

THE INFLUENCE OF WORK SKILLS AND WORK ENVIRONMENT ON EMPLOYEE WORK PRODUCTIVITY AT THE NIKS KONVEKSI COMPANY

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Keyword

work skills, work environment, and work productivity

Abstract

The aim of this research is to determine the influence of work skills and work environment on work productivity. This research uses a quantitative method using primary data obtained through distributing questionnaire data. The population in this study were all Niks Konveksi employees, totaling 80 employees. The number of samples from this research was 66 respondents.

Based on the research results, it was found that the work skills variable had an effect on work productivity. This can be seen from the calculated t value of 6.109, which means $6.109 > 1.996$ and the significance is $0,000 < 0.05$. Work environment variables partially influence work productivity. This can be seen from the calculated t value of 3.735, which means $3.735 > 1.996$ and significance $0,000 < 0.05$. Furthermore, the variables of work skills and work environment simultaneously influence productivity. This can be seen from the calculated F value which is 197.775, which means $197.775 > 3.14$ and significance $0,000 < 0.05$.

INTRODUCTION

In the current era of globalization, which is characterized by rapid changes in times, a work environment is required to make adjustments in all aspects of the work environment. With limited human resources available, the work environment is expected to be able to optimize them so that the stated organizational goals are achieved.

The existence of competent human resources, adequate natural resources, and good leadership will influence the results of a company. Human Resources play an important role in a company, because the ability of employees to produce products affects work productivity. Triton in Rampisela et al (2020) Work productivity is the comparison of the results achieved with the total resources used or the comparison of the amount of production (output) with the resources used (input). Meanwhile, Laksmiari (2016) concluded that productivity is the ability to produce products within a company in the form of high quality services or goods that meet predetermined standards through effective resources. Based on the description above, productivity is a business that expects better product results than before, the company hopes to gain large profits through its efforts to employ selected employees.

In the implementation process, the level of employee work productivity can be caused by several factors. According to Mahanggoro (2018: 121) there are several factors that can influence work productivity, namely the vision and mission of the organization, work structure and design, work motivation, work discipline and work ethic, work skills, work environment, company policies, creativity, treatment of leaders and colleagues. work, management, educational background, interests, communication and work experience. Of the several factors that influence work productivity, researchers are interested in two factors. These factors are work skills and work environment. According to Karyoto in Sari, et al (2019) skills are skills that can be used by workers to carry out certain activities and are expected to provide optimal results. Work skills can be said to be the skills, abilities, and dexterity of an employee in completing the work given by the company. However, there are still many workers who do not want to develop their skills and only follow existing trends because when creating new innovations companies must try to develop and introduce these goods/services to consumers and be able to convince consumers of the advantages of these products.

Not only work skills, the work environment is also very important because a company not only requires work skills but also requires a comfortable work environment. According to Ardiansyah & Fathussayadah (2020) to increase work productivity, companies need to create good working environment conditions in accordance with the needs and desires of employees because the work environment is one aspect of the company's success. According to Sutrisno in Zahari (2014) the work environment includes the work place, facilities and tools for workers, cleanliness, lighting, calm, including the relationships between the people in the workplace. A work environment that is good and clean, has sufficient light, is free from noise and distractions, will clearly motivate employees to carry out their work well. However, a work environment that is dirty, dark, stuffy, damp and so on will cause fatigue and decrease creativity. A good environment will increase overall productivity and has the potential for social communication between employees .

METHOD

a. Sample selection and data collection

This research uses a quantitative type of research using a survey research design. This research was carried out at the Niks Konveksi Company which is located at Jl. Tarumanegara, Gg. Aguna, RT 05/RW 07, Tempel, Banyu Anyar, Solo, Central Java. The number of employees at Niks Konveksi is 80 people, the sample used in this research is part of the population, namely 66 respondents.

b. Operational definition and measurement of variables

Job skills (X₁)

Job skills are a person's ability to improve the knowledge gained in training by carrying out a series of tasks within a specified time .

Work environment (X₂)

The work environment is a condition that exists in the workplace which is designed to provide a feeling of safety, comfort and health so that workers can work optimally

Work Productivity (Y)

Work productivity is an effort to create products in the form of goods or services with the aim of obtaining desired results using existing resources.

To obtain the desired data, researchers used a questionnaire with a *Likert Scale* using four alternative answers, namely:

Table 3.2 Respondent Statements

Statement	Symbol	Score
SS	Strongly agree	4
S	Agree	3
T.S	Don't agree	2
ST	Strongly disagree	1

c. Classical Assumption Test

Based on the normality test, the Kolmogorov-Smirnov test value shows a significant value with a *Kolmogorov-Smirnov* ai value of 0.151 , which is greater than 0.05, which means this result proves that the variables in this study have a normal data distribution. Based on the multicollinearity test, there is no multicollinearity in the independent variables. This is because the *VIF value* of all independent variables is less than 10 and the *Tolerance value* is more than 0.10 . Based on the heteroscedasticity test with the *Spearman rank test* , all independent variables in this study have a sig value > 0.05, which means that all independent variables in this study do not have symptoms of heteroscedasticity.

d. Hypothesis Test (t Test)

From the results of the t test it can be explained as follows:

1. H₁ Accepted because based on the results of the t test, work skills partially have a significant effect on work productivity . This result is different from the hypothesis prepared by the

researcher. Results influence Work Skills on Work Productivity is 6.109 , which means $6.109 > 1.996$ and the significance value is $0.000 < 0.05$.

2. H_2 is accepted because based on the results of the t test it is partially the Work Environment has a significant effect on work productivity . These results are in line with the hypothesis prepared by the researcher. Results of the influence of the Work Environment on Work Productivity is 3.735 which means $3.735 > 1.996$ and the significance value is $0,000 < 0.05$.

RESULTS

1. Test Research Instruments

a. Validity Test

the Pearson correlation value with the r moment product table. It is said to be valid if *the Pearson correlation value* is greater than r table. The desired *Pearson correlation* value must be $> r$ table. The following is a table of validity test results using SPSS software:

- Job Skills

Table
Job Skills Validity Test Results

Items	R Count	R Table	Information
1	0.806	0.242	Valid
2	0.681	0.242	Valid
3	0.719	0.242	Valid
4	0.809	0.242	Valid
5	0.781	0.242	Valid
6	0.253	0.242	Valid
7	0.639	0.242	Valid
8	0.723	0.242	Valid
9	0.825	0.242	Valid
10	0.740	0.242	Valid
11	0.709	0.242	Valid
12	0.688	0.242	Valid
13	0.780	0.242	Valid
14	0.736	0.242	Valid

Source: Primary Analysis Data, 2023

Based on the table above, it is known that the validity test value of the Job Skills variable is proven to be valid because of the r value count is greater than r table.

- Work environment

Table
Work Environment Validity Test Results

Items	R Count	R Table	Information
1	0.799	0.242	Valid
2	0.691	0.242	Valid
3	0.848	0.242	Valid
4	0.741	0.242	Valid
5	0.691	0.242	Valid
6	0.625	0.242	Valid
7	0.817	0.242	Valid
8	0.748	0.242	Valid
9	0.768	0.242	Valid
10	0.848	0.242	Valid
11	0.848	0.242	Valid
12	0.703	0.242	Valid
13	0.562	0.242	Valid

Source: Primary Analysis Data, 2023

Based on the table above, it is known that the validity test value of the Work Environment variable is proven to be valid because of the r value count is greater than r table.

- Work Productivity

Table
Work Productivity Validity Test Results

Items	R Count	R Table	Information
1	0.750	0.242	Valid
2	0.876	0.242	Valid
3	0.694	0.242	Valid
4	0.649	0.242	Valid
5	0.824	0.242	Valid
6	0.733	0.242	Valid
7	0.759	0.242	Valid
8	0.818	0.242	Valid
9	0.841	0.242	Valid
10	0.736	0.242	Valid
11	0.604	0.242	Valid
12	0.762	0.242	Valid
13	0.876	0.242	Valid

Source: Primary Analysis Data, 2023

Based on the table above, it is known that the validity test value of the Work Productivity variable is proven to be valid because the r value count is greater than r table.

b. Reliability Test

Reliability testing is a measuring tool used to measure a questionnaire which is an indicator of a variable or a reliability test. This research uses the *Cronbach's Alpha formula*, namely the *Cronbach's Alpha results* for each variable must be greater than 0.600. The results of the reliability test for each variable can be seen in the following table:

Table
Reliability Test Results

Variable	<i>Cronbach Alpha</i> value	Information
Job Skills (X1)	0.921	Reliable
Work Environment (X2)	0.933	Reliable
Work Productivity (Y)	0.939	Reliable

Source: Primary Analysis Data, 2023

Based on the table above, it shows that the *Cronbach alpha value* for all variables in this study the value is above > 0.6 , which means that the *Cronbach alpha value* meets the requirements so that all variables can be said to be reliable.

2. Classical Assumption Test

The classical assumption test is carried out to test the regression model. The classical assumption test is a statement that can be used to analyze multiple linear regression. The classical assumption test consists of the normality test, multicollinearity test and heteroscedasticity test.

a. Normality Test

The normality test aims to test whether the regression model, the residuals from the regression equation have a normal distribution or not. This normality test uses the Kolmogorov-Smirnov Test. The following is a table of results from the normality test using the Kolmogorov-Smirnov Test:

Table
Normality Test

	<i>Kolmogorov-Smirnov value</i>	Information
Asymp. Sig. (2-tailed)	0.151	Normal

Source: Secondary Data Processed, 2023

Based on the table above, it can be concluded that the Kolmogorov-Smirnov test shows a significant value with a *Kolmogorov-Smirnov* value of 0.151, which is greater than 0.05, which means this result proves that the variables in this study have a normal data distribution.

b. Multicollinearity Test

The multicollinearity test functions to test whether a correlation is found in a regression model between independent variables. This research is viewed based on *Tolerance Value* and *Variance Inflation Factor (VIF)*. The following are the results of the Multicollinearity Test in the table below.

Table
Multicollinearity Test Results

Variable	Tolerance	VIF	Information
Job Skills (X1)	0.231	4,333	No multicollinearity
Work Environment (X2)	0.231	4,333	No multicollinearity

Source: Secondary Data Processed 2023

Based on table 4.7, it can be seen that there is no multicollinearity in the independent variables. This is because the *VIF value* of all independent variables is less than 10 and *the Tolerance value* is more than 0.10

c. Heteroscedasticity Test

The heteroscedasticity test functions to determine whether in the regression model there is an inequality of variance from the residuals of one observation to another. The results of the heteroscedasticity test have been carried out with the following results:

Table
Heteroscedasticity Test Results

Variable	Sig value	Information
Job Skills (X1)	0.667	Homoscedasticity
Work Environment (X2)	0.722	Homoscedasticity

Source: Secondary Data Processed, 2023

Based on table 4.8, it can be seen that the heteroscedasticity test using the *Spearman rank test* for all independent variables in this study has a sig value > 0.05, which means that all independent variables in this study do not have symptoms of heteroscedasticity.

3. Multiple Linear Regression Analysis

Multiple linear regression analysis functions to analyze the relationship between the Job Skills variables and the Work Environment. Based on the calculations, the following results were obtained:

Table
Linear Regression Analysis Results

Variable	B	Std. Error
Constant	0.151	2,715
Job Skills (X1)	0.575	0.094
Work Environment (X2)	0.375	0.100

Source: Secondary Data Processed, 2023

Based on table 4.9, the multiple linear regression analysis can be formulated as follows:

$$\text{Produktivitas Kerja} = 0,151\alpha + 0,575X1 + 0,375X2 + e$$

- a. The constant value is 0.151 , meaning that if other variables are constant, the value of the Work Productivity variable will increase.

- b. The Beta value is 0.575, meaning that if Work Skills increase, the Work Productivity value will increase .
- c. A Beta value of 0.375 means that if the Work Environment increases , the value of Work Productivity will increase .

4. Hypothesis Testing

a. F test

The simultaneous significance test is a test used to determine the effect of the independent variable Job Skills (X1) and Work Environment (X 2) simultaneously on the dependent variable, namely Work Productivity (Y). The F test results are seen in ANOVA in the sig column. (*significance*). By using a significance level of 5% (0.05), if the significance probability value is <0.05 then Ha is accepted, whereas if the significance probability is >0.05 then Ha is rejected. Following are the results of the F test:

Table
F Test Results

F COUNT	F Table.	Sig.	Information
197,775	3.14	0,000	Simultaneous Influence

Source: Processed Secondary Data, 202 3

Based on the results from table 4.10 , it is found that the $F_{\text{calculated}}$ is 197.775 with an F_{table} value of 3.14 which means $197.775 > 3.14$ and sample data with a significance of $0.000 < 0.05$. With this it can be concluded that simultaneously the independent variable is Job Skills and Work Environment has a significant influence on the dependent variable , namely Work Productivity .

b. t test

The t test basically shows how much influence an independent variable individually has in explaining variations in the dependent variable. This t test aims to determine whether there is an influence of work skills and work environment on work productivity . Following are the results of the t test:

Table
t Test Results

Variable	t COUNT	T Table.	Sig.	Information
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Job Skills (X1)	6,109	1,996	0,000	Significant Influence
Work Environment (X2)	3,735	1,996	0,000	Significant Influence

Source: Processed Secondary Data, 202 3

Based on the results above, the explanation of the t test for each independent variable is as follows:

1. H1 is accepted because based on the results of the t test, work skills partially have a significant effect on work productivity . This result is different from the hypothesis prepared by the researcher. Results influence Work Skills on Work Productivity is 6.109 , which means $6.109 > 1.996$ and the significance value is $0.000 < 0.05$.
2. H2 is accepted because based on the results of the t test it is partially the Work Environment has a significant effect on work productivity . These results are in line with the hypothesis prepared by the researcher. Results of the influence of the Work Environment on Work Productivity is 3.735 which means $3.735 > 1.996$ and the significance value is $0,000 < 0.05$.

c. Coefficient of Determination Test (R^2)

Determinant coefficient analysis (*R Square*) is used as a way to find out how much influence an independent variable has on the dependent variable which is manifested in percentage form. The *R Square* quantity is a quantity commonly used to measure the suitability or compatibility of a regression line. The value of *R Square* ranges from zero to one, the closer the value is to one, it can be said that the model is better. The following are the results of the Determinant Coefficient (*R Square*) test analysis .

Table
R Square

Variable	R Square	Information
Work Productivity	0.863	The independent variable has an effect of 86.3% on the dependent variable

Source: Processed Primary Data, 202 4

The results obtained state that the value of the Determinant Coefficient (*R Square*) is 0.863 or 86.3 % so that the independent variables in this research,

namely Work Skills and Work Environment , can explain variations in the dependent variable Work Productivity of 86.3 % and the remainder is 86.3%. 13.7 % is explained by other variables outside the variables in this study.

DISCUSSION

a. The Influence of Work Skills on Work Productivity

Based on the results of the t test above, the calculated t value is 6.109 , which means $6.109 > 1.996$ and the significance is $0.000 < 0.05$. So work skills influence work productivity . The results of this research are in line with research conducted by Nurhasanah (2019) showing that work skills partially have a significant influence on work productivity.

b. Influence of Work Environment Against Work Productivity

Based on the results of the t test above, the calculated t value is 3.735 , which means $3.735 > 1.996$ and significance $0,000 < 0.05$. So partially the work environment influences work productivity. The results of this research indicate that the Work Environment is an important factor in influencing work productivity.

This opinion is in line with the results of Pratama & Purnama's (2016) research that the work environment influences employee work productivity. Because the work environment is very important for the continuity of employee work processes .

c. Effect of Job Skills and Work Environment Against Work Productivity

F test results above, the calculated F value is 197.775 , which means $197.775 > 3.14$ and significance $0,000 < 0.05$. So simultaneously Job Skills and the work environment influences work productivity. The results of this research indicate that Job Skills and Work Environment is an important factor in developing Employee Productivity. In line with research results, Astuti (2020) explains that work skills and work environment have a significant positive influence on employee work productivity.

CONCLUSION

Based on the results of research that has been carried out using quantitative methods , the conclusions of this research are as follows:

1. Based on the results of the t test, the calculated t value was 6.109 , which means $6.109 > 1.996$ and the significance is $0.000 < 0.05$. So Job Skills has a significant effect on Work Productivity so that H_1 is accepted.

2. Based on the results of the t test above, the calculated t value is 3.735 , which means $3.735 > 1.996$ and significance $0,000 < 0.05$. So Work Environment *has a positive* effect on Work Productivity so that H_2 is accepted.
3. F test results above, the calculated F value is 197.775 , which means $197.775 > 3.14$ and significance $0,000 < 0.05$. So Job Skills and Work Environment *has a positive* effect on Work Productivity so that H_3 is accepted.

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