

## Coordination and Team work Depth analysis of Employee Performance at PT. XYZ

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### ABSTRACT

*This study aims to examine the effect of Coordination, Human Resource Development and Teamwork on Employee Performance at PT XYZ. To test these variables, researchers used employees of PT. XYZ as the object of research. The research was conducted using a survey method by distributing questionnaires to 93 employees at PT. XYZ In this study the author uses a quantitative The results of research on Coordination, Human Resource Development, and Teamwork indicate that it positively affects employee performance, which can be interpreted as the better/higher Coordination, Human Resource Development and Teamwork, the better/higher the performance of the company's employees.*

**Keywords:** Coordination, Human Resource Development, Teamwork, Employee Performance.



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### INTRODUCTION

Currently a company is required to perform well so that all sectors run in a balanced manner so that they can be competitive to face business competition. To achieve good performance, an agency has an interest in evaluating the implementation of work tasks produced by the resources in accordance with a series of systems that apply in the work agency. Performance can be said as the amount of results that have been achieved or given by an employee to the progress and development of his company. (Hasibuan & Hasibuan, 2016) performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time. The performance of an employee can be measured from the results of activities within a certain period of time against what can be done according to their duties and functions.

Coordination is one of the main keys in carrying out the duties of each representative office/branch of PT. XYZ which is spread over a fairly wide territorial area, namely throughout Central Java, this coordination aims to be able to carry out all company policies in a uniform manner that leads to performance improvement and growth that has been determined by the head office. For example, coordination is functioned in planning and implementation of which one of the tasks is to prepare materials for coordinating the preparation of work plans in each department in the branch, both short and long term in managing company assets, serving

existing customers and seeking new prospective customers who prospective and also as a medium to harmonize the implementation of all representative offices/branches spread across the Central Java region.

In addition, another factor is the development of human resources (HR) in this case the development of subordinates (subordinate development). According to (Mathis & Jackson, 2006) development (development) represents efforts to increase the ability of employees to handle various tasks and to increase capabilities beyond the capacity required by the current job. According to (Hasibuan & Hasibuan, 2016) development is an effort to improve the technical, theoretical, conceptual, and moral abilities of employees in accordance with the needs of the job/position through education and training. Education increases the theoretical, conceptual, and moral skills of employees, while training aims to improve the technical skills of employees' job execution. To achieve performance targets both daily, monthly and yearly representative offices/branches and Business Unit offices. What needs to be considered is the development of all human resources who carry out and carry out all the duties and activities of the company. Human resource development must touch from implementing positions to decision-making officials both in branch offices and in Business Unit offices.

Another factor that supports Business Unit Performance is good and solid teamwork. (Huszczko, 1999) argues that team work is the transfer of ideas from one person to another and brings solutions to critical problems, and the organization begins by taking a team strategy to work with competition. (Tjiptono & Chandra, 2012) offers a practical definition of team by focusing on the typical activities of team work. Team work means that we recognize the value of its members and want them to be involved in our strategy. This means pushing the level of creativity and making decisions further. Team work is a set of skills needed to be developed during training (Levy & Weitz, 2001). Another opinion was also expressed by Johlke (2002) which states that team work is the act of two or more people working together towards a common goal, sharing time, talents, and knowledge with each other and using methods that are suitable for all team members. So it can be concluded that team work is the ability of individuals to cooperate well with each other and work hard, which contains elements of trust, honesty, mutual trust, support, and responsibility in carrying out tasks to achieve common goals. The reality that must be built in order to create good performance is of course solid collaboration/team work between departments within branches and business units, because this will avoid departmental egocentricity which leads to competition and friction.

## **METHOD**

In this study the author uses a quantitative approach (Creswell, 2010) stating that, "a quantitative approach is the measurement of quantitative data and objective statistics through scientific calculations derived from a sample of people or residents who are asked to answer a number of questions about surveys to determine the frequency and percentage of responses. they".

According to (Creswell, 2010) in this quantitative approach the research will be pre-determined, analyzing statistical data and interpreting statistical data. Researchers who use a quantitative approach will test a theory by detailing a specific hypothesis, then collect data to support or refute these hypotheses. The approach that will be used in this research is a quantitative analysis approach based on statistical information. A research approach in answering research problems requires careful measurement of the variables of the object under study to produce conclusions that can be generalized regardless of the context of time, place and situation.

In addition, quantitative research according to (Sugiyono, Prof., 2015) is as follows: Quantitative methods can be interpreted as research methods based on the philosophy of positivism. This method is used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative/statistical, with the aim of testing predetermined hypotheses.

This study will analyze the effect of coordination, human resource development and team work on employee performance. Where as the dependent variable (Y) is performance, while the independent variable is coordination (X1), human resource development (X2) and team work (X3).

## RESULTS AND DISCUSSION

### T Test

The t-test is used to show how far the influence of one explanatory/independent variable individually in explaining the variation of the independent variable. Whether in the regression model the independent variables (X1, X2,...X3) partially have a significant effect on the dependent variable. If  $t_{count} < t_{table}$  with a significance level less than 0.05, then  $H_0$  is accepted which means there is no effect between each variable X and variable Y. If  $t_{count} > t_{table}$ , then  $H_0$  is rejected, which means there is an influence between each -each variable X with variable Y. (Imam Ghazali, 2013:98-99).

**Table 2: The F Test**

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	19.398	1.955		.000
	Koordinasi-X1	.310	.070	.417	.000
	SDM-X2	.137	.063	.209	.003
	TW-X3	.231	.083	.299	.002

a. Dependent Variable: Kinerja-Y

Coefficients results through hypothesis testing and then compared with ttable, namely with  $\alpha = 0.05$  and  $n =$  number of samples (93), with the formula  $df = nk$ , where  $n$  is the observation while  $k$  is the number of variables (free and bound), then obtained ttable of 1,986. So the results of the t-test of each variable can be seen which variables affect employee performance, namely as follows:

#### 1. Coordination of Employee Performance

From the calculation results, it is obtained that tcount for X1 is 4.401, which is greater than ttable of 1.986 and with a significance of 0.000, which is smaller than a significance level of 0.05. It means that H1 is accepted and H0 is rejected, then this shows the Coordination variable has a positive and significant influence on employee performance.

#### 2. HR Development on Employee Performance

From the calculation results, it is obtained that tcount for X2 is 2.186 which is greater than ttable of 1.986 and with a significance of 0.003 which is smaller than the significance level of 0.05. It means that H2 is accepted and H0 is rejected, then this shows that the HR Development variable has a positive and significant influence on employee performance.

#### 3. Team Work on Employee Performance

From the calculation results, it is obtained that tcount for X3 is 2,334, which is greater than ttable of 1,986 and with a significance of 0,002, which is smaller than a significance level of 0,05. It means that H3 is accepted and H0 is rejected, then this shows the Team Work variable has a positive and significant influence on employee performance.

### F Test

The F test is a test of the significance of the equation used to determine how much influence the independent variables (X1, X2, X3) together on the dependent variable (Y).

**Table 2: The F Test**

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	35.792	3	11.931	17.668	.000
	Residual	60.100	89	.675		
	Total	95.892	92			
a. Dependent Variable: Kinerja-Y						
b. Predictors: (Constant), TW-X3, Koordinasi-X1, SDM-X2						

from the results of the table 1, it can be seen that the F test of the three independent variables is 17.668 which is greater than F<sub>table</sub> 2.706 or there is a relationship because the Sig level is 0.000 or less than 0.05 ( $p < 0.05$ ) which means the variable Coordination, Resource

Development Human Resources and Team Work together have a significant influence on Employee Performance.

## CONCLUSION

From the results of research and discussion in the previous chapter, the following conclusions can be drawn:

1. Based on the results of the regression analysis test, it can be seen that these three independent variables in influencing employee performance are 37.3%, this means that there are other factors of 62.7% that are not included in this study that affect employee performance at PT. XYZ to be able to further improve employee performance.
2. Meanwhile, from the partial test results (t test) it is known that the independent variable Coordination and Human Resource Development has a positive and significant influence on the Employee Performance variable because both variables have a Sig value < of 0.05.
3. Meanwhile, from the partial test results (t-test) which can be seen from the t-count results of the three variables > from the t-table value of 1.986 with a significance value of <0.05, it is clearly known that the variables Coordination, Human Resource Development and Teamwork has a significant positive effect on the Employee Performance variable when providing services to customers who come to PT. XYZ.
4. And from the results of simultaneous hypothesis testing (F test) it is known that all independent variables together have a very significant influence on the dependent variable with a calculated F value of 17.668 > from the F<sub>table</sub> value of 2.706. This means that the variables of Coordination and Development of Human Resources and Teamwork are several factors that greatly affect the performance of employees at PT. XYZ in carrying out the work assigned by the leadership.

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