

PENGARUH KOORDINASI KERJA, KOMUNIKASI, DAN ETOS KERJA TERHADAP KINERJA KARYAWAN PADA PT. PT. TEKNIK LAUT SEJAHTERA

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Abstrak

This study aims to see how much influence work coordination, communication and work ethics have on employee performance. The author conducted an analysis test on the level of determinants of the variables X and Y with simple regression, the data analysis test tool used SPSS version 25, with a population of 60 respondents with the saturated sampling technique used in this study. The instrument in this study used interviews, observations and questionnaires as primary and secondary data. From the results of statistical calculations, the number for work coordination is 0.388, which means that it has a weak effect, in the sense that work coordination has less effect on employee performance. while for communication, it has a fairly strong influence, namely 0.767, which means it has a fairly strong influence, while work ethics gives a figure of 0.740, while for work coordination, communication, and work ethics together, it gives the highest value, which is 0.803. means jointly providing a very strong influence to improve employee performance.

Kata Kunci: communication, work coordination, work ethos, employee performance

INTRODUCTION

The increasingly fierce competition requires every company to always be ready to innovate or improve itself with various strategies to gain an advantage in competing in the era of globalization. PT. Teknik Laut Sejahtera is a company engaged in the supplier of carpentry tools and engineering tools with the best quality in Indonesia, also provides building materials, mechanical, machinery, spare parts, sanitary, metal, plastic, industrial wheels, engineering tools and equipment, and garden tools.

PT. Teknik Laut Sejahtera is one of the best distributors in Indonesia that provides various tooling needs compared to other competitors, of course this company must prepare from various aspects that must be considered so that the company continues to exist in competing in the tooling and carpentry trading industry, both from innovation from modern to human resources so that each division's performance remains optimal.

To improve employee performance, it is necessary to carry out a more effective work coordination analysis in terms of studying in depth about a job systematically, establishing good communication and providing information about tasks, responsibilities, characteristics to be able to carry out work properly and effectively, will create high organizational performance. The pattern of relationships that occur between superiors and subordinates can cause employees to feel happy or unhappy working in the company, for this reason, human resource management plans are always carried out in organizations to get the right resources for the right positions. One of the functions of organizational management is related to leadership issues (Heryanti, Ariwibowo, and Rosadi, 2020).

Work ethic greatly determines a person's performance in carrying out his duties and obligations, if an individual is in a condition of having a high work ethic then the work will be completed more quickly but on the contrary if he has a less than optimal work ethic, it is likely that performance in carrying out tasks will also decrease, therefore work ethic must be owned by every employee or leader in a company.

To achieve organizational goals, it must further promote a good work ethic to all employees, subordinates and leaders, so as to minimize the level of unfavorable performance and will create better inter-divisional cooperation in the future, every employee must have a high commitment to a good work ethic, because the work ethic is the foundation of true and authentic success (Saerang, et al., 2020).

The development and progress of an organization cannot be denied if the quality factor of performance management has an influence as a driven force that is able to accelerate towards the goals of the organization, therefore it can be concluded that the performance of human resources is work performance both quality and quantity achieved by employees in the period certain.

Key Performance Indicator Division PT. Teknik Laut Sejahtera

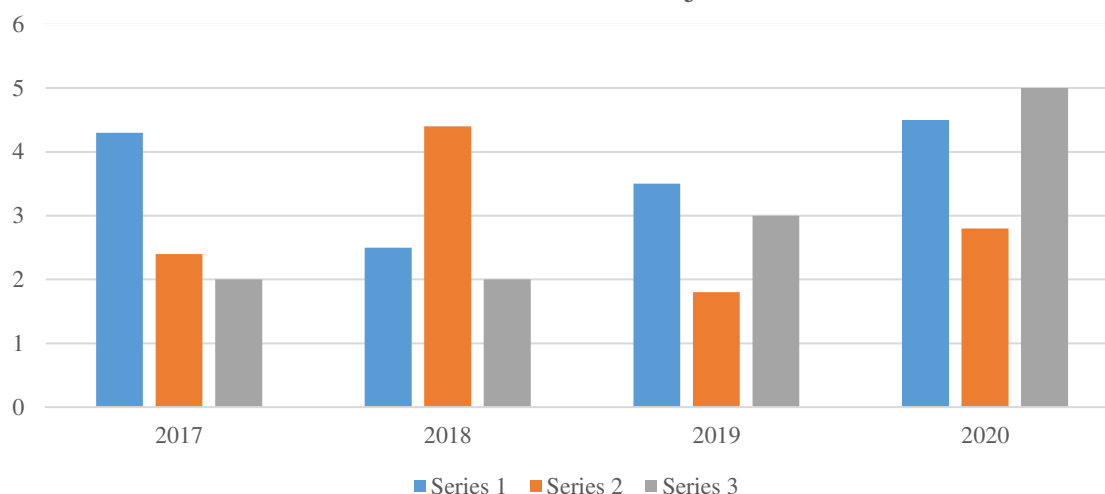


Figure 1. Key Performance Indicator Division PT. Teknik Laut Sejahtera

Source : Data statistic PT. Teknik Laut Sejahtera (2022)

Based on the data above, it can be seen that the key performance indicators of each division for the highest percentage in 2020 reached 92.57% and the lowest in 2018 was 39.13%. High and low key performance indicators, there are several factors that influence both internal and external that affect the performance of each employee, internal factors include employee attitudes and behavior, while external factors come from the work environment (Akbar: 2018).

According to Fachrezi and Khair (2020), Without communication in organizational life problems will arise and cause communication jams in the organization, effective communication within the organization will make it easier for everyone to carry out their duties and responsibilities.

According to Carlisle, et. all (2016), defines the notion of management as the process of integrating, coordinating, and or utilizing the elements of a group to achieve goals efficiently.

According to Desani, et al. (2019), communication is the exchange of messages between humans with the aim of understanding the same, according to Romli, et al. (2020) defines communication as a process in which an idea is transferred from a source to one or more recipients with the intention of changing Their behavior, human nature to convey desires to others is a trigger for communication both through symbols of signs (non-verbal), verbal (verbal), and in writing, telegrams but also includes listening, seeing, feeling, and reacting to experiences. -experience and the environment in which humans are located.

According to Cahyono et al. (2019), Communication is carried out using spoken words that can be understood by both parties, if there is no verbal language that can be understood by both of them then communication can be done by means of non-verbal language, namely using body

movements, showing certain attitudes, such as smiling, shaking their heads, and shrugging their shoulders.

Based on the opinion of experts, communication can be concluded as a process of transferring an idea or idea of information from one person to another in the hope that that person can interpret it according to the intended purpose

According to Arnold et.al (2019), coordination is a process of integrating goals and activities on a separate organizational line so that goals are achieved effectively and efficiently, as well as being an active agent of administration as well as physiology, energy and achievement that are integrated into relationships or communication that are seen in the whole. Operations and their respective components of coordination are also an orderly arrangement of group efforts to provide unity of action in pursuit of common goals (Bhalla, 2008).

According to Bhalla (2008), coordination is carried out because of a need, the need for coordination arises from the fact that literally, it is because all organizations are complex aggregations of diverse systems that need to work or be operated together to produce the desired results.

According to Khasanah, et. all (2016), Work ethic is an evaluative aspect as a fundamental attitude towards themselves and their world which is reflected in their life, according to Siregar (2016), A person's work ethic is closely related to personality, behavior, and character, everyone has an internal being which is who he, then the internal being determines the response or reaction to external demands, the internal response to the external demands of the world of work determines one's work ethic.

According to Tasmara, (2002), the work ethic that should be owned by an employee is the totality of his personality and the way he expresses, views, believes, and gives meaning that there is something that drives him to act and achieve optimal charity so that the pattern of relationships between humans and himself and between humans with other humans can be intertwined well, So it can be concluded that the work ethic is a concept of an employee's work which is reflected in his behavior at work, employees who have a high work ethic will work hard, do not waste time, be thorough in their work attitude.

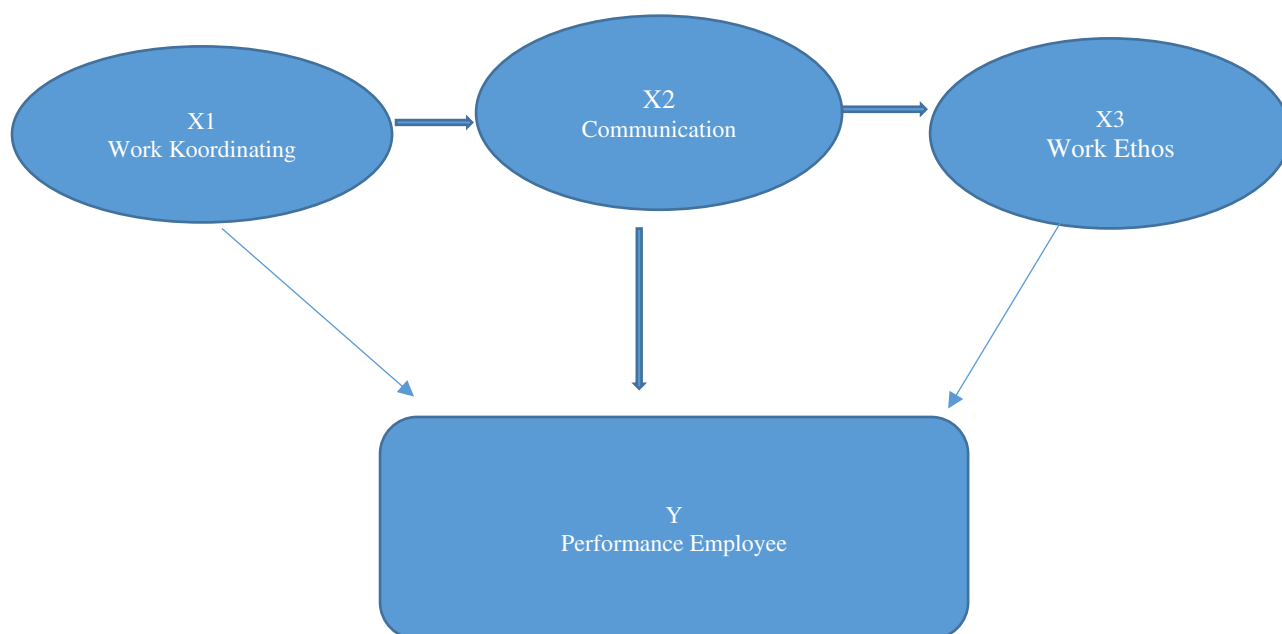
According to Kasmir (2016), performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given within a certain period, according to Masram (2017), stating that performance is the result or level of success of a person in carrying out the task is compared with various possibilities such as standard work results, targets or targets as well as pre-determined criteria that have been mutually agreed.

According to Masram (2017), it is stated that performance is basically what employees do or do not do, performance management is all activities carried out to improve the performance of a company or organization including the performance of each individual and the company's work group. According to Welinus (2019), performance is a work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time.

According to Mangkunegara (2015), performance comes from job performance or actual performance or achievements achieved by a person in his work, therefore it can be concluded that human resource performance is work performance or work results both quality and quantity achieved by employees in a certain period.

METHOD

Methodology Research using SPSS 25, with a population of 60 respondents employees who PT. Teknik Laut Sejahtera and using a sampling technique that is a saturated sample where all respondents are used in the use of statistical analysis data. This study is an associative quantitative study to determine the relationship and influence between variables X1, X2, and X3 on Y. The analysis test of this study is multiple regression analysis.

**Figure 2.** Research Framework*Source: Primary Data Processed by Researchers (2022)*

Hypothesis :

1. Is there any influence between work coordination for the employee performance in PT Prosperous Technique Ocean ?
2. Is there any influence between Communication for the employee performance in PT Prosperous Technique Ocean ?
3. Is there any influence between work Etos for the employee performance in PT. Prosperous Tecnique Ocean ?
4. Are those work coordinating, communication, and Work Ethos for the performance Employee in PT.Prosperous Tecnique Ocean ?

RESULTS AND DISCUSSION

Results

Based on the calculation results of SPSS version 25, the calculation results are as follows:

Table 1. Variable Work Coordination (X1)

		Statistic									
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10
N	valid	60	60	60	60	60	60	60	60	60	60
	missing	0	0	0	0	0	0	0	0	0	0
	mean	4,3	4,2	4,4	4,0	3,8	4,2	4,6	4,5	4,0	4,2
		3	7	0	8	5	7	3	7	3	7
Std.		0,8	0,6	0,9	1,0	0,8	0,5	0,5	0,9	0,8	0,7
Deviation		57	86	16	10	56	10	36	89	56	45
Minimum		1	3	3	2	1	3	5	5	5	5
Maksimum		5	5	5	5	5	5	5	5	5	5
Sum		260	256	264	244	233	255	280	272	244	254

Source: Primary Data Processed by Researchers of SPSS 25 (2022)

Based on the statistical results above, the work coordination variable (X1) can be seen that n or the amount of data is 60 respondents from PT. Teknik Laut Sejahtera, There is an average result of statements from 1 to 10 where many respondents agree.

Table 2. Communication variable (X2)

		Statistic									
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10
N	Valid	60	60	60	60	60	60	60	60	60	60
	Missing	0	0	0	0	0	0	0	0	0	0
	Mean	4,4	4,1	4,3	4,1	4,2	4,2	4,4	4,2	4,0	4,2
	Std. Deviation	2	0	8	3	7	8	5	2	8	7
		0,8	0,8	0,6	0,9	0,9	0,7	0,7	0,8	0,9	0,7
		29	58	40	29	77	61	90	25	56	45
		1	3	3	2	1	3	5	5	5	5
		5	5	5	5	5	5	5	5	5	5
		265	246	263	248	250	257	268	253	245	256

Source: Primary Data Processed by Researchers of SPSS 25 (2022)

Based on the statistical results above, the work coordination variable (X2) can be seen that n or the amount of data is 60 respondents from PT. Teknik Laut Sejahtera, There is an average result of statements from 1 to 10 where many respondents agree.

Table 3. Variable Work Ethos (X3)

		Statistic									
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10
		1	2	3	4	5	6	7	8	9	10
N	valid	60	60	60	60	60	60	60	60	60	60
	missing	0	0	0	0	0	0	0	0	0	0
	mean	4,4	4,1	4,3	4,1	4,2	4,2	4,4	4,2	4,0	4,2
	Std. Deviation	2	0	8	3	7	8	5	2	8	7
		0,8	0,8	0,6	0,9	0,9	0,7	0,7	0,8	0,9	0,7
		29	58	40	29	77	61	90	25	56	45
		1	3	3	2	1	3	5	5	5	5
		5	5	5	5	5	5	5	5	5	5
		202	263	274	257	276	248	271	268	248	266

Source: Primary Data Processed by Researchers of SPSS 25 (2022)

Based on the statistical results above, the work coordination variable (X3) can be seen that n or the amount of data is 60 respondents from PT. Teknik Laut Sejahtera. There is an average result of statements from 1 to 10 where many respondents agree.

Table 4. Employee Performance Variable (Y)

		Statistic									
		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10
		1	2	3	4	5	6	7	8	9	10
N	valid	60	60	60	60	60	60	60	60	60	60
	missing	0	0	0	0	0	0	0	0	0	0
	mean	4,4	4,1	4,3	4,1	4,2	4,2	4,4	4,2	4,0	4,2
Std. Deviation		2	0	8	3	7	8	5	2	8	7
		0,8	0,8	0,6	0,9	0,9	0,7	0,7	0,8	0,9	0,7
	minimum	29	58	40	29	77	61	90	25	56	45
maksimum		1	3	3	2	1	3	5	5	5	5
		5	5	5	5	5	5	5	5	5	5
	Sum	233	196	263	260	273	219	233	213	254	263

Source: Primary Data Processed by Researchers of SPSS 25 (2022)

Based on the statistical results above, the work coordination variable (Y) can be seen that n or the amount of data is 60 respondents from PT. Teknik Laut Sejahtera, There is an average result of statements from 1 to 10 where many respondents agree.

Table 5. Result Analysis of work coordination variable (X1) for the Performance Employee (Y)

		Model Summary ^b				
Model	R	R square	Adjusted Square	R	Std. Error of the estimate	Durbin Watson
1.	0,388 ^a	0,150	0,136		4,993	1,670
a. predictors	constant	Coordination work				
Dependent Variabel :		Performance Employee				

Source: Primary Data Processed by Researchers of SPSS 25 (2022)

Based on the data above, it can be seen that the correlation coefficient (R) for work coordination (X1) on employee performance (Y) is 0.388, it can be concluded that the relationship between work coordination (X1) and employee performance improvement is low.

Table 6. Result Analysis of communication variables (X2) for the Performance Employee (Y)

		Model Summary ^b			
Model	R	R square	Adjusted Square	R	Std. Error of the estimate Durbin Watson
1.	0,740 ^a	0,548	0,540		3,643 2,203
a. predictors	constant	Work ethos			
Dependent Variabel :		Performance Employee			

Source: Primary Data Processed by Researchers of SPSS 25 (2022)

Based on the data above, it can be seen that the correlation coefficient (R) for work ethos (X3) on employee performance (Y) is 0.740, it can be concluded that the relationship between work coordination (X1) and employee performance improvement is strong.

Table 7. Result Analysis of work coordination variables (X1), Communication (X2), Work Ethos (X3) for the Performance Employee (Y)

		Model Summary ^b			
Model	R	R square	Adjusted Square	R	Std. Error of the estimate Durbin Watson
1.	0,803 ^a	0,645	0,626		3,284 1,916
a. predictors	constant	Work coordination, Communication, work ethos			
Dependent Variabel :		Performance Employee			

Source: Primary Data Processed by Researchers of SPSS 25 (2022)

Based on the data above, it can be seen that the correlation coefficient (R) for work coordination (X1), coordination (X2), work ethos (X3) on employee performance (Y) is 0.803, it can be concluded that the relationship between work coordination (X1) and employee performance improvement is very strong.

Discussion

Based on the results of the research above, it can be seen that the relationship between work coordination and employee performance is 0.388, this means that the relationship is weak and not strong so that it can be interpreted that work coordination has less influence on employee performance.

Based on the results of the calculation above, where communication has a considerable influence on employee performance, that is equal to 0.767 which means it has a fairly strong relationship where with good communication, employee performance will be able to be improved.

Based on the results of the above calculations where work ethic has a sufficient influence on employee performance with a result of 0.740 which means that with a high work ethic spirit, it is expected that employee performance will increase. According to Novriansyah (2021), strengthens by stating that there is a significant test result of the influence of Communication (X2) on Work Performance (Y) obtained a Sig value of 0.000 < 0.05, then H_a is accepted and H_o is rejected. Thus the effect of Communication (X2) on the Work Achievement variable (Y) can be said to have a significant influence.

Based on the results of the above calculations where work coordination, communication, and work ethic all have a large enough influence, namely 0.803, this means that if tested together, all variables provide a fairly high number which means work coordination, communication, ethos All work has an influence on employee performance with a fairly large influence which means that it has a strong influence.

The results of this study are in line with the results of research conducted by Kusniawati (2016), showing that simultaneous, big influence coordination variable to variable work ethic of 0.896 or 89.6% pales in good coordination will have a positive impact, which will also be a good work ethic, the partial absence of a leader who is responsible for the work ethic or $p_{YX1.1}$ 0.08, partially the on going process towards the work ethic or $p_{YX1.2}$ 0.136, partially structuring human resources of the work ethic or $p_{YX1.3}$ of 229, partial service and quality of service to the work ethic or $p_{YX1.4}$ amounted to 0.238, partial service and quality of service to the work ethic or $p_{YX1.4}$ amounted to 0.293.

CONCLUSION

This study aims to see to what extent the influence of work coordination, communication, and work ethic has an influence on employee performance. employees and if tested together it turns out that work coordination, communication, and work ethic give the highest results, this means that to improve employee performance it is necessary to have coordination, communication and high work ethic so that employee performance can be improved.

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