



## The Influence Of Job Description And Facilities On Employee Productivity Of PT. Samudra Pangan Lestari Medan

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### ABSTRACT

Work productivity essentially includes an attitude that always has the view that today's work methods must be better than yesterday's work methods and the work that can be achieved tomorrow must be more or of higher quality than the work achieved today. The job description does not discuss the problem of people or employees in the company, but issues regarding the scope of activities, basic functions, main tasks, job names, authorities, responsibilities, assessment criteria and also the results. Work facilities in principle focus on office or company work, namely helping to serve various activities or smooth work and also being a means of support in various company activities that are physical and can be used in normal company activities. This research uses quantitative descriptive research. The sampling technique used a saturated sample. The research scale used is a Likert scale. Partially, it was found that the job description variable had a significant effect on the work productivity of PT. Samudra Pangan Lestari. Partially it was found that the facility variable had a significant effect on the work productivity of PT. Samudra Pangan Lestari. Simultaneously there is a significant influence between the variable job description and facilities on the work productivity of PT. Samudra Pangan Lestari.

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## 1. Introduction

The current era of globalization and free markets makes competition that is not limited by time or place increasingly tight and full of challenges so that companies must remain able to survive and even develop better and win the fierce competition. The impact of globalization has entered all aspects of life which is unavoidable and cannot be ignored because these changes will change the survival of the company. Because the impact of globalization is very important, business actors respond proactively and professionally to both external and internal factors that will determine the position of their company's life.

To maintain the sustainability of the company, of course, business actors must be able to control these two factors, but the easiest factor to be controlled by the company is internal factors and one of them is human resources. In a company's operating system, the potential of human resources is essentially the most important source of capital where its role is needed to achieve the goals that have been targeted by the company. Therefore, companies need to manage existing human resources as well as possible in order to gain a strong competitive advantage in the face of intense competition.

Work productivity essentially includes an attitude that always has the view that today's work methods must be better than yesterday's work methods and the work that can be achieved tomorrow

must be more or of higher quality than the work achieved today. In short, productivity is defined as an increase in work output when compared with what has been targeted.

Job description is an overall review of job summary information and work implementation requirements as a result of the analysis which usually contains the main tasks, responsibilities accompanied by authority. The job description does not discuss the problem of people or employees in the company, but issues regarding the scope of activities, basic functions, main tasks, job names, authorities, responsibilities, assessment criteria and also the results.

Work facilities in principle focus on office or company work, namely helping to serve various activities or smooth work and also being a means of support in various company activities that are physical and can be used in normal company activities. With adequate facilities for employees, this can be used as a tool or means to help employees to complete their work more easily and employees will work more productively.

PT. Samudra Pangan Lestari is a company engaged in the sale of food such as the sale of imported meat in the form of beef, duck, chicken, salmon, fish fillet, and so on. PT. Samudra Pangan Lestari itself is located on Jalan Madio Santoso, Medan. For now, related to employee work productivity is experiencing a decline so that employees cannot work effectively where for this it looks like employees have not been able to work quickly and always pass the work time that has been given by their superiors. In addition, employees also often experience mistakes many times in the work process so that the employee is judged to be not careful at work and is often scolded by his superiors. In terms of efficiency, employees are also considered to be often scolded by superiors because employees often spend various company resources without thinking properly, for example employees who use new paper as a place to do calculations or explain to colleagues even though there is still a lot of used paper that can be used for other things. the. In addition, making reports to be corrected by superiors also uses new paper, even though superiors have given directions that for the first correction, employees are told to use sweet potato paper in order to save company costs.

Job descriptions are considered to be one of the things that reduce employee work productivity because employees are often ordered by their superiors to do work that is outside the job description and responsibilities they have received. If the employee does not carry out the directions from the superior, the employee will be scolded for not listening to the superior's direction, but if it is allowed to continue it also makes the employee feel lazy to work because he considers himself to be carrying out all parts of the work. In addition, the provision of working time is also not in accordance with what is stated in the job description that he has received where sometimes superiors can ask for their work to be expedited or reports must be submitted earlier because the boss has to check or the boss will be out of town for the Service and other matters make employees have to carefully work fast. In addition, employees also do not know clearly what part or work unit is directly or indirectly related to their work because without realizing it, employees often miss work because they do not know this, such as bookkeeping employees who do not take their documents in finance every month for recording or requesting documents to the sales admin section so that sales records can be recorded so that when the admin section employees forget to remind the document, the recording will be missed. Employees also need assurance in their work or position so that employees can work well because their work is consistent without any continuous changes every month.

The provision of work facilities to employees is also considered to be one of the triggers for a decrease in employee work productivity where for some time now, companies are increasingly providing less and less good or adequate facilities to employees so that it makes employees a little difficult to work, both in terms of the work equipment needed or equipment. used by employees in their daily work activities. Other important things that should be fulfilled by the company also ultimately have to be fulfilled by the employees themselves such as buying their own pens or work equipment because if you wait from the company directly, it will take time to make an application and also get the equipment. Even if it is only a pen or other work equipment, employees feel that it is very difficult to obtain it in the company, especially in the case of printers or photocopiers which have to take turns continuously making employee work hampered. In addition, the company also does not provide transportation or shuttle services for employees so that employees who do not have

transportation must also be forced to pay their own costs and also use online transportation services such as Grab, Gojek, Maxim or Indriver, which are known to cost these services for now. quite expensive even after using the promo.

From Recky's research (2018) and the title of his research: The effect of job descriptions on work productivity at PT. Bumi Palma Lestari Persada, Enok District with the results that the job description significantly affects work productivity at PT. Bumi Palma Lestari Persada, Enok District. Furthermore, research from Nurhayati, et al. (2016) and the title of the research: The effect of job descriptions on work productivity at PT. Semen Tonasa IV Pangkep Regency with the results that the job description significantly affects work productivity at the company PT. Semen Tonasa IV Pangkep Regency. In addition, other studies were also proposed by Perteka, et al. (2020) and the research title: The effect of job descriptions and career development on employee work productivity at Anulekha Resort and Villa in Ubud with the results finding that job descriptions and career development significantly affect employee work productivity at Anulekha Resort and Villa in Ubud.

From Safitri's research (2020) and the title of his research: The effect of work safety, work facilities and work environment on employee work productivity at PT. Laksana Kurnia Mandiri Sejati Tegal (Lakumas) with the results which found that work safety, work facilities and work environment significantly affect the work productivity of employees at PT. Laksana Kurnia Mandiri Sejati Tegal (Lakumas). Furthermore, research from Ganie and Abidin (2017) and the title of the research: The effect of work discipline and work facilities on employee work productivity at PT. Bukit Makmur Mandiri Utama Job Site Binsua (Binungan Suaran) with the results that work discipline and work facilities significantly affect employee work productivity at PT. Bukit Makmur Mandiri Utama Job Site Binsua (Binungan Suaran).

Based on the background described above, it makes researchers interested in conducting research with the title of the thesis: "The Influence of Job Descriptions and Facilities on Work Productivity of Employees of PT. Samudra Pangan Lesatari."

## **2. Method**

### **2.1 Location and Time**

The location of the research is PT. Samudra Pangan Lestari Medan, having its address at Jalan Madio Santoso No. 111, Medan. This location selection was done purposively with the consideration that there was a company's willingness to provide the necessary information in accordance with the research. The research time is planned from July 2020 to June 2021.

### **2.2 Population and Sample**

The population that will be used is all employees who work at the company as many as 84 employees and using a saturated sample where the entire population will be used as a research sample.

### **2.3 Data Collection Method**

Collecting data through a questionnaire is done by asking questions to parties related to the problem. To assess respondents' responses, the author uses the Likert scale which uses several question items to measure individual behavior by responding to 5 choice points on each question item.

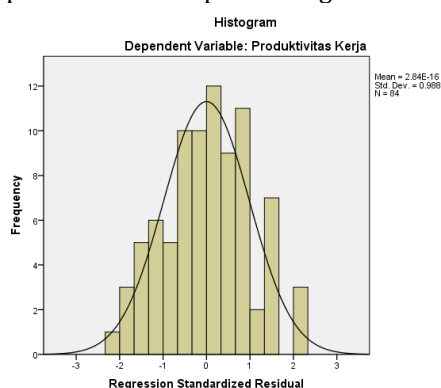
### **2.4 Validity and Reliability Test**

The data obtained needs to be tested for its accuracy and reliability so that the results of data processing can be more precise and accurate. Therefore, it is necessary to know how high the validity and reliability of the measuring instrument (instrument) used. Based on the research, each variable of the questionnaire item that was tested for validity, all the questionnaires had met the valid criteria and were eligible to be used as a questionnaire in further research. While in reliability test, all variable questionnaire item is reliable and can be used as instrument.

## **3. Result and Discussion**

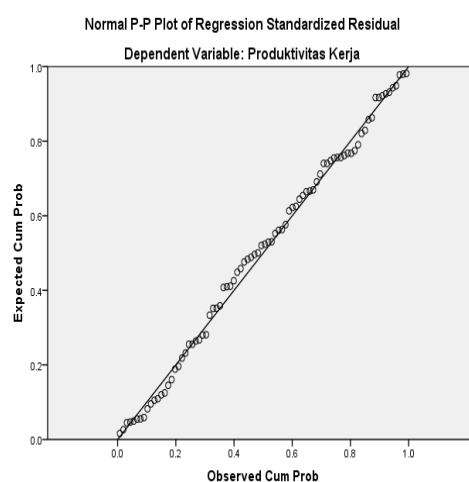
### 3.1 Normality Test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. A good regression model is to have residuals that are normally distributed. There is some method to do the normality test such as histogram graphic, normal probability plot of regression graphic and one sample Kolmogorov Smirnov statistic.



**Figure 1.** Histogram Graphic

Based on the picture above, it can be seen that the line forming a bell, not going left or right. This shows that the data is normally distributed and meets the assumptions of normality.



**Figure 2.** Normal Probability Plot Of Regression Graphic

Based on the picture above, it shows that the data (dots) spreads around the diagonal line and follows the diagonal line. So from this figure it is concluded that the regression model residuals are normally distributed.

**Table 1.**  
One-Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		84
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.27454432
Most Extreme Differences	Absolute	.049
	Positive	.045
	Negative	-.049

Kolmogorov-Smirnov Z	.452
Asymp. Sig. (2-tailed)	.987

a. Test distribution is Normal.  
b. Calculated from data.

Source: Research Result, 2022

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significant value is greater than 0.05, namely 0.987, it can be concluded that the data is classified as normally distributed.

### 3.2 Multicollinearity Test

Multicollinearity is a condition in the regression model where there is a perfect or near perfect correlation between independent variables where a good regression model should not have a perfect or nearly perfect correlation between the independent variables. The commonly used test method is to look at the Tolerance and Variance Inflation Factor (VIF) values in the regression model where the VIF value is less than 10 and has a Tolerance value of more than 0.1.

**Table 2.**  
Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Job description	.996	1.004
	Facility	.996	1.004

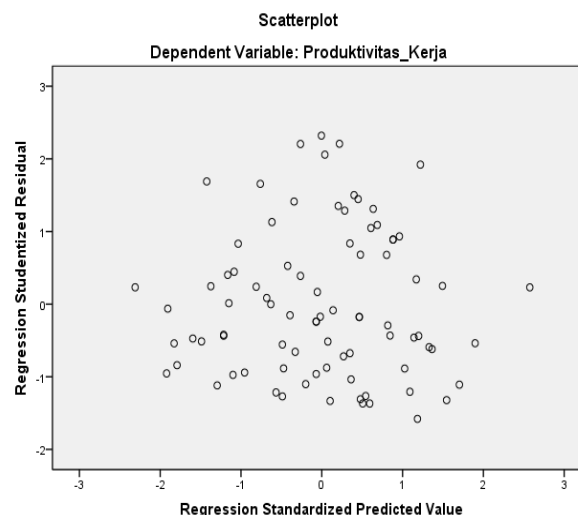
a. Dependent Variable: Performance

Source: Research Result, 2022

Based on the table above show that all the variables have a tolerance value more than 0.1 and VIF value less than 10 which can be concluded that there is no problem found in multicollinearity test.

### 3.3 Heteroscedasticity Test

Heteroscedasticity is a condition where in the regression model there is an inequality of variants from the residuals from one observation to another where a good regression model does not occur heteroscedasticity.



**Figure 3.** Scatterplot Graphic

Based on the scatterplot graph presented, it can be seen that the dots spread randomly and do not form a clear pattern and are spread either above or below zero on the Y axis. This means that there is

no heteroscedasticity in the regression model, so the regression model can be used to predict achievement based on the input of the independent variable.

The following is a glejser test which can be seen in the table below:

**Table 3.**  
Glejser Test

	Model	t	Sig.
1	(Constant)	.091	.928
	Job description	1.378	.172
	Facility	.379	.706

Based on the table above, it can be seen that the significance value of the two variables is greater than 0.05 so that it can be stated that there is no problem with heteroscedasticity testing.

### 3.4 Multiple Linear Regression Analysis

Multiple regression analysis is an analysis to determine whether there is a significant influence between two or more independent variables on one independent variable.

**Table 4.**  
Multiple Linear Regression Analysis Test

	Model	Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	2.843	.006
	Job description	2.227	.029
	Facility	6.737	.000

a. Dependent Variable: Productivity

Source: Research Result, 2022

$$Y = 6,809 + 0,157 X_1 + 0,411 X_2 + e \quad (1)$$

Based on the above equation, it can be described as follows:

1. Constant ( $\alpha$ ) = 6.809 indicates a constant value, if the value of the independent variable ( $X_1$ ) is the job description and the variable ( $X_2$ ) is the facility has a value of 0, then the work productivity is fixed at 6.809.
2. The coefficient of  $X_1$  ( $b_1$ ) = 0.157 indicates that the job description variable ( $X_1$ ) has a positive effect on work productivity of 0.157. This means that for every increase in the job description ( $X_1$ ) by 1 unit, work productivity will increase by 15.7%.
3. The coefficient of  $X_2$  ( $b_2$ ) = 0.411 indicates that the facility variable ( $X_2$ ) has a positive effect on work productivity of 0.411. This means that for every 1 unit increase in facilities ( $X_2$ ), work productivity will increase by 41.1%.

### 3.6 Coefficient Determination

Analysis of determination or also called R Square symbolized by  $R^2$  is used to determine the magnitude of the influence of the independent variable ( $X$ ) together on the dependent variable ( $Y$ ) where the smaller the coefficient of determination, this means the effect of the independent variable ( $X$ ) on the dependent variable ( $Y$ ) is getting weaker. Conversely, if the coefficient of determination is closer to number 1, then the effect of the independent variable on the dependent variable is getting stronger. Thus, if coefficient determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable to the dependent variable. However, if the coefficient of determination is 1, then there is a contribution that the independent variable gives to the dependent variable is perfect.

**Table 5.**  
Coefficient Determination Test

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.613 <sup>a</sup>	.375	.360	2.302

a. Predictors: (Constant), Facility, Job description

b. Dependent Variable: Productivity

Source: Research Result, 2022

Based on the table above, the value of the Adjust R Square (Adjusted R<sup>2</sup>) or the coefficient of determination obtained is 0.360. This means that the magnitude of the effect of job descriptions and facilities on work productivity is 36% and the remaining 64% is influenced by other factors originating from outside this research model such as compensation, work discipline, work conflict, organizational climate and other variables not examined. in this research.

### 3.7 Simultaneous Hypothesis Test (F Test)

F test or regression coefficient test is used to determine whether simultaneously the independent variable has a significant effect on the dependent variable. In this case, to find out whether simultaneously the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 5%. The criteria for evaluating the hypothesis in this F test are:

$H_0$  Accepted if:  $F_{\text{count}} < F_{\text{table}}$ ,  $H_a$  Accepted if:  $F_{\text{count}} > F_{\text{table}}$

**Table 6.**  
Anova Test

Model	F	Sig.
Regression	24.322	.000 <sup>a</sup>
Residual		
Total		

a. Predictors: (Constant), Facility, Job description

b. Dependent Variable: Productivity

Based on the table above, it can be seen that the value of  $F_{\text{count}}$  (24.322) >  $F_{\text{table}}$  (3.11) with a significant level of  $0.00 < 0.05$  so it can be concluded that  $H_0$  is rejected with the understanding that there is a significant effect between job descriptions and facilities simultaneously on work productivity.

### 3.8 Partially Hypothesis Test (t Test)

The t test or partial regression coefficient test is used to determine whether partially the independent variable has a significant effect on the dependent variable or not. In this case, to find out whether partially the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 0.05 and a two-sided test. The criteria for evaluating the hypothesis in this t test are:

$H_0$  Accepted if:  $t_{\text{count}} < t_{\text{table}}$

$H_a$  Accepted if:  $t_{\text{count}} > t_{\text{table}}$

**Table 7.**  
Coefficient Test

Model	t	Sig.
1 (Constant)	2.843	.006
Job description	2.227	.029
Facility	6.737	.000

a. Dependent Variable: Productivity

Source: Research Result, 2022

Based on the table above, it can be seen that:

1. On the job description variable (X1), it can be seen that the value of  $t_{count} (2.227) > t_{table} (1.989)$  with a significance of  $0.029 < 0.05$  so it can be concluded that there is a partially significant positive effect between job descriptions on work productivity.
2. In the facility variable (X2), it can be seen that the value of  $t_{count} (6.737) > t_{table} (1.989)$  with a significance of  $0.000 < 0.05$  so that it can be concluded that there is a partially significant positive effect between facilities on work productivity.

#### 4. Conclusion

The conclusions that researchers can draw from the results of this study are as follows, Job descriptions have a significant influence on work productivity at PT. Samudra Pangan Lestari. Facilities have a significant influence on work productivity at PT. Samudra Pangan Lestari. Job descriptions and facilities have a significant influence on work productivity at PT. Samudra Pangan Lestari.

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