles Rp. 2100 to Rp. 2200, of several types of roof tiles that are very much in demand by the public is the manthili tile.

As Vision, Mission, and Goals The vision, mission and objectives of the formation of the central roof tile industry at Lohjinawi are as follows: Vision of Producing Guaranteed Roofing, both

in terms of quality and quantity. Mission 1. Marketing roof tiles inside and outside the city, 2. Maintaining quality and continuing to innovate, 3. Providing product prices that are affordable to the public, 4. Improving quality and quality by prioritizing processes in Processing production that is guaranteed both from quality and neat materials, with the aim of being able to make a product that is in great demand in the market by the community because of good quality and affordable prices, it is also useful for reducing unemployment in Lohjinawi village, by employing as many as 20 employees with their respective duties according to their parts as follows: (1) Production Section 6 people, (2) Refining Section 4 people, (3) Drying Section 4 people, (4) Combustion Section 4 people, and (5) Shipping Section 2 people.

Data Collection and Presentation

Documentation results, data collection using the internal documentation method in this study is data in the form of profiles, vision, mission and organizational structure, as well as various matters related to research. Questionnaire results. Questionnaires were prepared and distributed in a closed manner to determine the effect of work systems and evaluation of work programs jointly on the performance of employees of the Lohjinawi Pringsewu Tile Industry in 2022 to the sample from this study. The instrument was arranged based on variable indicators using a Likert scale level 5, namely the range from strongly agree to strongly disagree. The results of distributing the questionnaires are presented in a descriptive analysis.

Data analysis

The questionnaire trial was conducted on 10 respondents outside the population used to determine the validity and reliability of the questionnaire, which was carried out on tile industry employees who were in Pandansari Village, Sukoharjo District, Pringsewu Regency. The summary results of calculations using the SPSS program can be seen in the table below.

Table 1. Results of the Work System Questionnaire Validity Test				
Variable	No. Items	r-count	r-table	Description
Work system (X ₁)	1	0.868	0.632	Valid
	2	0.638	0.632	Valid
	3	0.923	0.632	Valid
	4	0.868	0.632	Valid
	5	0.638	0.632	Valid
	6	0.916	0.632	Valid
	7	0.868	0.632	Valid
	8	0.871	0.632	Valid
	9	0.868	0.632	Valid
	10	0.754	0.632	Valid
	11	0.838	0.632	Valid
	12	0.868	0.632	Valid
	13	0.738	0.632	Valid
	14	0.916	0.632	Valid
	15	0.868	0.632	Valid
	16	0.871	0.632	Valid
	17	0.868	0.632	Valid
	18	0.754	0.632	Valid
	19	0.923	0.632	Valid
	20	0.868	0.632	Valid

Source: Processed results of SPSS in 2022

Based on the calculation results, it proves that of the 20 Work Systems questionnaire statement items tested it can be declared valid, this is because the r-count value for each statement item number is more than r-table 0.632 (r-table value for sample = 10 people). Test the validity of the questionnaire Evaluation of work programs obtained the following results:

Table 2. Results of the Evaluation of the Work Program Questionnaire Validity Test

Variable	No. Items	r-count	r-table	Description
Evaluation of work programs (X ₂)	1	0.848	0.632	Valid
	2	0.903	0.632	Valid
	3	0.736	0.632	Valid
	4	0.821	0.632	Valid
	5	0.775	0.632	Valid
	6	0.834	0.632	Valid
	7	0.823	0.632	Valid
	8	0.873	0.632	Valid
	9	0.848	0.632	Valid
	10	0.903	0.632	Valid
	11	0.736	0.632	Valid
	12	0.821	0.632	Valid
	13	0.775	0.632	Valid
	14	0.815	0.632	Valid
	15	0.823	0.632	Valid
	16	0.873	0.632	Valid
	17	0.848	0.632	Valid
	18	0.903	0.632	Valid
	19	0.736	0.632	Valid
	20	0.822	0.632	Valid

Source: Processed results of SPSS in 2022

Based on the calculation results, it proves that of the 20 statement items in the evaluation questionnaire, the work program being tested can be declared valid, this is because the r-count value for each statement item number is more than r-table 0.632 (r-table value for sample = 10 people). While testing the validity of the employee performance questionnaire, the results are as follows:

Table 3. Results of Testing the validity of the Employee Performance Questionnaire

Variabel	No. Item	r-hitung	r-tabel	Keterangan
Employee Performance (Y)	1	0.804	0.632	Valid
	2	0.841	0.632	Valid
	3	0.804	0.632	Valid
	4	0.754	0.632	Valid
	5	0.851	0.632	Valid
	6	0.806	0.632	Valid
	7	0.841	0.632	Valid
	8	0.804	0.632	Valid
	9	0.754	0.632	Valid
	10	0.804	0.632	Valid
	11	0.754	0.632	Valid
	12	0.928	0.632	Valid
	13	0.840	0.632	Valid
	14	0.841	0.632	Valid
	15	0.804	0.632	Valid
	16	0.754	0.632	Valid
	17	0.851	0.632	Valid
	18	0.806	0.632	Valid
	19	0.872	0.632	Valid
	20	0.804	0.632	Valid

Source: Processed results of SPSS in 2022

Based on calculations, it proves that of the 20 employee performance questionnaire statement items tested it can be declared valid, this is because the r-count value for each statement

item number is more than r-table 0.632 (r-table value for n/sample = 10 people). Furthermore, the results of calculating the reliability value of the questionnaire are obtained as follows:

Table 4. Results of Questionnaire Reliability Values for 10 Tryout Respondents

Variable	Cronbach AlphaValue	Determination	Description
Work system	0.976	0.60	Reliabel
Evaluation of work programs	0.975	0.60	Reliabel
employee performance	0.973	0.60	Reliabel

Source: Processed results of SPSS in 2022

The reliability calculation shows that the Cronbach Alpha value in the Work System variable (X_1) is 0.976, the Cronbach Alpha value in the work program evaluation variable (X_2) is 0.975, while the Cronbach Alpha value in the employee performance variable (Y) is 0.973. The Cronbach Alpha value on the three variables is stated to be reliable because the value is above the determination, which is above 0.60. This indicates that the questionnaire can be continued on the actual target sample that has been determined, namely the 20 employees of the Lohjinawi Pringsewu tile industry.

Descriptive Analysis of Research Variables

Work System Description (X_1)

To find out the frequency distribution of respondents' answers regarding the Work System variable, the researcher compiled a questionnaire based on Work System indicators. Each indicator is represented by a statement item and has been distributed to 20 employees in the Lohjinawi tile industry and then made interval classes with poor, moderate and good categories so that it makes it easier to interpret the results of employee responses regarding the Work System.

Table 5. Employee Responses About the Work System

Intervals	F	%	Category
20 - 46	1	5,0%	Not enough
47 - 73	18	90,0%	Currently
74 - 100	1	5,0%	Good
Amount	20	100%	

Source: Results of the 2022 questionnaire items

The results of the calculation above explain that the employee's response regarding the most dominant Work System is in the medium category. This can be seen from the frequency of statements by 18 employees (90%) in the medium category, it can be interpreted that there is work measurement and work planning, timeliness in completing moderate work, from the specified time.

Description of Work Program Evaluation (X_2)

To find out employee responses regarding the evaluation of work programs in the Lohjinawi Pringsewu tile industry, the preparation of a questionnaire based on work program evaluation indicators. Each indicator is represented by statement items from 20 employees in the Lohjinawi Pringsewu tile industry, with interval classes made for less, moderate and good categories so that it makes it easier to interpret the results of employee responses regarding the evaluation of work programs.

Table 6. Employee Responses About Evaluating work programs

Intervals	F	%	Category
20 - 46	4	20,0%	Not enough
47 - 73	14	70,0%	Currently
74 - 100	2	10,0%	Good
Amount	20	100%	

Source: Results of the 2022 questionnaire items

The calculation results above explain that the employee's response regarding the Work Program Evaluation is most dominantly in the moderate category. This can be seen from the frequency of statements by 14 employees (70.0%) in the medium category, it can be interpreted that providing decision makers, the program information carried out can provide an understanding to the public about the work program.

Description of Employee Performance (Y)

To find out the size of the frequency distribution of employee performance in the Lohjinawi Pringsewu tile industry, a questionnaire was prepared based on employee performance indicators. Each indicator was represented by a statement item from 20 employees in the Lohjinawi Pringsewu tile industry, and then interval classes were made with poor, medium, and high categories. making it easier to interpret the results of employee responses regarding employee performance.

Table 7. Responses Regarding Employee Performance

Intervals	F	%	Category
20 - 46	4	20,0%	Not enough
47 - 73	16	80,0%	Currently
74 - 100	0	0%	Good
Amount	20	100%	

Source: Results of the 2022 questionnaire items

The calculation results above explain that the most dominant employee performance is in the medium category. This can be seen from the frequency of employee performance statements, there are 16 employees (80.0%) consider the performance of employees owned in moderate conditions, it can be interpreted that the quantity and quality of work achieved by a person in carrying out the tasks assigned to him to achieve work targets.

Multiple Linear Regression Analysis

Following are the results of the influence of the Work System and Evaluation of work programs on employee performance in the Lohjinawi Pringsewu Tile Industry using multiple regression based on the results of distributing questionnaires, the following results are obtained.

Table 8. Summary of Multiple Linear Regression Analysis Results

		Coefficients ^a		T	Sig.
Model		Unstandardized Coefficients	Standardized Coefficients		
		B	Std. Error	Beta	
1	(Constant)	11,656	14,009		,832
	Work system	,507	,244	,324	,079
	Work Program Evaluation	,570	,143	,620	,001

a. Dependent Variable: Employee Performance

Source: Processed results of SPSS in 2022

Based on the calculation of multiple regression, the following equation is obtained:

$$Y = 11.656 + 0.507X_1 + 0.570X_2$$

The above equation is a form of the equation of the influence of the Work System and Evaluation of work programs on the performance of Lohjinawi Pringsewu tile industry employees, it is known that: (a) The constant value of employee performance is 11,656. This value means that if there is a Work System variable (X_1) and a work program evaluation (X_2) the value is 0, then the employee performance (Y) has a constant value of 11,656. (b) Work System coefficient k value (X_1) of 0.507. This value means that if the value of the Work System variable (X_1) increases while the value of the work program evaluation variable (X_2) is fixed or zero, then employee performance (Y) will increase by 0.507. The coefficient is positive, which means there is a positive relationship

between the work system and employee performance. (c) The regression coefficient for evaluating work programs (X_2) is 0.570. This value means that if the value of the Work Program Evaluation variable (X_2) increases while the Work System variable value (X_1) is fixed or zero, then employee performance (Y) will increase by 0.570. The coefficient is positive, which means there is a relationship between the evaluation of work programs and positive employee performance.

Hypothesis Testing

Partial Testing (t test)

This test is used to determine whether the independent variable (Work System and Work Program Evaluation) partially influences the dependent variable (employee performance). The test criteria is if the t_{count} value $>$ t_{table} value, then H_0 is rejected and H_a is accepted. Regression analysis test using SPSS can be seen in the following table :

Table 9. Test Results t

Variabels	t-hitung	t-tabel	Information
Work system (X_1)	2.079	1.734	Significant
Work Program Evaluation (X_2)	3.980	1.734	Significant

Source: Processed results of SPSS in 2022

Based on the t-test calculations, the t_{count} Work System (X_1) value is 2,079 when compared to the t_{table} of 1,734 meaning $t_{\text{count}} > t_{\text{table}}$ or significant, so H_0 is rejected and H_a is accepted, in other words, there is an influence of the Work System on employee performance in the Lohjinawi Pringsewu tile industry.

The t_{count} evaluation of the work program (X_2) is 3,980 when compared to the t_{table} of 1,734 meaning $t_{\text{count}} > t_{\text{table}}$ or significant, so H_0 is rejected and H_a is accepted, in other words there is an effect of work program evaluation on employee performance in the Lohjinawi Pringsewu tile industry.

F Test (Simultaneous Testing)

In carrying out the F test, the parameter used is to compare the value of F_{count} with F_{table} . The test criterion is if the F_{count} value $>$ F_{table} value, then H_0 is rejected and H_a is accepted. Furthermore, the results of the F test calculations can be seen in the following table :

Table 10. F Test Results

ANOVA ^b						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2645,145	2	1322,572	17,405	.000 ^a
	Residual	1291,805	17	75,989		
	Total	3936,950	19			

a. Predictors: (Constant), Evaluation of Work Programs, Work Systems

b. Dependent Variable: Employee Performance

Source: Processed results of SPSS in 2022

Based on the results of the F-test calculation, the F_{count} value is 17,405 when compared to the F_{table} of 3.55, which means $F_{\text{count}} > F_{\text{table}}$ or significant, so H_0 is rejected and H_a is accepted, in other words, there is the influence of the Work System and Evaluation of work programs jointly on employee performance in the Lohjinawi Pringsewu tile industry.

Koefisien Determinasi

Testing the coefficient of determination to determine the contribution of the influence of the Work System variable and the Evaluation of work programs to employee performance, the calculation results are obtained in the following table:

Table 11. Coefficient of Determination

Model	R	R Square	Model		Std. Error of the Estimate
			Adjusted R Square		
1	.820 ^a	.672	.633		8,71714

a. Predictors: (Constant), Evaluation of Work Programs, Work Systems

b. Dependent Variable: Employee Performance

Source: Processed results of SPSS in 2022

The results of the calculation of the coefficient of determination (R^2) obtained an r-square value of $0.672 \times 100\% = 67.2\%$, so it can be concluded that the performance of employees in the Lohjinawi Pringsewu tile industry can be explained by 67.2% by the variables Work System and Evaluation of work programs. In other words, the work system and work program evaluation variables contributed 67.2% to employee performance in the Lohjinawi Pringsewu tile industry and the remaining 32.8% was explained or influenced by other factors not explained in this study. The 67.2% figure is in a strong coefficient because it is between 0.600 – 0.800.

Discussion of Research Results

From the results of partial and simultaneous hypothesis testing of the Work System and Evaluation of work programs on employee performance in the Lohjinawi Pringsewu Tile Industry, it is obtained that the Work System t_{count} (X_1) value is 2,079 when compared to a t_{table} of 1,734 meaning $t_{\text{count}} > t_{\text{table}}$ or significant, so H_0 is rejected and H_a is accepted, in other words, there is an effect of the Work System on employee performance in the Lohjinawi Pringsewu tile industry, and the t_{count} Evaluation of work programs (X_2) is 3,980 when compared to a t_{table} of 1,734 meaning $t_{\text{count}} > t_{\text{table}}$ or significant, so H_0 is rejected and H_a is accepted, in other words, there is an effect of work program evaluation on employee performance in the Lohjinawi Pringsewu tile industry.

Partial hypothesis testing with the F-test obtained an F_{count} value of 17,405 when compared to a F_{table} of 3.55 which means $F_{\text{count}} > F_{\text{table}}$ or significant, so H_0 is rejected and H_a is accepted in other words there is the influence of the Work System and Evaluation of work programs together on employee performance in the Lohjinawi Pringsewu tile industry.

The coefficient of determination (R^2) obtained a coefficient value of 67.2%. It can be interpreted that the Work System and Work Program Evaluation variables contribute 67.2% to employee performance in the Lohjinawi Pringsewu Tile Industry and the remaining 32.8% is explained or influenced by other factors not explained in this study. The 67.2% figure is in the coefficient is strong because it is between 0.600 – 0.800.

CONCLUSION

Based on data analysis and discussion it can be concluded as follows: The work system affects employee performance in the Lohjinawi Pringsewu tile industry, proven by the value of t_{count} 2.079 $> t_{\text{table}}$ 1.734, there is an influence of evaluation of work programs on employee performance in the tile industry Lohjinawi Pringsewu, proven by the value of t_{count} 3.980 $> t_{\text{table}}$ 1.734, and there is an influence on work systems and Evaluation of work programs jointly on employee performance in the Lohjinawi Pringsewu tile industry, as evidenced by the value of F_{count} 17,405 $> F_{\text{table}}$ 3.55, and a coefficient value of 67.2%, the Work System variable and Evaluation of work programs contribute 67.2% on employee performance and the remaining 32.8% is explained or influenced by other factors not explained in this study. The 67.2% figure is in a strong coefficient because it is between 0.600 – 0.800.

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