

Analysis of Employee Work Productivity at PT Indospray Perkasa Karawang

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Abstract

The work productivity of each employee can be seen from the results of the work they have done. This research aims to determine the level of employee work productivity, what factors influence employee work productivity and how to increase employee work productivity. The method used in this research is a quantitative descriptive method. Research location at PT. Indospray Perkasa with a population of 268 people in the company and a sample size of 100 respondents. Data was collected using a questionnaire with a Likert scale. After the data is collected, validity and reliability tests are carried out first. Then the data was analyzed using factor analysis with the SPSS 25 tool. The results showed that the level of employee work productivity at PT Indospray Perkasa was quite high, seen from these 21 indicators, it was formed into 5 groups with an MSA value of more than 5 this factor is believed to influence work productivity PT employees. Indospray Perkasa, namely, education and training, knowledge, number of employees, health, attitudes and behavior. Ways to increase employee work productivity: provide regular training to employees, employees' knowledge of using facilities and their work must be further improved, nutrition and health checks must be further improved, employee attitudes and behavior must also be further improved.

1. Introduction

The automotive industry is one of the economic sectors that has a significant impact on the country's economy. This industry has a business chain that starts from component production to vehicle production itself, a distribution network and after-sales service, as well as official and general workshops, including a spare parts distribution network throughout Indonesia (Prabowo & Sutanto, 2019).

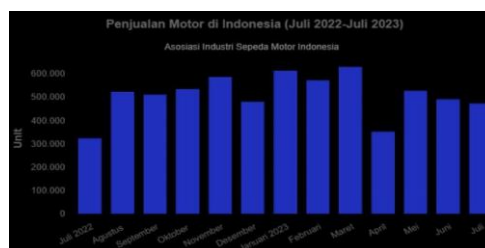


Fig. 1 Motorcycle sales graph in Indonesia

Based on Fig. 1, the Indonesian Motorcycle Industry Association (AISI) announced that domestic motorbike sales in July 2023 will experience a decline. Motorcycle sales in July 2023 were 475,428 units, down around 3.71% from sales in June 2023 of 493,763 units. However, compared to July 2022, motorbike sales in July 2022 were 326,452 motorbike units. Then in July 2023, the achievement increased to 45.63% on an annual basis (Hidayah, 2023).

PT. Indospray Perkasa is an automotive company that operates in the field of painting or printing services on motorbike bodies which are supplied to PT. AHM (Astra Honda Motor). Attached is data on motorbike painting services from PT. AHM during the period January 2023-December 2023.

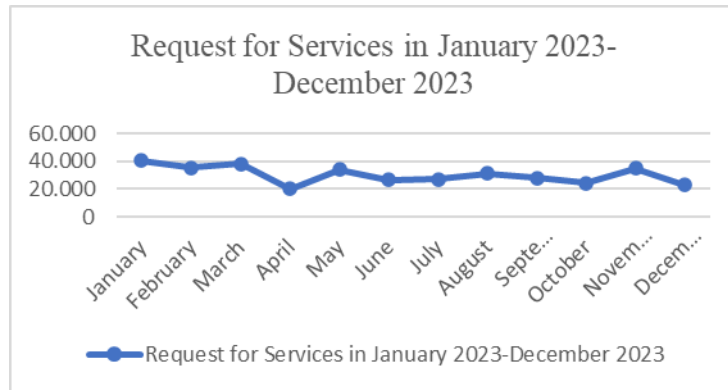


Fig. 2 Graph of service demand in January 2023-December 2023

Based on Fig. 2, the number of requests for services from January 2023 to December 2023 averages around 20,000-40,700 units. The increase in demand for services is due to changes in motorbike motifs every year. It can be seen that in April it decreases and then increases again in May. Meanwhile, demand for services experienced a decline due to the decline in motorbike sales and the absence of changes to new motifs.

Employee productivity can be evaluated based on the quantity and quality of work carried out by employees, taking into account the costs of achieving work goals (Hanaysha, 2016). Employee productivity is a very important metric for companies to measure company success. If the productivity of a company's employees increases, it means that the company's profits and productivity will also increase. Human resources are said to be productive if they have high work productivity and are able to achieve predetermined goals and are responsible for completing their work on time (Santoni & Suana, 2018).

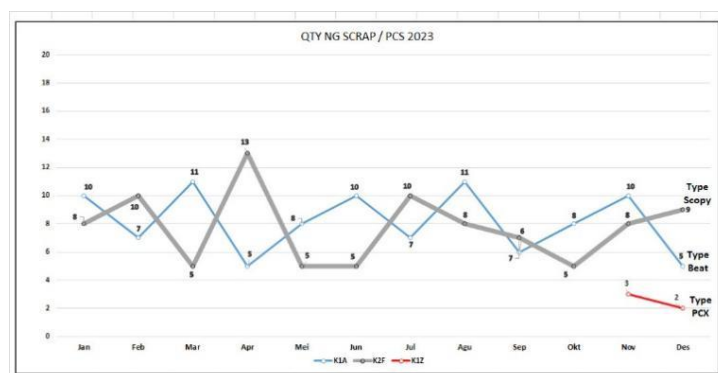


Fig. 3 Graph of the number of rejected products in 2023

Based on Fig. 3, there are a number of reject products at PT. Indospray Perkasa is affected by the work productivity of its employees, because of the number of goods produced there are still some whose quality is not good. The highest was in November, the number of 21 products produced was not good. Problems that occur at PT. Indospray Perkasa is still producing goods that are rejected due to the influence of the work productivity of its employees, starting from lack of training, health, attitudes and behavior among employees.

Research results from Nugroho (2018), human capital has an impact on labor productivity. PT Siantar Putra Mandiri recommends employee human capital (skills and knowledge). Based on research findings from Susanti (2018), productivity is very important for Urip Sumoharjo Hospital Bandar Lampung. To measure productivity, hospitals must have expected patient targets, so researchers took variables that measure productivity. Researchers use organizational culture and work environment to measure productivity. Organizational culture and work environment greatly influence employee productivity. The research results show that organizational culture and work environment variables are strategic variables for increasing work productivity, because

organizational culture and work environment variables have a significant influence. Based on the results of this research, it is recommended to first improve the quality of organizational culture and work environment at Urip Sumoharjo Hospital Bandar Lampung to improve the quality of work productivity. Based on research results from Wisnuwardhana *et al.* (2024), the results of this research show that the work productivity of CV Griya Alam Mulya employees is quite good. Even though there may be many obstacles in completing work, high morale and cooperation between employees help overcome these obstacles and keep productivity high. This can be seen from the positive impact of CV Griya Alam Mulya and the various factors that support its productivity.

This research aims to determine the level of employee work productivity, what factors influence employee work productivity and how to increase employee work productivity.

2. Literature Review

2.1 Human Resources Management

According to Sutrisno (2017), states that human resource management is the task of planning, acquiring, developing, maintaining and using personnel to achieve goals, both individually and organizationally. Meanwhile, according to Hasibuan (2017), human resource management is "the science and art of managing the relationships and roles of the workforce so that they are effective and help achieve the goals of the company, employees and society." And according to Kasmir (2016), human resource management is: "The process of managing human resources through planning, recruitment, selection, training, development, compensation, career, health and safety, as well as maintaining labor market relations until completion, starting from employment to the achievement of company goals and interest groups to the growth of prosperity." According to these experts, it can be synthesized that human resource management is a science or method of how to manage the use of an organization's human resources as well as the relationships and roles of these human resources efficiently and effectively and can be used optimally so that common goals can be achieved.

2.2 Work productivity

According to Hasibuan (2017), productivity is the comparison between the output produced and the actual input. According to Sasuwe *et al.* (2018), work productivity is a mental attitude where a person always tries to improve what already exists, believes that he is able to do more work than yesterday and that tomorrow will be better than today, stating that there is. Apart from that, according to Tuti *et al.* (2020), productivity is a mathematical comparison between the amount produced and the amount of each resource used during production. According to experts, productivity is related to output and input, then the comparison between production quantity and production quality. Work productivity is a person's attitude and belief in doing a better job.

According to Simamora (2009), the factors used to measure labor productivity are: (1) labor volume, (2) work quality, (3) accuracy. Meanwhile, based on the theory of Siagian (2016), it is explained that there are several factors that influence an employee's work productivity, including: (a) education, (b) nutrition and health, (c) motivation or will, (d) job opportunities, e) manager's management skills, (f) government policy.

According to Bate'e (2020), the dimensions and indicators of work productivity are as follows: (1) skills are the potential that a person has in relation to doing work well, quickly and precisely, (2) Ability is the employee's ability to be able to carrying out and completing the work assigned to him, (3) attitudes and behavior are the regularity of a person's feelings and thoughts as well as the tendency to act in relation to aspects of his environment. Meanwhile, according to Sinungan (2008), dimensions of employee work productivity include: (1) number of employees. (2) the amount of production results achieved. (3) number of working hours per employee. (4) employee work ethic. However, according to Sedarmayanti (2018), the dimensions of labor productivity are divided into two parts: (1) The first dimension of efficiency refers to achieving goals related to quality, quantity and time. (2) The effective dimension refers to efforts to compare input with actual use.

According to Sutrisno (2017), indicators of labor productivity are: (1) the ability to complete a task. (2) increase in work performance achieved. (3) work enthusiasm, (4) self-development, namely constantly improving and developing to improve work skills. (5) Quality always tries to improve quality from before. (6) Comparison of the effectiveness of the results achieved with the total resources used.

3. Framework

The productivity of a particular worker is evaluated in comparison to the average of workers performing similar tasks. It can also be determined by the number of units of a product or service processed by an employee in a certain time period. Employee productivity is an important business goal because the success of an organization depends greatly on employee productivity (Sharma & Sharma, 2014).

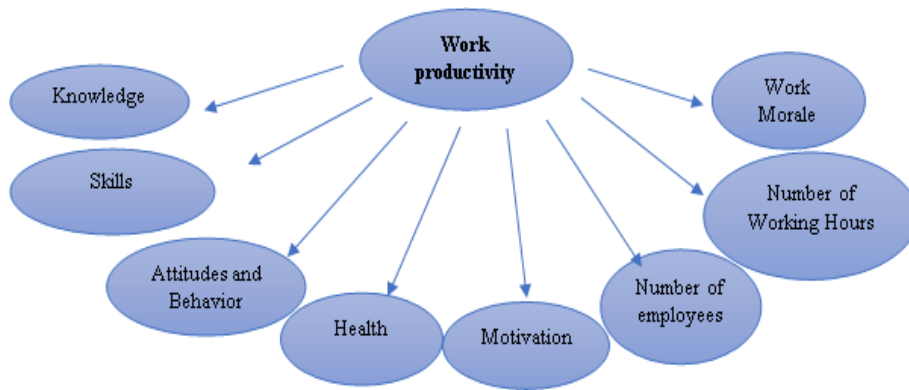


Fig. 4 Framework

Based on Fig. 4, in this research, measuring employee work productivity can be done using various methods such as: knowledge, skills, attitudes and behavior, health, motivation, number of employees, number of working hours, and work morale. The work productivity of these employees can be seen from the results of their work achievements, both quality and quantity.

4. Methodology

The method used in this research is the quantitative description method, also called the discovery method because it allows the discovery and development of various new technologies. This method is called a quantitative method because the survey data is in numerical form and the analysis is carried out using statistics (Sugiyono, 2017). In determining this sample, purposive sampling was used with the Slovin formula. The total population is 268 employees with a required sample size of at least 73 respondents calculated using an error rate of 10% (0.1 in decimal form). With consideration to avoid data deficiencies, the researcher rounded the sample size to 100 respondents. The data was processed using factor analysis on 21 variables and then analyzed further using SPSS 25 for Windows. Research at PT. Indospray Perkasa starts on 05 December 2023-25 January 2024. Informants or Respondents are employees at PT. Indospray Mighty.

5. Results and Discussion

5.1 Research Results

5.1.1 Description of Respondent Characteristics

In this section, a descriptive analysis is carried out on characteristics such as age and length of service of the respondents used in this research, namely employees of PT Indospray Perkasa. These characteristics are expected to provide an overview of the respondent's condition. For more information, see Fig. 5:

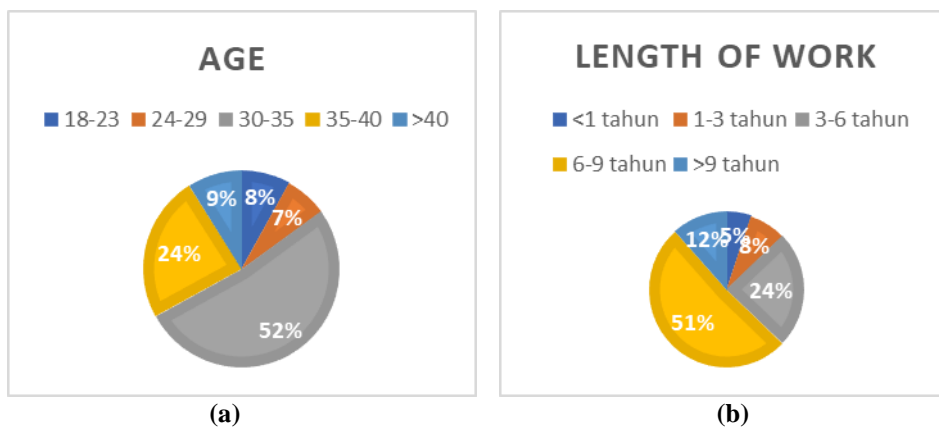


Fig. 5 (a) Age characteristics, (b) Diagram of characteristics of length of work

In the diagram of 5 (a) age characteristics of respondents and 5 (b) characteristics of respondents' length of work, it can be seen that the majority of respondents, namely PT Indospray Perkasa employees, were aged 30-35 years, 52 people (52%). Meanwhile, based on the length of work of PT Indospray Perkasa employees, the maximum number is 6-9 years, as many as 40 people (40%).

5.1.2 Validity Test

This validity test was carried out by observing the correlation coefficient (Rx) which shows the relationship between the question score and the total score (point-to-total correlation), using the Pearson questionnaire correlation method. If the significance of the correlation coefficient obtained is greater than 0.195 then the correlation coefficient is valid (Sugiyono, 2017). Below are the results of effectiveness tests carried out on SPSS 25 for Windows.

Table 1 Employee work productivity validity test results

Item	Item-Total Correlation	Signifikansi	Information
Results (quantity) of work.	0,653	0,195	Valid
Quality of work results	0,651	0,195	Valid
Employee Skills	0,505	0,195	Valid
Skills in using facilities	0,599	0,195	Valid
Honesty gets the job done	0,698	0,195	Valid
Honesty in reporting results	0,687	0,195	Valid
Teamwork	0,468	0,195	Valid
Work team communication	0,527	0,195	Valid
Knowledge	0,583	0,195	Valid
Training improves skills	0,614	0,195	Valid
Availability of training	0,676	0,195	Valid
Fulfillment of nutrition	0,479	0,195	Valid
Fatigue	0,365	0,195	Valid
Spirit at work	0,629	0,195	Valid
Employee responsibilities	0,636	0,195	Valid
Number of employees	0,633	0,195	Valid
Change in number of employees	0,615	0,195	Valid
Flexibility of working hours	0,363	0,195	Valid
Working hour efficiency	0,619	0,195	Valid
Job satisfaction	0,703	0,195	Valid
Influence of work environment	0,680	0,195	Valid

Based on Table 1, the results of this validity test show that all the questions in the questionnaire are significant with an item-total correlation coefficient of 0.195, so it can be concluded that all the questions in this questionnaire are declared valid (Sarinah, Fadli, & Khalida, 2023).

5.1.3 Reability Test

This reliability test uses the Crombach alpha technique and the sample size is 100 respondents who tested the instrument. According to the research instrument, an alpha value > 0.60 is considered reliable (Ghozali, 2016). Reliability calculations use research measuring tools using SPSS 25 for Windows. The reliability coefficient value of the research instrument used was calculated and the following results were obtained.

Table 2 Reliability test results

Cronbach's Alpha	N of items
0,904	21

Based on Table 2, the results of the reliability test are 0.904 more than 0.60, so it is said to be reliable (Sarinah *et al.*, 2023).

5.1.4 Descriptive Analysis

To explain the factors developed in the analysis, an anti-image analysis was first carried out, it was found that all 21 indicators were declared valid. Then factor analysis was carried out on 21 indicators to determine the factors

that influence the productivity of PT Indospray Perkasa employees so that an anti-image value for each indicator was obtained > 0.5 .

Table 3 Descriptive analysis test

Q	Indicator	Total Score	Information
1	Results (quantity) of work.	425	Very High
2	Quality of work results	428	Very High
3	Employee Skills	436	Very High
4	Skills in using facilities	428	Very High
5	Honesty gets the job done	420	High
6	Honesty in reporting results	432	Very High
7	Teamwork	422	Very High
8	Work team communication	421	Very High
9	Knowledge	427	Very High
10	Training improves skills	419	High
11	Availability of training	403	High
12	Fulfillment of nutrition	387	High
13	Fatigue	376	High
14	Spirit at work	428	Very High
15	Employee responsibilities	430	Very High
16	Number of employees	419	High
17	Change in number of employees	417	High
18	Flexibility of working hours	410	High
19	Working hour efficiency	423	Very High
20	Job satisfaction	425	Very High
21	Influence of work environment	424	Very High

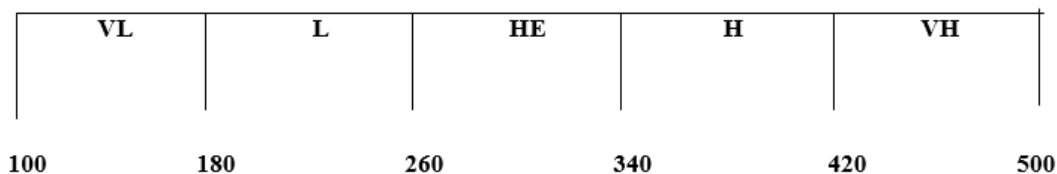


Fig. 6 Scale range

Based on Table 3, descriptive analysis test and Fig. 6 scale range, shows the summary results which can be seen in the scale range, there are 13 indicators that have a very high role in influencing employee work productivity, then 8 indicators have a high role, namely honesty in completing work, training to improve skills, availability of training, nutritional requirements, fatigue, number of employees, changes in the number of employees, and flexibility of working hours (Sobandi, Fadli, & Suherman, 2020).

Table 4 KMO MSA test results

KMO and bartlett's test		
Kaiser-meyer-olkin measure of sampling adequacy		0,836
Bartlett's test of sphericity	Approx. chi-square	960,959
	Df	210
	Sig.	0,00

Based on Table 4, the KMO-MSA test results show the KMO-MSA value is greater than 0.5, namely 0.836. Therefore, the Barlett test method fulfills the need for factor analysis to continue the factor analysis process (Sarimah *et al.*, 2023).

Table 5 Anti-image correlation test

Indicator	Nilai Anti-Image Correlation	Nilai MSA >0,5	Information
Results (quantity) of work.	834	0,5	Valid
Quality of work results	882	0,5	Valid
Employee Skills	828	0,5	Valid
Skills in using facilities	800	0,5	Valid
Honesty gets the job done	876	0,5	Valid
Honesty in reporting results	869	0,5	Valid
Teamwork	816	0,5	Valid
Work team communication	877	0,5	Valid
Knowledge	833	0,5	Valid
Training improves skills	829	0,5	Valid
Availability of training	814	0,5	Valid
Fulfillment of nutrition	811	0,5	Valid
Fatigue	620	0,5	Valid
Spirit at work	820	0,5	Valid
Employee responsibilities	822	0,5	Valid
Number of employees	877	0,5	Valid
Change in number of employees	857	0,5	Valid
Flexibility of working hours	677	0,5	Valid
Working hour efficiency	842	0,5	Valid
Job satisfaction	908	0,5	Valid
Influence of work environment	822	0,5	Valid

Based on Table 5, all variables with a KMO MSA score of less than 0.5 do not have an inverse correlation. Therefore, existing variables do not need to be deleted because the KMO MSA value is greater than 0.5 (Sarinah *et al.*, 2023).

Table 6 Analysis communalities

Indicator	Initial	Extraction
Results (quantity) of work.	1	0,701
Quality of work results	1	0,607
Employee Skills	1	0,624
Skills in using facilities	1	0,606
Honesty gets the job done	1	0,723
Honesty in reporting results	1	0,693
Teamwork	1	0,5
Work team communication	1	0,74
Knowledge	1	0,523
Training improves skills	1	0,58
Availability of training	1	0,601
Fulfillment of nutrition	1	0,611
Fatigue	1	0,656
Spirit at work	1	0,514
Employee responsibilities	1	0,456
Number of employees	1	0,685
Change in number of employees	1	0,677
Flexibility of working hours	1	0,548
Working hour efficiency	1	0,733
Job satisfaction	1	0,622
Influence of work environment	1	0,718

Based on Table 6, the indicator with the highest value is 0.740, namely the work team communication indicator (Sarinah *et al.*, 2023).

Table 7 Total variance explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cum. %	Total	% of Variance	Cum. %
1	7,568	36,037	36,037	7,568	36,037	36,037	3,153	15,016	15,016
2	2,12	10,094	46,131	2,12	10,094	46,131	3,03	14,427	29,444
3	1,202	5,724	51,855	1,202	5,724	51,855	2,719	12,949	42,393
4	1,142	5,436	57,291	1,142	5,436	57,291	2,161	10,291	52,684
5	1,086	5,174	62,464	1,086	5,174	62,464	2,054	9,781	62,464

From Table 7, it can be seen that it is formed into 5 factors. From these factors, the number of rotations of the total charge squared is > 1 (Sarinah *et al.*, 2023).

Table 8 Rotated component matrix

	Component				
	1	2	3	4	5
Results (quantity) of work.	0,282	0,731	0,273	-0,063	0,099
Quality of work results	0,125	0,641	0,322	0,131	0,246
Employee Skills	0,337	0,457	-0,119	-0,074	0,53
Skills in using facilities	0,075	0,711	0,16	0,126	0,231
Honesty gets the job done	0,602	0,574	-0,011	0,125	0,123
Honesty in reporting results	0,722	0,346	0,091	0,037	0,208
Teamwork	0,136	0,392	0,106	-0,15	0,543
Work team communication	0,17	0,151	0,122	0,064	0,818
Knowledge	0,592	0,102	0,218	-0,022	0,338
Training improves skills	0,609	0,252	0,268	-0,168	0,214
Availability of training	0,639	0,132	0,264	0,319	0,057
Fulfillment of nutrition	0,503	-0,147	0,15	0,559	0,037
Fatigue	0,002	0,128	0,03	0,799	0,021
Spirit at work	0,262	0,511	0,192	0,377	0,071
Employee responsibilities	0,305	0,34	0,399	0,293	0,045
Number of employees	0,127	0,221	0,735	0,049	0,278
Change in number of employees	0,147	0,067	0,739	0,278	0,166
Flexibility of working hours	-0,022	0,083	0,195	0,707	-0,047
Working hour efficiency	0,27	0,352	0,697	0,087	-0,207
Job satisfaction	0,528	0,231	0,518	0,127	0,077
Influence of work environment	0,271	0,053	0,424	0,403	0,547

Based on Table 8, the results of the rotated component matrix show that the distribution of variables is clearer and more concrete. The following factors for employee work productivity at PT Indospray Perkasa are explained below: The first factor has 7 indicators: the highest value is honesty in reporting results (0.722). The second factor has 5 indicators: the highest value is the result (quantity) of work (0.731). The third factor has 4 indicators: the highest value for change in the number of employees (0.739). The fourth factor has 3 indicators: the highest value is fatigue (0.799). The fifth factor has 4 indicators: the highest value is work team communication (0.818) (Sarinah *et al.*, 2023).

5.2 Discussion

Based on the results of research through factor analysis tests, all indicators from the total indicators have a score above 0.5. After grouping and the number of factors is formed by predetermined reduction, for more details see the explanation below:

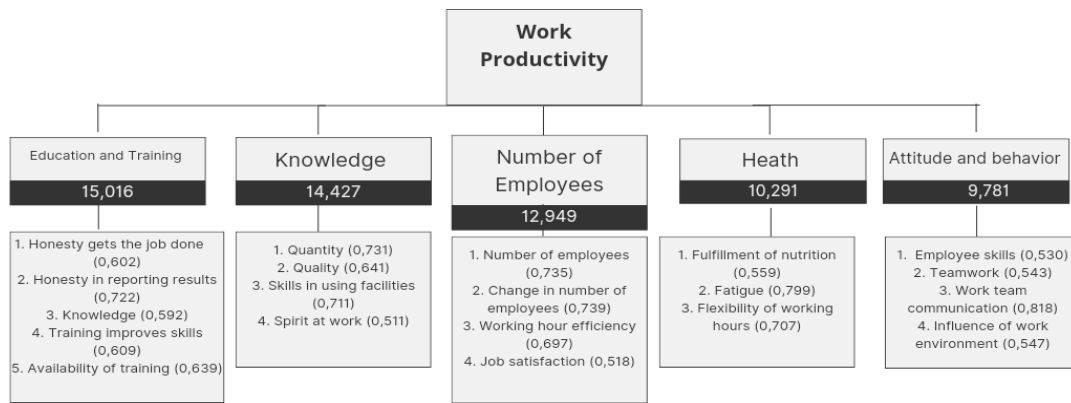


Fig. 7 Results of factor analysis of work productivity employees of PT Indospray Perkasa

Based on Fig. 7, the results of the factor analysis can be said that the level of productivity of PT Indospray Perkasa is quite high. Judging from the formation of 5 groups whose MSA value is >5 and this factor influences the work productivity of PT employees. Indospray Perkasa, namely, education and training at 15.016%, Knowledge at 14.427%, number of employees at 12.949%, health at 10.291%, attitudes and behavior at 9.781%. From this research it is known that there are 5 factors that greatly influence employee work productivity at PT Indospray Mighty.

Ways to increase employee work productivity include: (1) providing regular training to employees so that employees' skills can be known, (2) employee knowledge must be further improved in using facilities and regarding their work, (3) fulfilling nutrition and health checks for employees must be further improved, (4) employee attitudes and behavior must be further improved to establish good cooperation with fellow employees (Sarinah *et al.*, 2023).

In contrast to research conducted by Nugroho (2018), shows that human resources have a large impact on labor productivity. PT Siantar Putra Mandiri is advised to increase the productivity of employee human resources (skills and knowledge). In contrast to research conducted by Susanti (2018), productivity is very important for Urip Sumoharjo Hospital Bandar Lampung. To measure productivity, hospitals must have expected patient targets. Organizational culture and work environment greatly influence employee productivity. This is different from research conducted by Wisnuwardhana *et al.* (2024), which is a factor in employee work productivity at CV Griya Alam Mulya, such as discipline, work environment, employee attitudes and behavior.

6. Conclusion

The results of this research explain that of the 21 indicators, there are 13 indicators that have a very high level of productivity, and 8 indicators that have a high level of productivity. The results of factor analysis show that there are 5 groups of factors that can increase work productivity with a total role of 62.646%, namely education and training at 15.016%, knowledge at 14.427%, number of employees at 12.949%, health at 10.291%, attitudes and behavior at 9.781%. Therefore, the level of productivity at PT. Indospray Perkasa is quite high. So the factor that most influences employee work productivity at PT Indospray Perkasa includes, among others, (1) education and training factors, (2) knowledge, (3) number of employees, (4) health, (5) attitudes and behavior.

7. Implications

The suggestion from this research is that companies can consider strategies for increasing employee productivity in accordance with existing facts and problems as reference material for the company. For employees, the aim of this research is to provide an overview of the factors that analyze employee productivity factors at PT. Indospray Perkasa Karawang or any company.

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Conflict of Interest

Authors declare that there is no conflict of interests regarding the publication of the paper.

Author Contribution

The authors confirm contribution to the paper as follows: **study conception and design:** V.N.F., U.M.D.F. and E.R.; **data collection:** V.N.F., U.M.D.F. and E.R.; **analysis and interpretation of results:** V.N.F., U.M.D.F. and E.R.; **draft manuscript preparation:** V.N.F., U.M.D.F. and E.R. All authors reviewed the results and approved the final version of the manuscript.

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