



The Effect of Self-Management Practice and Non-Physical Work Environment on Work Productivity in PT. Central Mega Kencana (Frank & Co)

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Article Info	Abstract
Article History Received: 2022-11-22 Revised: 2022-12-20 Published: 2023-02-02	This study aims to explore the impact of self-management practices and work environments to support the increase in the productivity of individual workers and teams and even productivity in quality and quantity. The methodology of this study is based on survey data from 182 workers at PT Central Mega Kencana (Frank & Co). The analysis used to test the dimensions of self-management practice and work environment in work productivity is multiple regression analysis with the help of the SPSS 25 data processing system. The results of this study show that self-management practice and work environment affect the work productivity of PT. Central Mega Kencana (Frank&Co). The magnitude of the influence of self-management practices and work environments on employee work productivity was 35.3%.
Keywords: <i>Self-Management Practice;</i> <i>Non-Physical Work Environment;</i> <i>Work Productivity.</i>	
Artikel Info	Abstrak
Sejarah Artikel Diterima: 2022-11-22 Direvisi: 2022-12-20 Dipublikasi: 2023-02-02	Penelitian ini bertujuan untuk mengeksplorasi dampak self-management practice dan work environment untuk mendukung peningkatan produktivitas individu pekerja dan tim bahkan juga produktivitas secara kualitas dan kuantitas. Metodologi penelitian ini didasarkan pada data survei dari 182 pekerja di PT Central Mega Kencana (Frank & Co). Analisis yang digunakan untuk menguji dimensi self-management practice dan work environment pada work productivity adalah analisis regresi berganda dengan bantuan sistem pengolahan data SPSS 25. Hasil penelitian ini menunjukkan bahwa self-management practice dan work environment berpengaruh pada work productivity karyawan PT. Central Mega Kencana (Frank&Co). Besarnya pengaruh self-management practice dan work environment terhadap work productivity karyawan sebesar 35.3%.
Kata kunci: <i>Self-Management Practice;</i> <i>Non-Physical Work Environment;</i> <i>Work Productivity.</i>	

I. INTRODUCTION

Highly productive employees contribute to the success of the business. A more positive work environment is made possible by increased productivity, which also fosters a culture of excellence within the company. To lead the business to greater success, top management must also comprehend the significance of high employee productivity. According to Vosloban (2017), the company's expansion as well as its strength in penetration and market share development are significantly influenced by high employee productivity. Our comprehension of the non-physical factors that have an effect on stimulus and are resistant to productivity is limited by our excessive focus on evaluating employees solely from the physical environment. The relationship between the characteristics of the workplace and productivity is highly likely to be influenced by a person's role, personality, and work style. According to Van Diemen and Beltman (2016), employees' work styles and personal requirements seem to play a significant role in job success.

One of the things that can affect the productivity of knowledge workers is the environment

in which they work. According to Bakker (2016), a knowledge worker's optimal productivity depends on his achievement of personal objectives and on the facilities and services that meet his needs. According to Palvalin, Jylha, & Voordth (2017), the ideal physical environment should make it easy to perform a variety of work tasks, concentrate and communicate effectively, hold informal and formal meetings, and exhibit a variety of moods such as calm and relaxed, stressed out, or excited. Every level of the business needs to be more productive. New businesses need high specialist efficiency to cinch new business sectors that have been seen and enormous organizations need high efficiency to keep up with the portion of the overall industry that has been worked as well as increment benefit. The results of this study will show how the work environment and self-management practices affect PT productivity at Mega Kencana Central (Frank & Co).

II. METHOD

Using multiple linear regression analysis and the SPSS 25 for Windows application, this study will use a descriptive quantitative approach to

explain the effect of self-management practices and non-physical work environments on employee performance. Purposive sampling, which is used in this study, is a type of sampling in which the researcher pays attention to the considerations that are made. The Slovin formula was used to determine the size of the sample in this study. As a result, the total number of respondents who were asked to complete the research questionnaire was 182. On a Linkert scale ranging from strongly disagree to strongly agree, each sample participant will be asked to complete a questionnaire. The magnitude of the influence that the self-management practice (X1) and the non-physical work environment (X2) variables have on employee performance (Y) is determined using the multiple linear regression method.

III. RESULT AND DISCUSSION

This study also presents validity and reliability tests by presenting the convergent validity of data as in table 1.

Table 1. Validity and Reliability Test Results

Const- ruct	Correla- tion Value	Descrip- tion	Cronbach's Alpha	Descrip- tion
Self-Management Practice				
X1.1	0,568	Valid	0,798	Reliable
X1.2	0,485			
X1.3	0,598			
X1.4	0,613			
X1.5	0,660			
X1.6	0,533			
Non-Physical Work Environment				
X2.1	0,704	Valid	0,763	Reliable
X2.2	0,652			
X2.3	0,727			
Work Productivity				
Y1.1	0,702	Valid	0,880	Reliable
Y1.2	0,686			
Y1.3	0,715			

With the assistance of the SPSS 25 Application, the data that has been collected through questionnaires is then analyzed using multiple regression analysis methods to determine the influence of self-management practice and non-physical work environment variables on work productivity. The equation of the multiple linear regression model can be seen in the table below, and the analysis's results will provide an overview of the calculation table.

Table 2. Multiple Linear Regression

Model	Coefficients ^a			T	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1 (Constant)	3.402	1.012		3.362	.001
Self-Management Practice	.313	.043	.520	7.298	.000
Non-Physical Work Environment	.120	.070	.121	1.699	.091

A. Dependent Variable: WORK PRODUCTIVITY

If the self-management practice and non-physical work environment variables are regarded as constant, then the dependent variable, which is a work productivity variable, has a value of 3.402. This is indicated by the constant. To put it another way, the value of work productivity does not change if the independent variable does not change. If the value of the self-management practice variable's regression coefficient is 0.313, this indicates that the addition of points to the self-management practice variable is 0.313 if the value of the other independent variable, the non-physical work environment variable, is considered constant. If the value of the regression coefficient is positive, it indicates that self-management practices increase productivity at work. This indicates that work productivity rises in tandem with self-management practices. If a non-physical work environment variable's regression coefficient shows 0.120, this indicates that the work productivity variable will be added 0.120 points if the value of the non-physical work environment variable increases by one independent variable (the self-management practice variable). The non-physical work environment has a positive impact on productivity when the regression coefficient value is positive. This indicates that work productivity is inversely proportional to the non-physical work environment.

Table 3. Simultaneous Hypothesis Testing

Model	ANOVA ^a				
	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	129.286	2	64.643	49.411	.000 ^b
Residual	236.796	181	1.308		
Total	366.082	183			

a. Dependent Variable: Work Productivity
b. Predictors: (Constant), Self-Management Practice, Non-Physical Work Environment

Based on the analysis in the table above, with a significance level of less than 0.05 in the following situations. The importance value is 0.000, as shown in the table above. As a result, we can conclude that the non-physical work environment and self-management practices both have an impact on productivity simultaneously.

Table 2. Determination Coefficient

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.594 ^a	.353	.346	1.14379

a. Predictors: (Constant), Self-Management Practice, Non-Physical Work Environment

b. Dependent Variable: Work Productivity

The study's square of R was 0.353, or 35.3%, according to the table above. This indicates that the non-physical work environment and self-management practices have a 35.3% impact on workplace productivity. Other unstudied variables or factors influenced the remaining 64.7%, or 0.647.

IV. CONCLUSION AND SUGGESTION

A. Conclusion

Because the variables of self-management practice and non-physical work environment affect work productivity, according to the findings, the company should pay more attention to the aspects of increasing self-management practice and non-physical work environment when making strategic policy. Based on the multiple linear regression analysis, a constant value of 3,402 was obtained, indicating that the value of work productivity will increase if self-management practices and the non-physical work environment are equal to zero. A regression coefficient of 0.313 with a positive sign was obtained for the effect of self-management practice direction on workplace productivity. The conclusion that can be drawn from these findings is that there will be an increase in work productivity if the company can increase the value of self-management practices. A regression coefficient of 0.120 with a positive sign was obtained for the direction of the non-physical work environment's effect on work productivity. Based on these findings, it is possible to conclude that work productivity will rise if the company can increase the value of the non-physical work environment. This study's R square coefficient of determination was 0.353,

or 35.3%, indicating that self-management practices and the non-physical work environment have a 35.3% impact on work productivity. While other unstudied variables or factors influence the remaining 64.7%, or 0.647.

B. Suggestion

Discussion regarding this research is still very limited and requires a lot of input. Suggestions for future authors are to examine more deeply and comprehensively about The Effect of Self-Management Practice and Non-Physical Work Environment on Work Productivity in PT. Central Mega Kencana (Frank & Co).

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