



## ANALYSIS OF FACTORS IMPROVING EMPLOYEE PERFORMANCE

**Faisal Rahman Dongoran**

Universitas Muhammadiyah Sumatera Utara

[faisalrahman@umsu.ac.id](mailto:faisalrahman@umsu.ac.id)

### *Abstract*

*The objectives of this research are: to determine and analyze the factors that affect employee performance at PT Harian Waspada medan. This study was conducted using an associative approach. Sampling is done by non probability sampling technique with saturated sampling type so that all 54 employees are used as samples. All hypotheses accepted in this research based on the results of the analysis showed that simultaneously and partially creativity and discipline have a positive and significant effect on performance.*

**Keywords:** *Creativity, Discipline and Performance*

## 1. INTRODUCTION

Humans are the most important resource in a company because basically human resources are resources that play an active role in the course of an organization and the decision-making process. Human needs are defined as everything that he wants to have, achieve and enjoy for which man is encouraged to do an activity called work. Performance is the result of work that has a strong relationship with the objectives of the organization's strategy. Performance in an organization is carried out by all existing human resources, both leadership and worker elements, every worker has the ability based on knowledge and skills, competencies that are in accordance with work, job performance and job satisfaction. However, workers also have personalities, attitudes, and behaviors that can affect performance. But the performance of an organization is not only influenced by the human resources in it, but by other resources such as funds, materials, equipment, technology and mechanisms that take place in the organization.

The condition of employee performance at PT Harian Waspada Medan, based on the results of observations made, found there are still employees who are lazy at work, employees come like late, there are still employees who do not know their duties. Employees have not dared to expend all their abilities because they feel afraid of being wrong, there is still work piling up not immediately completed so that it can cause decreased work creativity. Therefore, managers and leaders must pay great attention to employees. This will certainly be able to encourage the improvement of the performance of employees who have been determined by the manager can be achieved as desired.

Work discipline that can support the implementation of employee work with the development of a company and the higher the technology used by the company, often changes and the wider the work carried out by employees, so it is necessary to discipline employees so that the company's goals can be achieved. So, if this can be resolved then the level of performance of the company's employees will increase. Hasibuan (2011) states that discipline is the awareness and willingness of a person to obey all company rules and social norms that apply. Based on the results of observations, at PT Harian Waspada Medan, there are still employees who are late for work, work is not completed on time, many employees who reduce working hours, because they feel they do not have targets and other subjective reasons.

Another factor that can affect employee performance is creativity. Creativity is the power of creating something that demands concentration of attention, willpower, hard work and perseverance. Creativity is an individual mental process that gives birth to effective new ideas, processes, methods or products that are imaginative, aesthetic, flexible, integration, succession, discontinuity, and differentiation that are useful in various fields for problem solving and to find effective ways of solving work where all of them have a profound impact on performance.

## 2. RESEARCH METHODS

The approach method used in this reasearch is associative approach. The associative approach is used to determine the relationship between two or more variables. This research was conducted by PT Harian Waspada JL. Brigadier General katamso no. 1 Medan and held between december 2020 and April 2021. Sampling is done by non probability sampling technique with



saturated sampling type which is a technique to determine samples from populations that have certain characteristics until the desired number (quota) is 54 people taken from the entire population. Sampling is done by non probability sampling technique with saturated sampling type, which is a technique to determine samples from populations that have certain characteristics until the desired number (quota) is 54 people taken from the entire population. The method of data collection is done by making a list of questions in the form of questionnaires shown to employees and by doing documentation studies, namely studying / reviewing documents in the company related to the title of this research.

### 3. RESULTS AND DISCUSSION

#### 1. Multiple Linear Regression Result

The data analysis in this study used multiple regression analysis. In this study there were two independent variables, namely creativity and discipline and one dependent variable, namely performance. The formula of simple linear regression is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

##### a. The Effect of Creativity on Performance

**Table 1. Determination Coefficient for Creativity**  
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.601 <sup>a</sup>	.361	.355	2.53131

a. Predictors: (Constant), Creativity

**Table 2. Hypothesis Test Results**  
Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.378	2.295		4.086	.000
	Creativity	.628	.084	.601	7.444	.000

a. Dependent Variable: Performance

From the table above it can be seen that the correlation value between the creativity variable (x1) and the performance variable (Y) is 0.601 this shows there is a positive correlation between creativity and performance. Judging from the coefficient of determination ( $r^2$ ) on the creativity variable of 0.361 or the percentage is 36.1% which indicates the ability of this variable to explain variations in performance of 36.1% and the remaining 62.9% is from other things that are not studied. The hypothesis in this study is that creativity affects the performance of vigilant Daily employees. Statistical hypotheses to test the relationship between creativity and performance are as follows.

- Based on table 1 and 2 obtained t calculated for creativity variable of 7,444 for errors 5% test 2 parties and  $dk = n-2$  ( $54-2 = 52$ ), obtained t table 2.00. If t calculates the  $> t$  of the table then there is a significant influence between x1 and y, and vice versa if t calculates  $< t$  table then there is no significant influence between x and y, in this case  $t\text{-count} = 7,444 > t\text{-table} = 1,984$ . This means that there is a significant influence between the creativity variable and the performance variable.
- Furthermore, the probability value t is sig is 0.000 while the significant level  $\alpha$  set previously is 0.05, then the sig value of  $0.000 < \alpha 0.05$ , so  $H_0$  in this reject means there is a significant influence between creativity and alert daily performance.

##### b. The Effect of Discipline on Performance

**Table 3. Determination Coefficient for Discipline**  
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
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1	.423 <sup>a</sup>	.179	.171	2.86970
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a. Predictors: (Constant), Discipline

**Table 4. Hypothesis Test Results Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.052	2.678		5.247	.000
	Discipline	.460	.099	.423	4.623	.000

a. Dependent Variable: Performance

From the table above it can be seen that the correlation value  $r$  between the work discipline variable ( $x_1$ ) and the performance variable ( $Y$ ) is 0.423 this shows there is a positive correlation between work discipline and performance. Judging from the coefficient of determination ( $r^2$ ) in the variable of the work discipline of 0.179 or the percentage is 17.9% which indicates the ability of this variable to explain variations in performance of 17.9% and the remaining 82.1% is from other things that are not studied. The hypothesis in this study is that the discipline of work influences the performance of alert daily. Statistical hypotheses to test the relationship between work disciplines to performance are as follows:

- Based on table 4 obtained  $t$  calculated for variable work discipline of 4,623 for errors 5% test 2 parties and  $dk = n-2$  ( $54-2 = 52$ ), obtained  $t$  table 2.00. If  $t$  calculates  $> t$  table then there is a significant influence between  $x_1$  and  $y$ , and vice versa if  $t$  calculates  $< t$  table then there is no significant influence between  $x$  and  $y$ , in this case  $t$ -count = 4,623  $>$   $t$ -table = 2.00. This means that there is a significant influence between the variable of the work discipline and the performance variable.
- Furthermore, it is also seen that the probability value of  $t$  i.e. sig is 0.000 while the significant level  $\alpha$  set previously is 0.05, then the sig value of 0.000  $<$  0.05, so  $H_0$  in this reject means there is a significant influence between work disciplines and employee performance at PT Harian Waspada Medan.

**c. The Effect of Creativity and Discipline on Performance**

**Table 5. Determination Coefficient for Creativity and Discipline Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.649 <sup>a</sup>	.422	.410	2.42066

b. Predictors: (Constant), Creativity, Discipline

**Table 6. Hypothesis Test Results (Simultaneous) ANOVA<sup>b</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	414.661	2	207.331	35.383	.000 <sup>a</sup>
	Residual	568.379	52	5.860		
	Total	983.040	54			

a. Predictors: (Constant), Creativity, Discipline

b. Dependent Variable: Performance

From table IV-19 above it can be seen that the correlation value ( $r$ ) between the creativity variable ( $x_1$ ) and the work discipline ( $x_2$ ) with the performance variable ( $Y$ ) is 0.649 this indicates that there is a positive correlation between creativity and quality to performance, meaning that if creativity and work discipline are improved it will increase employee performance also in buying daily alert, conversely if creativity and work discipline on the alert daily is not improved or



decreased it will increase the performance of employees. affect the performance of employees Daily alert.

Viewing from the coefficient of determination ( $r^2$ ) on the performance variable of 0.422 or the percentage is 42.2% which shows the ability of this variable to explain variations in performance of 42.2% and the remaining 52.8% are from other things that were not examined in this study, namely other factors that affect employee performance in addition to creativity and work discipline.

Hipotesis statistik untuk menguji hubungan antara kreativitas dan disiplin kerja terhadap kinerja adalah sebagai berikut :

- Jika nilai  $f$  yang dihitung berada diluar daerah penerimaan  $H_0$  maka  $H_0$  ditolak dan  $H_a$  di terima, maka ada pengaruh yang signifikan antara seluruh variable bebas dengan variable terikat
- Jika nilai  $f$  yang dihitung berada didalam daerah penerimaan  $H_0$  maka  $H_0$  diterima dan  $H_a$  di tolak, maka tidak ada pengaruh yang signifikan antara seluruh variable bebas dengan variable terikat.

If  $f$ -count  $<$   $f$ -table then  $H_0$  is accepted and  $H_a$  is rejected it means if there is an influence between variableS  $X_1$  and  $X_2$  on variable  $Y$ . Conversely if  $F$ -count  $>$   $F$ -table eating  $H_0$  rejected and  $H_a$  accepted means that there is an influence between variableS  $X_1$  and  $X_2$  on variable  $Y$  of the research obtained  $F$ hi count 35,383 and tia  $F$  table 3.17. if compared to  $F$ -calculated 35,383  $>$   $F$ -table 3.17 means there is an influence between creativity and work discipline on performance.

Furthermore, it is also seen that the probability value of  $F$  i.e. sig is 0.000 while the significant level ( $\alpha$ ) set earlier is 0.05, then the sig value of 0.000  $<$   $\alpha$  0.05, so  $H_0$  is rejected, this means that there is a significant influence between creativity and work discipline on performance.

#### 4. CONCLUSION

From the results of the analysis that has been discussed before, it can be concluded as follows:

1. There is a significant influence between creativity ( $X_1$ ) and performance ( $Y$ ) in its R-Square review is 36.1% and also because the sig probability of 0.000 is smaller than  $\alpha = 0.05$ .
2. There is a significant influence between the discipline of work ( $X_2$ ) and performance ( $Y$ ) where the R-Square is 17.9% also because the sig probability of 0.000 is smaller than  $\alpha = 0.05$ .
3. There is a significant influence between creativity ( $X_1$ ) and work discipline ( $X_2$ ) on performance ( $Y$ ) Daily alert terrain seen from its R-square is 42.2% and also the significant level sig 0.000 is smaller than  $\alpha = 0.05$ .

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