

The Effect of Competency of Organizational Commitment and Workload on Employee Productivity of PT. Karya Sukses Kreasi (Kasuka) Medan

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Abstract

The object of this research is PT. Karya Sukses Kreasi (KASUKA) Medan. This company is engaged in retail. The research method used is a quantitative approach, the type of research used is descriptive quantitative and the nature of the research used is explanatory. The analytical method used in this research is multiple linear regression, the coefficient of determination of the test simultaneously (F test) and partially (T test). The population of this research is 150 people, this is the number of all employees of PT.KASUKA Medan. The sampling technique used random sampling using the Slovin formula with a standard error of 5%. The coefficient of determination test results showed 49.2% of the dependent variable employee productivity which can be explained by the independent variables, namely competence, commitment, and workload. The results of the T test showed that the competency variable had a positive and significant effect on the employee performance variable with a T value ($4.797 > 1.923$), the commitment variable had a positive but insignificant effect on the work productivity variable with a T value ($-0.719 < 1.923$) and the load variable. work has a positive and significant effect on the work productivity variable with the T value ($5.088 > 1.923$). The results of the F test showed that all the independent variables had a simultaneous effect on the dependent variable with the calculated F value ($34.287 > 2.69$).

Keywords: Competency, Organizational Commitment, Workload, Employee Productivity.

1. Introduction

Employee performance is one of the capitals for the company to achieve its goals. Competence and work productivity also affect employee performance. Competence refers to rational action that can achieve its goals satisfactorily under the specified conditions. In carrying out their work, employees cannot be separated from communication with fellow co-workers, with superiors and with subordinates. Workload can increase and decrease employee performance within the company. PT. KASUKA is a company engaged in the retail sector. There is a decrease in employee performance due to not achieving the targets given by the company. The lowest target achievement was in January at 61% and May 60% in 2020. The company PT.KASUKA places many employees who are not in accordance with their work competencies, both in terms of experience and education possessed by employees. The company has employees who have education that is not in accordance with their positions so that they are less able to support employees to work quickly, precisely, and efficiently.

The ability and education of employees are less supportive as communication tools and equipment available within the company and without compensation for overtime employees, resulting in inefficient and effective in increasing competence and organizational commitment in increasing productivity as seen from the level of employee workload. The high workload of employees results in boredom at work and the high workload of employees can also be from the large number of employees who prefer to leave the company. The reason employees choose to resign from the company is because the target is too high, too much work is caused by organizational commitment that is not implemented properly in the company, conflicts, a lot of workloads and so on. Based on the background of the problems that occur in the company, with the title "The Influence of Competence, Organizational Commitment and Workload on Work Productivity of Employees of PT. KASUKA".

2. Literature Review

Table 1. Previous Research

Authors	Tittle	Variables	Result
Anggaraini Shelvi, Heriyanto (2019)	The influence of HR competence on work productivity at PT. Semen Baturaja (Persero) Tbk	X : HR Competence Y : Work Productivity	Based on the results of the T-Test and F-Test of HR competencies, it has a significant effect on work productivity.
Sulis Arifah (2019)	The effect of work discipline, work motivation and organizational commitment on employee work productivity at PT. BPRS Sukowati Sragen	X1 : Work Discipline X2 : Work Motivation X3: Organizational Commitment Y : Work Productivity	Based on the results of the research that has been carried out the T-test of organizational commitment has a positive but not significant effect on work productivity. The F-test on all variables has a positive and significant effect on employee work productivity.
Arum Suciani (2017)	The effect of work experience wages and workload on employee work productivity at the Kudus Sukun PR	X1 : Wages X2: Work Experience X3 : Workload Y : Work Productivity	The results showed that from the analysis there was a positive and significant effect between the workload variables on work productivity.

Theory of the Effect of Competence on Work Productivity

According to Armstrong 2009 in Donni Juni Priansa's book (2018:255) states that competence is the capacity possessed by employees, which leads to behavior that is in accordance with the demands of the job and in accordance with the provisions of the organization, which in turn will bring the desired results.

Theory of the Effect of Organizational Commitment on Work Productivity

According to Gibson, Ivancevich, and Donnelly 2010 in the book Donni Juni Priansa (2018: 233) states that organizational commitment involves three attitudes, namely: identification with organizational goals, power of involvement in organizational tasks, and feelings of loyalty to the organization. This means that employees who are committed to the organization view the values and interests of the organization as integrated with their personal goals. The work that is his duty is understood as a personal interest and has a desire to always be loyal for the betterment of the organization.

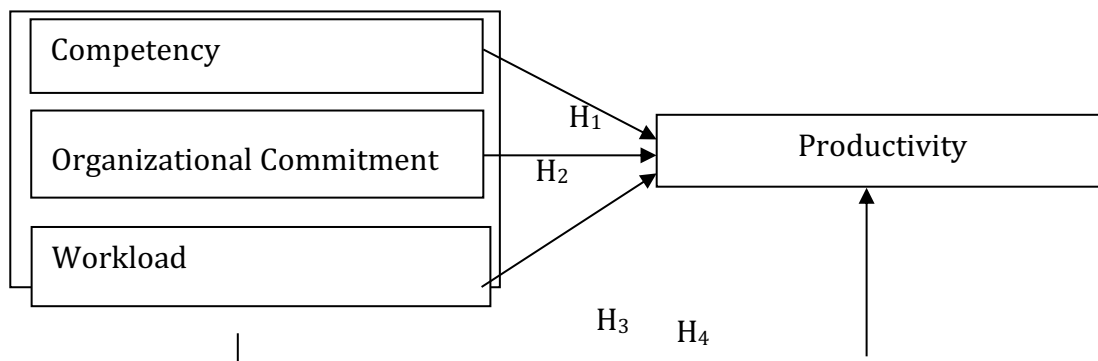
Theory of the Effect of Workload on Work Productivity

According to Suci R. Mar'ih Koesomowidjojo (2017:21) workload is the process of determining the number of working hours of human resources who work, are used, and are needed to complete a job for a certain period of time.

Theory About Work Productivity

According to Soedarmayanti in the book on work procedures and work productivity, productivity is the desire (the will) and effort (effort) of humans to always improve the quality of life and livelihood in all fields (1996:142), written in the book Mila Badriyah, S.E., M.M. (2017: 182-183).

Conceptual Framework Drawing



Hypothesis

According to Sugiyono (2016: 64) the hypothesis is a temporary answer to the research problem formulation, where the research problem formulation has been stated in the form of a question sentence. Research that formulates hypotheses is research that uses a quantitative approach. "In this study, the writer can formulate the following hypothesis:

- a) Competence has a positive and significant effect on Employee Work Productivity of PT. KASUKA
- b) Organizational Commitment has a positive and significant effect on the Work Productivity of PT.KASUKA Employees
- c) Workload has a positive and significant effect on the Work Productivity of PT.KASUKA Employees

- d) Competence, Organizational Commitment & Workload have a positive and significant impact on the Work Productivity of PT. KASUKA

3. Methods

Research Methodology

Research methodology is a scientific process or method to obtain data to be used for research purposes. According to Sugiyono (2016: 2), Research Methods are basically a scientific way to obtain data with certain goals and uses.

Types Of Research

This type of research is descriptive quantitative research, according to Sugiyono (2016:8) quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative/statistical, with the aim of testing the established hypothesis.

Nature Of Research

The nature of this research is explanatory research, according to Sugiyono (2014:6) explanatory research is a research method that intends to explain the position of the variables studied and the influence between one variable and another.

Population And Sample

According to Sugiyono (2016: 80) population is a generalization area consisting of: objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. The population in this study were 150 employees at PT KASUKA. According to Sugiyono (2016:81) the sample is part of the number and characteristics possessed by the population. Random sampling is a technique used for sampling. In this study, the number of samples was taken using the Slovin formula with a standard error of 5% and the sample results were 110.

Data Collection Techniques

Data collection techniques in this study are Interview, Observation and Questionnaire.

Types of Data and Sources

The source of this research is primary data in the form of data from the company, then secondary data in the form of data from company employees.

Table 2. Operationalization Variables

<u>Variables</u>	<u>Definition</u>	<u>Indicators</u>	<u>Scale</u>
<u>Competency (X¹)</u>	According to Irham Fahmi (2016: 45) Competence is an ability possessed by an individual who has a selling value and it is applied from the results of creativity and innovation produced.	1.Motive 2.Traits 3.Self-concept 4.Knowledge & 5.Skill	Likert Scale
<u>Organizational Commitment (X²)</u>	According to Gibson, Ivancevich, and Donnelly 2010 in the book Donni Juni Priansa (2018: 233) states that organizational commitment means employees who are committed to the organization view the values and interests of the organization as integrated with their personal goals. The work that is his duty is understood as a personal interest and has a desire to always be loyal for the betterment of the organization.	1. Identification with organizational goals 2. Feelings of involvement in organizational tasks 3. Feelings of loyalty to the organization	Likert Scale
<u>Workload (X³)</u>	According to Suci R. Mar'ih Koesomowidjojo (2017:21) Workload is the process of determining the number of hours of human resources working, used and needed to complete a job within a certain time.	1. Working conditions 2.Use of working time 3.Target to be achieved	Likert Scale
<u>Productivity (Y)</u>	According to Drs. Danang Sunyoto, S.H., S.E., M.M. (2012:203) Work Productivity is a measure that shows the consideration between the inputs and outputs issued by the company and the role of the workforce that is owned per unit of time.	1.Ability 2.Improve yield 3. Passion for work 4.Self development 5.Quality 6.Efficiency	Likert Scale

Validity Test

According to Sugiyono (2012:455) Validity is the degree of accuracy between data that actually occurs in the object of research and data that can be reported by researchers. Its characteristics are, valid data is data that does not differ between the data reported by the researcher and the data that actually occurs in the research object.

The results of the validity test of the competence influence variable show that 10 questions that represent the competence influence variable are valid because the $R_{statistics} > R_{table}$ value (0.36). Thus, it can be concluded that all the question instruments regarding the competence influence variable are valid so that they can be used in research. This conclusion is strengthened by a significant (2-tailed) value for all instruments which is less than 5%.

The results of the validity test of the organizational commitment variable show that 6 questions that represent the organizational commitment variable are valid because the $R_{\text{statistics}} > R_{\text{table}}$ value (0.36). Thus, it can be concluded that all the question instruments regarding the organizational commitment variable are valid so that they can be used in research. This conclusion is strengthened by a significant (2-tailed) value for all instruments which is less than 5%.

The test results of the validity of the workload variable show that 6 questions that represent the workload variable are valid because the $R_{\text{statistics}} > R_{\text{table}}$ value (0.36). Thus, it can be concluded that all question instruments regarding competency workload are valid so that they can be used in research. This conclusion is strengthened by a significant (2-tailed) value for all instruments which is less than 5%.

The results of the validity test of the work productivity variable show that 12 questions that represent the work productivity variable are valid because the $R_{\text{statistics}} > R_{\text{table}}$ value (0.36). Thus, it can be concluded that all the question instruments regarding work productivity variables are valid so that they can be used in research. This conclusion is strengthened by a significant (2-tailed) value for all instruments which is less than 5%.

Reliability Test

According to Sugiyono (2012:456) Reliability relates to the degree of consistency and stability of data or findings. The characteristics are that a data is declared reliable if two or more researchers in the same object produce the same data or the same researcher at different times produces the same data, or a group of data when split into two shows data that is not different. The basis for taking the Cronbach Alpha Reliability Test according to Ir. Syofian Siregar, MM (2018: 175) the questionnaire is said to be reliable if the Cronbach Alpha value is > 0.6 .

Classic Assumption Test

To get a good regression model, it must be free from data deviations consisting of normality, multicollinearity and heteroscedasticity. The method used to test deviations from classical assumptions is as follows.

Normality Test

According to Dr.Widodo (2017:111) the Normality Test aims to determine the distribution of residuals. The characteristics are: A good model has a normal distribution of residuals and normality testing using the Kolmogorov-Smirnov normal test (K-S).

Multicollinearity Test

According to Dr.Widodo (2017:115) To find out whether there are symptoms of multicollinearity among them can be done by knowing the effect of co-linearity. Its characteristics are: Symptoms of multikol can be known if between the independent variables there is a strong correlation or near perfect or the value of Variance Inflation Factor (VIF) is less than 10.

Heteroscedasticity Test

According to Widodo (2017:114) Heteroscedasticity test is carried out to test the occurrence of differences in residual variance from one observation period to another observation period. The

characteristics are : To predict the presence or absence of heteroscedasticity in a model , it can be seen from the SPSS Scatterplot image pattern .

Research Data Analysis Model

In this study, multiple linear regression models were used. According to Sugiyono (2016: 192) multiple linear regression analysis is a regression that has one dependent variable and two or more independent variables. The multiple regression equation can be formulated as follows:

$$Y = + b_1 X_1 + b_2 X_2 + b_3 X_3 + \dots e$$

According to Mudjrajad Kuncoro (2011:108) The coefficient of determination essentially measures how far the model's ability to explain the variation of the dependent variable.

Simultaneous Significant Test (F-Test)

According to Mudjrajad Kuncoro (2011:106-107) Basically it shows whether all the independent variables included in the model have a joint effect on the dependent variable. The characteristic of the F-test is that the null hypothesis (H_0) to be tested is whether all parameters in the model.

Partially Significant Test (T-Test)

According to Mudjrajad Kuncoro (2011:105-106) Basically it shows how far the influence of one explanatory variable individually in explaining the variation of the dependent variable. The characteristic of the T-Test is that the null hypothesis to be tested.

4. Results and Discussion

Vision Mission PT. Kasuka Medan

The vision of PT. Kasuka Medan is "Inspire the World, Create the Future". PT. Kasuka Medan's mission is to inspire the world with innovative technologies, products and designs that enrich people's lives and contribute to social prosperity by creating a new future.

Descriptive Statistics

Descriptive statistics are methods related to the collection and presentation of a group of data so as to provide useful information.

Table 3. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Competency	110	40	50	47.14	2.761
Commitment	110	23	30	29.46	1.318
Workload	110	26	30	29.30	1.450

Productivity	110	47	60	57.35	3.117
Valid N (listwise)	110				

Based on table 3 it can be seen that the competency variable has an average answer value of 47.14 with the lowest answer being 40 and the highest answer value being 50, and a standard deviation of 1.771. The commitment variable has an average answer value of 29.46 with the lowest answer being 23 and the highest answer value being 30, and a standard deviation of 1.318. The workload variable has an average answer value of 29.30 with the lowest answer being 26 and the highest answer value being 30, and a standard deviation of 1.450/ The productivity variable has an average answer value of 57.35 with the lowest answer being 47 and the highest answer value being 60, and a standard deviation of 3.117.

Classic Assumption Test Results

Before testing to get a good regression model, it must be free from data deviations consisting of normality, multicollinearity and heteroscedasticity, the method used to test deviations from classical assumptions is as follows.

Normality Test

Used to test a good model that has a normal distribution of residuals and normality testing using graphical histogram techniques, probability plots and Kolmogorov-Smirnov in calculations from the SPSS program, the output results are obtained as follows:

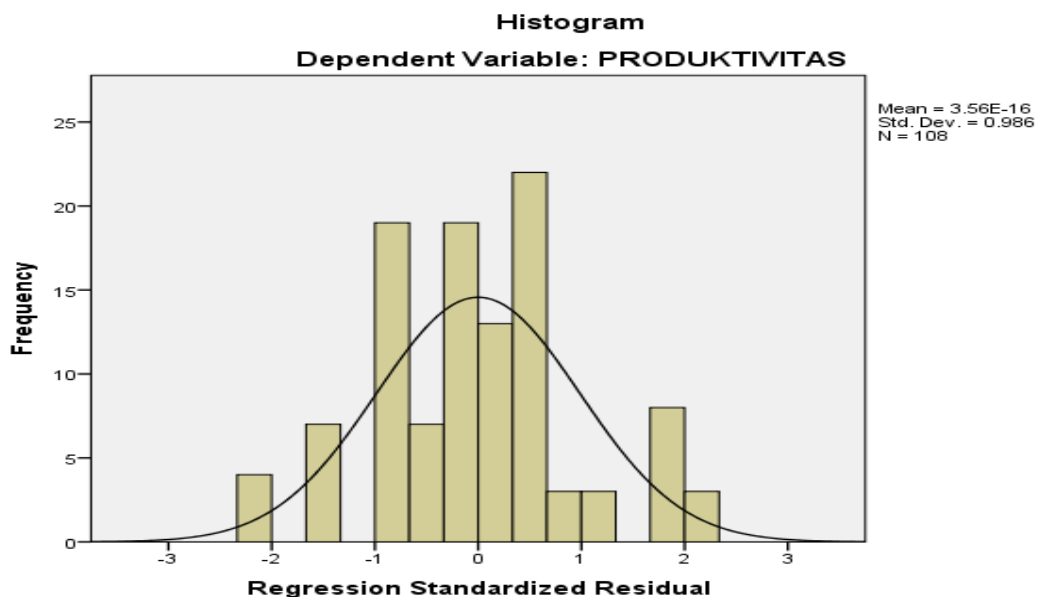


Figure 1. Histogram

Based on Figure 1 it can be seen that the line drawing is in the shape of a bell, neither deviating to the right nor to the left. This shows that the data is normally distributed and meets the assumption of normality.

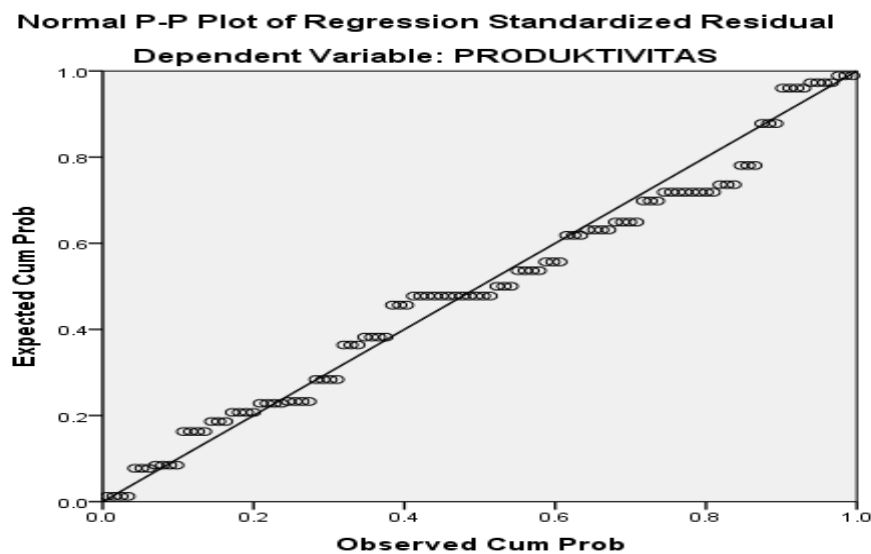


Figure 2. P-Plot

Figure 2 shows that the (dots) spread around the diagonal line and follow the diagonal line. So, the picture can be concluded that the residuals in the regression model are normally distributed.

Table 4. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		110
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	2.22912148
Most Extreme Differences	Absolute	.102
	Positive	.102
	Negative	-.090
Kolmogorov-Smirnov Z		1.071
Asymp. Sig. (2-tailed)		.202

Based on the results of the normality test, the Asymp value is known. Sig. (2-tailed) 0.202 > 0.05, it can be concluded that the residual value is normally distributed.

Multicollinearity Test

This test serves to determine the presence or absence of multicollinearity symptoms, including knowing the effect of co-linearity. The characteristics are, if between the independent variables there is a strong or near perfect correlation or the Variance Inflation Factor (VIF) value is less than 10.

Table 5. Collinearity Statistics

Model	Tolerance	VIF
Competency	.730	1.370
Commitment	.954	1.048
Workload	.713	1.402

Based on Table 5 it can be seen that the three independent variables namely Competence, Commitment, and Workload have $VIF < 10$, meaning that there are no symptoms of multicollinearity.

Heteroscedasticity Test

Conducted to test the occurrence of differences in residual variance from one observation period to another observation period, to predict the presence or absence of heteroscedasticity in a model. In Figure 3 below, it can be seen that the dots are spread out and do not merge or form a pattern. So it can be concluded that there is no heteroscedasticity in the regression model so that the regression is feasible to use.

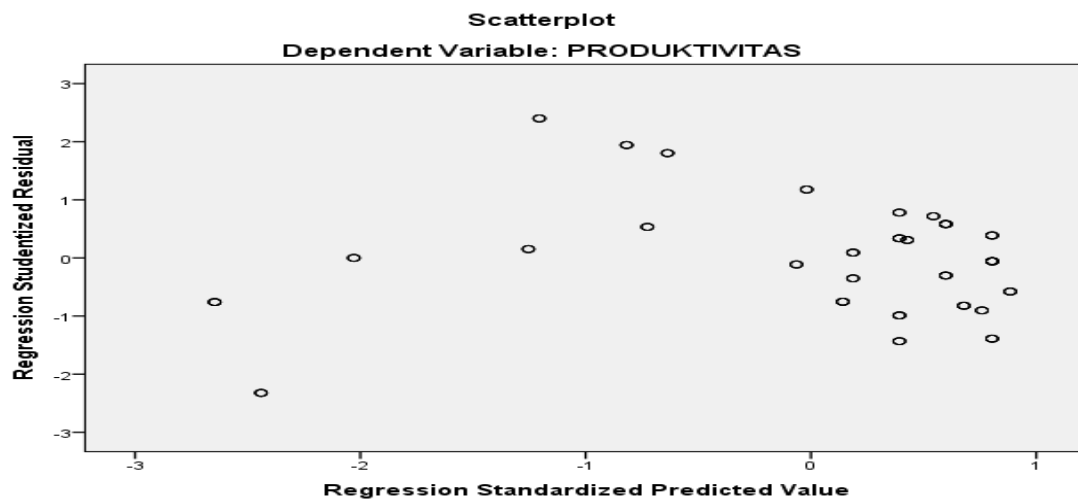


Figure 3. Scatterplot

Heteroscedasticity test results with Glejser test.

Table 6. Glejser Test

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	.228	.078		2.930	.004
Competency	-.001	.001	-.090	-.876	.383
Commitment	.002	.002	.076	.858	.393
Workload	-.007	.002	-.372	-3.596	.492

a. Dependent Variable: ABS_RES

From table 6 the probability value (Sig) for the Competency variable is 0.383, the Commitment variable is 0.393 and the Workload variable is 0.492. So it can be concluded that the regression does not contain any heteroscedasticity.

Research Data Analysis

Analysis of the data in this study using multiple regression analysis model. This multiple analysis model is used to determine the independent variable (Y) on the dependent variable (X) jointly or partially.

Table 7. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	16.777	7.129			2.353	.020
Competency	.447	.092	.396		4.880	.000
Commitment	-.195	.167	-.082		-1.163	.247
Workload	.861	.176	.400		4.878	.000
a. Dependent Variable: PRODUKTIVITAS						

So that the multiple linear regression equation in this study is:

$$Y = + b_1 X_1 + b_2 X_2 + b_3 X_3 \text{ then we get } Y = 16,777 + 0,447 + (-0,447) + 0,861$$

Based on table 7 above, the following values are obtained:

- Competency variable (X1) has a Sig. $0.000 < 0.05$. This proves that H0 is rejected and H1 is accepted. Basically, it shows how far the influence of one explanatory variable individually in explaining the variation of the dependent variable. It can be concluded that the Competency variable (X1) which is included in the model has an influence on the Work Productivity variable (Y) at PT. Karya Sukses Kreasi (Kasuka) Medan.
- Commitment variable (X2) has a Sig. $0.247 > 0.05$. This proves that H0 is accepted and H1 is rejected. Basically, it shows how far the influence of one explanatory variable individually in explaining the variation of the dependent variable. So it can be concluded that the Commitment variable (X2) which is included in the model has no effect on the Work Productivity variable (Y) at PT. Karya Sukses Kreasi (Kasuka) Medan.
- Workload variable (X3) has a Sig. $0.000 < 0.05$. This proves that H0 is rejected and H1 is accepted. Basically, it shows how far the influence of one explanatory variable individually in explaining the variation of the dependent variable. So it can be concluded that the Workload variable (X3) which is included in the model has an influence on the Work Productivity variable (Y) at PT. Karya Sukses Kreasi (Kasuka) Medan.

Determination Coefficient (R^2)

The coefficient of determination essentially measures how far the model's ability to explain variations in the dependent variable (Y) is:

Table 8. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.702 ^a	.492	.478	2.252

a. Predictors: (Constant), Workload, Commitment, Competency

Based on table 8 above, it can be seen that the coefficient of determination is 0.478. This shows that 49.2% of the Work Productivity (Y) variable can be explained by the Competence (X1), Commitment (X2) and Workload (X3) variables. While the remaining 50.8% is another variable that is not contained in this study.

Simultaneously Significant Test (F-Test)

Table 9. ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	521.477	3	173.826	34.287	.000 ^b
	Residual	537.396	106	5.070		
	Total	1058.873	109			

a. Dependent Variable: Productivity

b. Predictors: (Constant), Workload, Commitment, Competency

Based on table 9 above, it is found that the calculated F value is 34,287 which is greater than the F table of 2.69 with a Sig value. $0.000 < 0.05$. This proves that H0 is rejected and H1 is accepted. So it can be concluded that the variables Competence (X1), Commitment (X2) and Workload (X3) or all independent variables included in the model have a joint influence on the Work Productivity variable (Y).

Discussion

Effect of Competence (X1) on Work Productivity(Y)

The results of the research data statistically prove that there is a partial influence between the Competency variables (X1) on the Work Productivity (Y) of employees at PT. Karya Sukses Kreasi (KASUKA) Medan. Thus it can be concluded that competence is one of the factors that affect the work productivity of employees of PT. KASUKA Medan in order to increase sales of knowledge products at work, because with competence employees will be better able to promote and sell Smartphone products well in carrying out their work.

This is in line with Armstrong's 2009 opinion in Donni Juni Priansa's book (2018:255) which states that competence is the capacity possessed by employees, which leads to behavior that is in accordance with job demands and in accordance with organizational provisions, which in turn will bring results as desired. .

This is in line with research conducted by Garraini Shelvi, Heriyanto (2019) with the title "The influence of HR competence on work productivity at PT. Semen Baturaja (Persero) Tbk" which states

that based on the results of the T-Test and F-Test research, HR competencies have a significant effect on work productivity. Competency variable (X1) has a T statistics of $4.797 > T$ table of 1.923 with a value of Sig. $0.000 < 0.05$. This proves that H_0 is rejected and H_1 is accepted. Basically it shows how far the influence of one explanatory variable individually in explaining the variation of the dependent variable. It can be concluded that the Competency variable (X1) which is included in the model has an influence on the Work Productivity variable (Y) at PT. Karya Sukses Kreasi (Kasuka) Medan.

Effect of Commitment (X2) on Work Productivity(Y)

The results of statistical research data on the Commitment variable (X2) that the T-test has a positive but not significant effect and the F-test states that all variables have a positive and significant effect on the Work Productivity (Y) of employees at PT. Karya Sukses Kreasi (KASUKA) Medan. Thus it can be concluded that commitment is not a factor that affects the work productivity of employees of PT. KASUKA Medan.

This is in line with the opinion of Gibson, Ivancevich, and Donnelly 2010 in the book Donni Juni Priansa (2018: 233) which states that organizational commitment involves three attitudes, namely: identification with organizational goals, power of involvement in organizational tasks, and feelings of loyalty to the organization. . This means that employees who are committed to the organization view the values and interests of the organization as integrated with their personal goals.

The work that is his duty is understood as a personal interest, and has a desire to always be loyal for the betterment of the organization. This is in line with the research conducted by Sulis Arafah (2019) with the title "The effect of work discipline on work motivation and organizational commitment on employee work productivity at PT. BPRS Sukowati Sragen" which states that based on the results of research that has been carried out the T-test of organizational commitment has a positive but not significant effect on work productivity and the F-test together shows that all variables show a positive and significant effect on employee work productivity.

This is also supported by the results of the research that the Commitment Variable (X2) has a T statistics of $-0.719 < T$ table of 1.923 with a value of Sig. $0.474 > 0.05$. This proves that H_0 is accepted and H_1 is rejected. Basically it shows how far the influence of one explanatory variable individually in explaining the variation of the dependent variable. So it can be concluded that the Commitment variable (X2) which is included in the model has no effect on the Work Productivity variable (Y) at PT. Karya Sukses Kreasi (Kasuka) Medan.

Effect of Workload (X3) on Work Productivity(Y)

The results of the research data statistically prove that there is a partial influence between the variable Workload (X3) on Work Productivity (Y) of employees at PT. Karya Sukses Kreasi (KASUKA) Medan. This is in line with the opinion of Suci R. Mar'ih Koesomowidjojo (2017: 21) that workload is the process of determining the number of hours of work human resources work, use, and are needed to complete a job for a certain period of time.

This is in line with research conducted by Arum Suciani (2017) "The effect of work experience wages and workload on employee work productivity at the Kudus Sukun PR" states that the results of the study show that from the analysis there is a positive and significant influence between workload variables on work productivity.

This is also supported by the results of the workload variable (X3) which has a T statistics of $5.088 > T$ table of 1.923 with a value of Sig. $0.000 < 0.05$. This proves that H_0 is rejected and H_1 is accepted. Basically it shows how far the influence of one explanatory variable individually in explaining the variation of the dependent variable. So it can be concluded that the Workload variable

(X3) which is included in the model has an influence on the Work Productivity variable (Y) at PT. Kasuka Medan.

5. Conclusion

Based on the results of research and discussion, it can be concluded, the results showed that partially the Competency variable (X1) had a positive and significant effect on the Work Productivity (Y) of employees at PT. Karya Sukses Kreasi (KASUKA) Medan. T count of 4.797 > T table of 1.923 (4.797 > 1.923) with a value of Sig. 0.000 < 0.05. The results showed that partially Commitment (X2) that the T-test had a positive but not significant effect and the F-Test stated that all variables had a positive and significant effect on the Work Productivity of PT. KASUKA Medan. T count is -0.719 < T table is 1.923 (-0.719 < 1.923) with a value of Sig. 0.474 > 0.05. The results showed that partially the workload variable (X3) had a positive and significant effect on the work productivity (Y) of employees at PT. Karya Sukses Kreasi (KASUKA) Medan. T count of 5.088 > T table of 1.923 (5.088 > 1.923) with a value of Sig. 0.000 < 0.05. The results of the study show that simultaneously the variables of Competence (X1), Commitment (X2) and Workload (X3) affect the Work Productivity (Y) of employees at PT. Karya Sukses Kreasi (KASUKA) Medan, it can be seen from the calculated F value of 34,287 which is greater than the F table of 2.69 (34.287 > 2.69) with a Sig value. 0.000 < 0.05.

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