

Analysis Influence of Employee Performance and Gender toward Work Productivity (Case Study at Laundry Employee in Nauruan City)

Diah Maywati¹, Nunung Nurastuti Utami²

¹Diah Maywati, First Author, Post Graduate Student, Malangkecewara School of Economics, Malang, Indonesia.

²Nunung Nurastuti Utami, Malangkecewara School of Economics, Malang, Indonesia.
Corresponding Author: Diah Maywati

Abstract: Employee productivity is part of the obligation level of work that should be given workers to the employer. Increased employee productivity is the responsibility of various companies providing tools, training facilities, and other work infrastructure, while employees are obliged to display work characteristics, caring attitude and good discipline, taking the initiative to make continuous improvement of work.

To achieve high employee productivity, companies need to pay attention to education, wages, incentives, age, gender and work experience that are the driving factors in achieving work productivity, because with high productivity will be able to guarantee the survival of the company.

This research aims to determine (1) Significant influence between performance and gender on the productivity of laundry employees in Pasuruan City (2) How much influence the performance and gender toward the productivity of laundry employees in Pasuruan City. The population in this research are all employees of 3 Laundry in Pasuruan 1. Laundry Melia = 15 People; 2. Laundry Cemerlang = 5 People; 3. Laundry Mama Clean = 5 People; 4. Laundry AA = 10 People; 5. Laundry Anugrah = 7 People, The sample in this research is the total population of the three laundries with a total of 42 people.

Data analysis is used a result of research using approach of 2 software that is SPSS and EvIEWS in get result that (1) There is significant influence between performance and gender to work productivity of laundry employee in Pasuruan City, proved by value of F arithmetic / F-Statistic = 38.774 with a significance level of $0.000 < 0.05$. (2) The result of research indicates the influence of each variable to work productivity of laundry employee in Pasuruan City, on performance variable got significant value this is evident from the result of t-test with a value below 0.005, while for gender variable does not significance because value α on test t is above 0.005.

Keywords: Performance, gender, work productivity

Date of Submission: 04-08-2018

Date of acceptance: 18-08-2018

I. Introduction

Development is an effort to achieve the growth of social welfare, which is in the form of activities undertaken by a State to develop economic activities and living standards of society, Arsyad (2003). The sign of development successful if able to improve welfare in the broad sense. The influence of the condition of the population that has sufficient quality will encourage economic growth and on the contrary, the people who have a low quality will become a burden in development.

Employment is a very basic aspect of human life because it includes social and economic dimensions. One important goal in economic development is the provision of sufficient jobs to pursue the growth of the workforce, which grows faster than growth in employment. Successful achievement of corporate organization goals is largely determined by the participation of employees in the work process. This role is implicitly expressed by Thomson () that corporate organization is an impersonal integration and highly rational of a number specialists working together to achieve an agreed goal. Therefore, the success of work is also dependent on the work discipline employees. Since the corporate organization is said to be successful not only determined by the ability of the technique but also with the regularity of the behavior of people in interaction, especially the problem of discipline work. Because of the discipline of work as an attitude of a person or group who intend to follow the rules that have been established.

Work skills that produce employee productivity is said to be high if the process takes place according to the procedures and mechanisms that are precise and accurate or the best judge in carrying out a job. In other words, the work carried out efficiently is also productive work. Therefore, job skills that produce work

productivity achieved by employees are closely related to the work to be achieved. Because the work of these employees is the productivity of work as a target obtained through the quality of its work by carrying out the tasks in accordance with the rules set by the organization.

The roles of gender, work skills, and work productivity produce employee performance which is an achievement and level of success achieved by individuals or organizations in carrying out work in a certain period. While performance according to Stoner in Arnia (2001) is the quantity and quality of work completed by individual, group or organization. Performance is also a result of work productivity achieved by a work function or activity during a certain period that can be achieved by a person or group of people within an organization in accordance with the authority and responsibility of each in an effort to achieve the objectives of the organization concerned legally, law and in accordance with morals and ethics. In fact, employee productivity is not seen from the achievement and success, because the size of achievement and success is very difficult to measure the concept of gender, where many problems that cannot be clearly known about the nature as a man and woman, although there are concepts that can be used to measure sex productivity. Because in the context the measure of productivity a work employee done to assess how good the work participates as long as the main tasks and functions are given to him during the period of work that can be resolved properly.

As it is known that productivity is one of the key factors in the driving of vitality/life and economic growth optimally. Employee productivity is part of the obligation level of work that should be given workers to the employer. Increased employee productivity is the responsibility of various companies providing tools, training facilities, and other work infrastructure, while employees are obliged to display work characteristic, caring attitude and good discipline, taking the initiative to make continuous improvement of work.

To achieve high employee productivity, companies need to pay attention to education, wages, incentives, age, gender and work experience that are the driving factors in achieving work productivity, because with high productivity will be able to guarantee the survival of the company.

This research has two main objectives. First, to analyze the influence of performance and gender toward the productivity of laundry employees. Secondly, to know how big influence of performance and gender toward work productivity of laundry employee

II. Theoretical Review

Understanding of Performance

There are a number of performance understandings according to the experts that will be described below. The word performance is an abbreviation for the kinetic energy or performance (Wirawan, 2009). Optimizing human resources becomes the organization's main focus in improving performance. So it can be said that human resources (HR) become a key factor in order to obtain good performance. Performance is the result of work in quality and quantity achieved by an employee in performing their duties in accordance with the responsibilities given to him (Anwar Prabu Mangkunegara, 2006: 67)

Employee performance is the result of specific work processes planned at the time and place of the employees and the organization concerned (Mangkuprawira and Hubeis, 2007: 153). Performance is defined as a set of outcomes achieved and refers to the accomplishment and execution of any work requested (Stolovitch and Keeps, 1992). Performance is a function of motivation and ability. To complete a task or job a person must have a degree of willingness and a certain level of ability. One's willingness and skills are not effective enough to do something without a clear understanding of what to do and how to do it (Hersey and Blanchard, 1993).

Understanding performance refers to the level of success in carrying out the task and the ability to achieve the established goals. Performance is declared good and successful if the desired goal can be achieved well (Donnelly, Gibson and Ivancevich, 1994). Performance as a quality and quantity of achievement of tasks, whether done by individuals, groups or companies (Schermerhorn, Hunt and Osborn, 1991). Performance is an interaction function between ability (Ability = A), motivation (motivation = M) and opportunity (Opportunity = O) or $Performance = f(A \times M \times O)$; meaning: performance is a function of ability, motivation and opportunity (Robbins, 1996). Performance is the work achieved by a person in performing his duties on skills, effort and opportunity. Based on the above performance exposure is a result achieved in implementing tasks that are based on skills, experience and seriousness and time according to predetermined standards and criteria (Hasibuan, 2002: 160).

By some understanding of performance according to experts it can be concluded that the performance of employees is the work done by someone in an organization in order to achieve the goals what they aim an organization and minimize losses or performance is the willingness of a person or group of people to do something active and refine it in accordance with its responsibilities with the expected results.

Understanding of Gender

Gender was first introduced by Robert Stoller in 1968 that to separate the notion of being based on sociocultural definitions with biological definitions (Wahyuni, 2002). In the Websters New World Dictionary that gender is defined as the apparent differences between men and women in terms of value and level of

behavior. In the Women's Studies Encyclopedia described gender is a cultural concept that seeks to make distinctions in terms of the roles, behaviors, mentality and emotional characteristics between men and women developing in society.

According to Lips (1993: 4) interpret gender is an expectation for women and men (gender as culturalexpectations of men and women). This opinion is in line with the opinions of feminists, such as Lindsey who considers all community thinking about the determination of a person as a male or female is included in the field of gender studies (what a given society defines as masculine or feminism is a component of gender).While Wilson (1989: 2) defines gender as a basis for determining the influence of cultural factors and collective life in discriminating between men and women. Meanwhile, according to a large Indonesian dictionary, the word gender has not been included in the treasury, but this term is commonly used, especially in the Office of the Ministry in charge of women's affairs. Gender is defined as a mental and cultural interpretation of the sexes of men and women. Gender is usually used to indicate a division of employee that is considered permanent for both men and women. By some of these definitions, it can be concluded that gender is a concept used to identify differences between men and women in terms of socio-cultural influences. Gender in this sense is a form of community engineering, not something natural.

Understanding Work Productivity

Productivity is a measure of performance that includes effective and efficient, an organization is productive if it reaches its goals and achieves it by converting inputs into outputs at the lowest cost. A business enterprise is effective when the company achieves its sales goals or market share, but its productivity also depends on achieving those goals efficiently.

There are several notions and definitions that are universally understood in terms of productivity according to the 1984 Productivity Charter of Oslo in the following concepts:

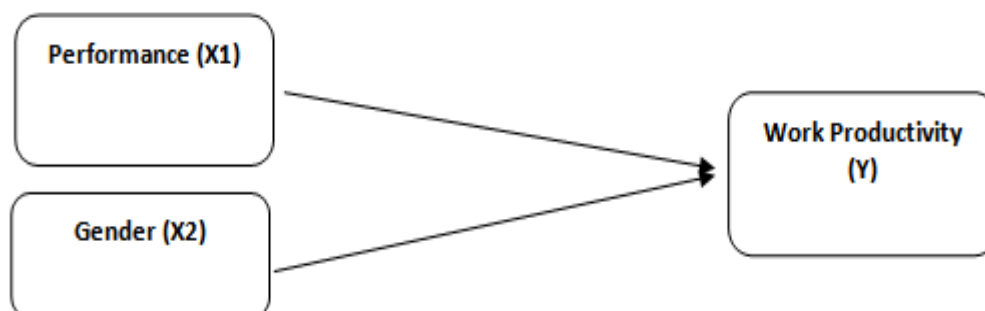
- Productivity is a universal concept, intended to provide more goods and services for the needs of more and more people using few resources.
- Generally, productivity is based on a multi-disciplinary approach that effectively defines the objectives of the development plan and the implementation of productive ways of using resources as a whole.
- Integrated productivity involves all human efforts by using skills, capital, technology, management, information, energy and other resources to improve the quality of life for all human beings through a comprehensive approach to product concepts.
- Productivity is more than technology science and technology techniques in management techniques but also strong philosophy and attitude to continuously strive for better quality of life (Ravianto, 1986)

Employee productivity report results obtained from the documentation based on quantity factors or the amount of products produced within a period of three months. To measure the productivity of this work using the data obtained from HRD staff about the results produced by employees at the time of the research. The higher the production means the higher the productivity of an employee.

Research Framework

The framework in this research methodology using survey method, this research using correlation technique because this research is trying to investigate the relationship between some research variables are male and female employee performance variable as predictor variable while working productivity variable as the criterion variable

The time of study includes the preparation stage of the research proposal, the data collection phase, the data processing stage, and the preparation stage. The framework of thinking in research can be explained in the picture as follows:



Research Hypothesis

The results of the framework shown in the picture above can be drawn research hypothesis as follows:

1. Allegedly there is influence simultaneously between performance and gender to work productivity of laundry employee in Pasuruan City.
2. Allegedly there is a significant influence between performance and gender on the productivity of laundry employees in Pasuruan.

III. Research Methods

Research Approach

This research uses a quantitative approach to the type of survey research to find out whether there is a significant influence of performance between gender differences on work productivity and which the gender about men and women most influential on work productivity

Population and Sample

The population in this research are all employees of 5 Laundry in Pasuruan 1. Laundry Melia = 15 People; 2. Laundry Ceemerlang = 5 People; 3. Laundry Mama Clean = 5 People; 4. Laundry AA = 10 People; 5. Laundry Anugrah = 7 People. The sample in this research is the total population of the three laundries with a total of 42 people.

Place and time of research

The research was conducted in Laundry Melia, Laundry Cemerlang, Mama Clean Laundry, Laundry AA and Laundry Anugrah. The research was conducted from January to March of 2018

Research Subject

Suharsimi Arikunto (1993: 116) suggests that what is meant by the subject of research is an object, thing or person where the research variable data inherent and in question. So the subject is something that its position is very important because on that subject there is data about the variables studied and observed by researchers. Taking the subjects of this study using population techniques.

Data collection technique

Data collection is an important step in the scientific method. Data collection by Sugiyono (2007: 193) can be done with various settings, various sources, and various ways in an effort to collect data. Meanwhile, Moh. Nazir (2005: 174) suggests the same thing about data collection is a systematic and standard procedure to obtain the necessary data. Data collection is nothing but a primary data procurement process for research purposes. In this study data collected through interviews and questionnaires.

Data source

Primary data is data obtained through direct research on the object of research (employees of production with the aim of obtaining data objectively in accordance with the purposes of research), it will be obtained through the activities, the spread of questionnaires and observations with relevant parties.

Data analysis technique

Data analysis technique used in this research is descriptive analysis. Descriptive analysis is used to strengthen and explain the analysis of quantitative data that is by describing or interpreting data that has been produced in words.

IV. Data Analysis Method

Regression Analysis

Used to determine the effect of independent variables on the dependent variable. Systematically, the function of linear regression equation can be formulated as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 D$$

Information :

Y = Productivity

α = Constants

X1 = Performance

D = Dummy variable (if Male = 0, Female = 1)

$\beta_{1,2}$ = Regression Coefficient

Classic Assumptions

The classical assumption is the requirement that must be completed in the OLS linear regression model for the model to be valid as a predictor.

The classical assumptions on linear regression include:

1. Normality assumption
Normality test is performed to see whether the residual value is normally distributed or not.
2. Assumption of heteroskedastic
The heteroskedastic test is used to see if there is a variant inequality from one observation's residual to another.
3. Assumptions of Autocorrelation
A good regression equation is not having an autocorrelation problem. If an autocorrelation occurs then the parasitic becomes unfavorable or unfeasible for prediction.
4. Assumptions of Multicollinearity
Multicollinearity test is performed to see whether or not there is a high correlation between the independent variables in a multiple linear regression model.

Research variable

Variabel	Definition	Indicator
Performance (X1)	The results achieved and refer to the actions of the achievement and execution of any work requested	a) Ability b) Timeliness c) Quality of work d) Commitment
Gender (Dummy)	Mental and cultural interpretations of gender differences are male and female.	a) roles b) behavior c) characteristics d) mentality
Productivity (Y)	Measures of performance that include effectiveness and efficiency.	a) responsible b) evaluation skills c) the achievement of the task d) utilization of employee time

V. Analysis and Discussion

General description

Location Profile of Research

Washing laundry has become part of the lifestyle in the community. In addition to lighten the laundry and ironing jobs, laundry business also provides good quality at affordable prices. By looking at the benefits of this laundry business, this research was conducted in several places in Pasuruan area, such as Laundry Melia, Laundry Cemerlang, Laundry Mama Clean, Laundry AA, and Laundry Anugrah Fifth This place is Laundry which made as research place.

Characteristics of Respondents

Respondents who are the subject of this research are employees who work on Laundry Melia, Laundry Cemerlang, Laundry Mama Clean, Laundry AA, Laundry Anugrah in Pasuruan City. Characteristics of respondents consisting of gender, age, education and years of service.

Data processing

Regression analysis (SPSS)

First section output:

The table describes the variables included and also the methods used. In this case, the variables included are gender and performance variables as independent variables and Productivity as the dependent variable and the method used is the method Enter.

Second section output:

The table describes the value of correlation/relationship (R) that is equal to 0.816. From the output obtained termination coefficient (R Square) of 0.665, which contains a definition that the influence of free variable (gender and performance) to the dependent variable (productivity) is 66.5%

The Third section Output:

The table describes from the output it is known that the value of F arithmetic = 38.774 with a significant level of 0.000 <0.05, the regression model can be used to predict productivity variables or in other words there influence the performance variables X1 and gender (X2) on productivity (Y)

The output of the fourth part is obtained by regression equation:

$$Y = \alpha + \beta_1 X_1 + \beta_2 D$$

$$Y = 1.107 + 0.719X_1 + 0.141D$$

Given the constant value of 1.107 indicates if the value of productivity variables there is the influence of gender and performance variables. The value of performance coefficient obtained by 0.719 indicates the magnitude of the effect of performance variables on productivity where the influence of positive (unidirectional) means the increased influence of performance shown will lead to higher productivity and vice versa. While the value of regression coefficient of gender influence variables obtained for 0.141 indicates the influence of gender variables on productivity and its influence is positive (unidirectional) means that the results obtained from gender testing does not affect the productivity variables in other words any gender type do not influence laundry employee productivity.

Based on the significance value of the coefficients table. For performance influence variable is 0,000 $< \alpha = 0,05$. This means the effect of performance variables on productivity significant. While the significance value for the gender variable is 0.282 greater than $> \alpha = 0.05$, meaning that the gender to productivity is not significant.

Regression analysis using Eviews

a. Regression model

$$\text{Productivity} = 1.106904 + 0.719376 X_1 + 0.140590 D$$

✓ For $D = 0$ (men)

$$\text{Productivity} = 1.106904 + 0.719376 X_1$$

✓ For $D = 1$ (female)

$$\text{Productivity} = 1.247494 + 0.719376 X_1$$

b. F test (model match)

✓ Hypothesis:

Ho: The regression model does not match

H1: the regression model is suitable

✓ Significance level:

$\alpha = 5\%$

✓ Test statistics:

F-statistics = 38.77415 with probability = 0.00000

✓ Critical area:

Ho is rejected if probability $< \alpha$

✓ Decision:

Ho is rejected because the probability $< \alpha$ is (0.0000 < 0.05)

✓ Conclusion:

✓ Conclusion:

The level of significance $\alpha = 5\%$ can be concluded that the regression is suitable

c. Test t (Variable X1)

✓ Hypothesis:

Ho: $\beta_1 = 0$ (performance variable is not significant)

H1: $\beta_1 \neq 0$ (significant performance variable)

✓ Significance level:

$\alpha = 5\%$

✓ Test statistics:

t-statistics = 8.6939659 with probability = 0.00000

✓ Critical area:

Ho is rejected if probability $< \alpha$

✓ Decision:

Ho is rejected because the probability $< \alpha$ is (0.0000 < 0.05)

✓ Conclusion:

The significance level $\alpha = 5\%$ it can be concluded that the performance variable is significant

d. Test t (Dummy Variable)

✓ Hypothesis:

Ho: $\beta_1 = 0$ (Dummy variable is not significant)

H1: $\beta_1 \neq 0$ (significant dummy variable)

✓ Significance level:

$\alpha = 5\%$

✓ Test statistics:

t-statistic = 1.090362 with probability = 0.2822

✓ Critical area:

Ho is rejected if probability $< \alpha$

✓ Decision:

Ho is accepted because of probability $> \alpha$ ie (0.2822 $>$ 0.05)

✓ Conclusion:

The significance level $\alpha = 5\%$ it can be concluded that dummy variable is not significant

Classic Assumption Analysis using Eviews

Assumption of Normality

a. Hypothesis:

Ho: the residual is normally distributed

H1: residual is not normally distributed

b. Significance level:

$\alpha = 5\%$

c. Test statistics:

Jarque-bera = 0.138193 with probability = 0.933236

d. Critical area:

Ho is rejected if probability $< \alpha$

e. Decision:

Ho is accepted because of probability $> \alpha$ ie (0.933236 $>$ 0.05)

f. Conclusion:

The significant level $\alpha = 5\%$ we find that residuals are normally distributed (assumed normality is met)

Assumptions of Heteroscedasticity

a. Hypothesis:

Ho: residual variant homogeneous

H1: residual variant is not homogeneous

b. Significance level:

$\alpha = 5\%$

c. Test statistics:

obs * R-squared = 3.130434 with probability = 0.536240

d. Critical area:

Ho is rejected if probability $< \alpha$

e. Decision:

Ho is accepted because of probability $> \alpha$ ie (0.536240 $>$ 0.05)

g. Conclusion:

the significance level $\alpha = 5\%$ found that residual homogeneous variants (no heterokedastisitas)

Assumptions of Autocorrelation

a. Hypothesis:

Ho: no autocorrelation occurs

H1: autocorrelation occurs

b. Significance level:

$\alpha = 5\%$

c. Test statistics:

obs * R-squared = 0.210354 with probability = 0.900165

d. Critical area:

Ho is rejected if probability $< \alpha$

e. Decision:

Ho is accepted because of probability $> \alpha$ ie (0.900165 $>$ 0.05)

f. Conclusion:

the significance level $\alpha = 5\%$ obtained the result that the model is free from autocorrelation problems

Assumptions of Multicollinearity

From the above output, there is no variable that has a value of more than 0.8 so it can be concluded that **there is no multicollinearity in the model of the regression**

Analysis of Research Results / output using Eviews:

1. Model of regression equation:
Productivity = 1.106904 + 0.719376 X1 + 0.140590 D
 - ✓ For D = 0 (men)
Productivity = 1.106904 + 0.719376 X1
 - ✓ For D = 1 (female)
Productivity = 1.247494 + 0.719376 X1
2. Based on the F test obtained regression model for the qualitative independent variables of the two categories are suitable and on t test, X1 variable significant and variable X2 is not significant.
3. By the research, gender is said to have no influence on work productivity, this is because the object of research is engaged in laundry services which in the process of work does not look at a gender. As explained by the experts namely Sasongko (2009: 7) related to the concept of gender about the gender is not natural but man-made which means only seen in terms of social-cultural influences as well as laundry employees who not demanding gender because of that someone will have a great opportunity to access the existing resources.
4. In the assumption test of regression equation for qualitative independent variables two categories obtained that the assumption of normality is completed, no heteroscedasticity in the regression model and free of autocorrelation problems and does not occur multicollinearity, it can be assumed that the model can be used as a good predictor because no there are problems contained in the classical assumption test.

VI. Conclusions and Suggestions

Conclusion

Based on the results of research conducted by the author on the analysis of the effect of employee performance, gender to the productivity of laundry employees in Pasuruan City, it can be concluded as follows:

1. By the result of research using the approach of 2 software that is SPSS and Eviews in getting result that there is influence simultaneously between performance and gender to work productivity of laundry employee in Pasuruan City, proved with a value of F count / F-Statistic = 38.774 with significance level equal to 0.000 .
2. The results showed the gender does not significantly influence toward the productivity of laundry employees in Pasuruan as evidenced by the value of t arithmetic of 1090 with a significance level of 0.282.

Suggestion

The results of data analysis and the results of these conclusions, it is advisable for related companies and subsequent research is as follows:

1. Suggestions for increasing the productivity of the company is the company should give rewards for the performance/work performance/employment results that have given employees to productivity employee work more leverage because of this research performance has a significant influence on work productivity.
2. Suggestions for further research is to add reward variables on similar research in order to get information on how far the influence of rewards on performance and gender on employee productivity.

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Diah Maywat "Analysis Influence of Employee Performance and Gender toward Work Productivity (Case Study at Laundry Employee in Nauruan City)." IOSR Journal of Business and Management (IOSR-JBM) 20.8 (2018): 54-61.