



International Journal of Multidisciplinary Research and Growth Evaluation.

The Influence of Communication and Work Spirit on Employee Productivity in Navigation District Type a Class II Tanjung Emas Port Semarang

Dwi Aji Yanuarto ^{1*}, Sugiharti ², Moh. Dwi Kharis Rifai ³, Susilowati ⁴

¹ Student, Sekolah Tinggi Ilmu Ekonomi Totalwin, Semarang, Indonesia

²⁻⁴ Lecturer, Sekolah Tinggi Ilmu Ekonomi Totalwin, Semarang, Indonesia

* Corresponding Author: **Dwi Aji Yanuarto**

Article Info

ISSN (online): 2582-7138

Volume: 05

Issue: 06

November-December 2024

Received: 03-10-2024

Accepted: 05-11-2024

Page No: 540-543

Abstract

The development of the sea transportation sector, especially shipping in the current business world, can be felt in tandem with the increase in ship visits at ports. The Navigation District is a Technical Implementation Unit in the field of navigation within the Directorate General of Sea Transportation of the Ministry of Transportation. Navigation District employees are required to have high productivity. To increase work productivity, communication at work must be optimal to minimize errors and obstacles. In addition, the work spirit in employees can also determine the work process. The purpose of this research is to determine the influence of communication and work spirit on employee productivity employees in Navigation District Type A Class II Tanjung Emas Port Semarang. The study was conducted using a quantitative method on the population of all employees of the Type A Navigation District Class II Tanjung Emas Semarang with a selected sample of 100 people. The instrument used was a questionnaire for IBM SPSS 25 data collection to analyze the data. The data analysis technique used multiple linear regression analysis statistical tests, t-tests, f-tests and determinant coefficients. The results showed that communication had a positive and significant effect on employee productivity ($\beta_2 = 0.122$; sig. = 0.033). Work spirit had a positive and significant effect on Employee productivity ($\beta_1 = 0.275$; sig.= 0.000). Communication and work spirit have a significant simultaneous influence along with Employee productivity (sig. = 0.000) with a large contribution of 21.6 ($R^2 = 0,216$).

Keywords: Communication, Work Spirit, Work Productivity

Introduction

The development of the sea transportation sector, especially shipping in the current business world, can be felt in tandem with the increase in ship visits at ports. One of the main activities and operates continuously in the world of shipping is navigation activities. This is because navigation activities function to guide ships in the surrounding waters. The Navigation District is a Technical Implementation Unit in the field of navigation within the Directorate General of Sea Transportation of the Ministry of Transportation which is under and responsible to the Director General of Sea Transportation with the legal basis for implementation regulated in the Regulation of the Minister of Transportation (Permenhub) of the Republic of Indonesia Number PM 19 of 2022 concerning the Organization and Work Procedures of the Navigation District Basically, the Navigation District has the duty and responsibility to carry out Navigation activities. Therefore, Navigation District employees are required to have high productivity. The success of a company can be seen from how an employee is able to increase employee productivity in a company which will support its competitiveness (Djalupi, Makkasau and Bachri, 2023) ^[2]. To increase work productivity, communication at work must be optimal to minimize errors and obstacles. In addition, the work spirit in employees can also determine the work process. This is in accordance with the findings of the research of Sjafitri *et al.* (2019) ^[10] that communication and work spirit affect employee work productivity.

Productivity refers to the ability to achieve the highest results by utilizing available resources and infrastructure quickly (Siagian, 2014) [9]. Productivity is characterized by time efficiency so that the outputs produced increase both in terms of quantity and quality. Work productivity is a work result of an employee, employee work is a work process of an employee in producing a good or service (Fuaddi and Amenda, 2023) [13]. In other words, productivity is a person's ability to work effectively with the aim of increasing output (Puspitaningrum and Sudarsi, 2024) [8]. Companies must be able to manage their assets effectively including human resources or employees who are the most valuable assets to the organization rather than its physical assets alone (Masniadi and Rizqi, 2022) [6]. Productivity refers to expertise, increased mobility, enthusiasm for work, personal growth, excellence and productivity of employees (Sutrisno, 2020) [12].

Communication is the process of conveying messages in the form of symbols involving two or more people consisting of communicators and communicators. Communication is an activity of conveying and receiving messages or information from one person to another person in the hope that the communicator can interpret according to what the communicator means (Dinanda, 2023) [1]. Work communication is a process of conveying ideas and information conveyed by leaders to their subordinates to carry out work tasks as best as possible (Hamali, 2016) [4]. Communication consists of down, up, and horizontal communication.

Work spirit will stimulate a person to work and be creative in their work so that they can complete work effectively and efficiently (Sjafitri and Hasan, 2019) [10]. The spirit of work is to carry out work more actively so that it is expected to be completed faster and better (Nitsemito, 2010) [7]. It can be interpreted as a person's desire and seriousness to do well and be disciplined to achieve maximum work achievement (Irfan, Kamaruddin and Baharuddin, 2023) [5]. pegawai yang mempunyai work spirit menunjukkan sikap who are willing to fully utilize and devote their skills, concentration and other abilities to be able to do their best work (Suhadi, 2020) [11]. Work spirit is assessed from work productivity, work attendance, work demands and job turnover.

Methods

The research was conducted in the Navigation District Type A Class II Tanjung Emas Port Semarang, Central Java, Indonesia in February – May 2024. This research is a causal associative research with a quantitative approach. The population of this study was all employees of Navigation District Type A Class II Tanjung Emas Port Semarang as many as 132 people and a sample of 100 people was taken using a simple random sampling technique. The instruments used were questionnaires and IBM SPSS applications. The independent variables of this study are compensation and career development while the dependent variable is employees performance. The data analysis techniques used are descriptive analysis and multiple linear regression analysis.

Results

Respondent Characteristics

This analysis was carried out on 100 employees of the Type A Navigation District Class II of Tanjung Emas Port Semarang to find out the characteristics of the research respondents including: gender, age, last education, and length

of work. The results of the analysis (table 1) showed the dominant characteristics of the research respondents according to their respective categories, including: male gender (74%), age group 26-30 years (40%), last education Diploma (47%), and length of work 1-2 years (47%).

Table 1: Descriptive Analysis Result of Respondent Characteristics

Characteristics	Frequency	Percentage
Gender		
Male	74	74
Female	26	26
Total	100	100%
Age		
26-30 years old	40	40
31-35 years old	25	25
35-40 years old	23	23
>40 years old	12	12
Total	100	100%
Last Education		
SMA	35	35
Diploma	47	47
SI	18	18
Total	100	100%
Length of Work		
< 1 years	8	8
1-2 years	47	47
> 2 years	45	45
Total	100	100%

Variable Categorization Description

The variable category describes the respondents' responses to the research variables which are categorized into high, medium, and low. The results of the categorization (table 4) show that mostly: the compensation of respondents is moderate (66%); the career development of respondents was moderate (55%); and job satisfaction is moderate (71%).

Table 2: Results of Descriptive Analysis of Variable Data

Variable	Min	Max	Mean	SD
Communication	3,33	4,67	3,9833	0,32610
Work Spirit	2,75	4,25	3,5250	0,33239
Employee Productivity	3,00	4,40	3,7060	0,28491

Table 3: Variable Categorization

Category	Interval Score	Frequent	Percentage
Communication			
High	$X > 4,3094$	26	26%
Medium	$4,3094 > X > 3,3712$	69	69%
Low	$X < 3,6572$	5	5%
Total		100	100%
Work Spirit			
High	$X > 3,85739$	16	16%
Medium	$3,85739 > X > 3,19261$	76	76%
Low	$X < 3,19261$	8	8%
Total		100	100%
Employee Productivity			
High	$X > 3,99091$	22	22%
Medium	$3,99091 > X > 3,42109$	57	57%
Low	$X < 3,42109$	21	21%
Total		100	100%

Analysis Prerequisite Test

1. Normality Test

The data normality test used the Kolmogorov-Smirnov test.

The results of the data normality test (table 4) show that the significance value is 0.200 which is greater than 0.05 so that

H_0 can be accepted. So it can be concluded that the data is normally distributed.

Table 4: Normality Test Result

Variable	Asymp. Sig (2-tailed)	Keterangan
Residual variable employee productivity, communication, work spirit	0,200	Normal

2. Linearity Test

The linearity test was carried out on a variable independent of the dependent variable. The results of the statistical test (table 5) show that the significance of each independent variable is greater than 0.05. So it can be concluded that all variables are linear independent with dependent variables.

Table 5: Linearity Test Result

Variable	Significant	Keterangan
Communication	0,601	Linier
Work Spirit	0,878	Linier

3. Multicollinearity Test

The Multicollinearity Test was carried out between independent variables in the study. The results of the static test (table 6) showed a tolerance value of > 0.1 and a VIF value of < 10 . Therefore, it can be concluded that there is no multicollinearity between dependent variables.

Table 6: Multicollinearity Test Result

Variable	Tolerance	VIF
Communication	0,984	1,017
Work Spirit	0,984	1,017

4. Heteroscedastisity Test

The heteroscedasticity test was carried out using the Gleiser test. The results of the statistical test (table 7) show that the significance level > 0.05 so it can be concluded that there is no variance difference from the residual of one observation to another observation in the regression model.

Table 7: Heteroscedastisity Test Result

Variable	Significant
Communication	0,402
Work Spirit	0,400

Hypothesis Test

The hypothesis proposed in this study is

Hypothesis I: Communication has a significant and positive effect on employee productivity in Navigation District Type A Class II Tanjung Emas Port Semarang

Hypothesis II: Work spirit has a significant and positive effect on employee productivity in Navigation District Type A Class II Tanjung Emas Port Semarang

Hypothesis III: Communication and work spirit has a significant and positive effect on employee productivity in Navigation District Type A Class II Tanjung Emas Port Semarang

The results of the regression analysis test (table 8) showed the value of the regression coefficient (β) of each variable independent of the dependent variable so that a regression equation was obtained:

$$Y = 2,425 + 0,122 X_1 + 0,275 X_2$$

The communication regression coefficient (X_1) shows a

positive number (0.122) with a significance value of $0.033 < 0.05$ which means H_1 is accepted. The regression coefficient of work spirit (X_2) shows a positive number (0.275) with a significance value of $0.000 < 0.05$ which means that H_2 is accepted. In the results of the regression analysis (table 8), the results of the F test were also obtained which showed a significance value of $0.000 < 0.05$ so that H_3 was accepted with the determinant coefficient (R^2) being 0,216.

Table 8: Multiple Linear Regression Analysis Results

Variable	β	t	Sig.
Constant	2,425		
Communication	0,122	2,158	0,033
Work Spirit	0,275	4,938	0,000
F	13,373		0,000
R^2	0,216		

Discussions

Pengaruh Communication terhadap Employee productivity Navigation District Type A Class II Tanjung Emas Port Semarang

Based on the results of the study, it is known that hypothesis I is accepted so that it can be concluded that communication has a positive and significant effect on Employee productivity Navigation District Type A Class II Tanjung Emas Port Semarang. This means that increased communication will increase employee productivity. The existence of good communication in both quality and quantity will increase understanding of the information conveyed. Clarity of information is very important so that there is an understanding between employees, both between superiors and subordinates and fellow colleagues. This will make it easier for employees who are communicators to follow up on the messages conveyed, including carrying out orders. The clearer the information conveyed, the less errors will be carried out so as to increase the efficiency and effectiveness of working time. These results are in line with research by Fuaddi and Amenda (2023)^[3] and Dinanda (2023)^[1] that communication has a significant relationship with employee work productivity.

Pengaruh Work spirit terhadap Employee productivity Navigation District Type A Class II Tanjung Emas Port Semarang

Based on the results of the study, it is known that hypothesis II is acceptable so that it can be concluded that work spirit has a positive and significant effect on Employee productivity Navigation District Type A Class II Tanjung Emas Port Semarang. This means that if work spirit increases, employee productivity will also increase. A good work spirit can encourage employees to work for maximum results. This will motivate employees to use their time efficiently so that work can be completed faster, but quality is maintained. This is in line with the research of and Irfan *et al.* (2023) that work spirit has a positive and significant effect on employee work productivity.

Pengaruh Communication dan Work spirit terhadap Employee productivity Navigation District Type A Class II Tanjung Emas Port Semarang

Based on the results of the study, it is known that hypothesis III is acceptable, so it is concluded that communication and work spirit simultaneously have a significant effect on Employee productivity in the Navigation District Type A Class II Tanjung Emas Port Semarang. This simultaneous influence contributed by 21.6% ($R^2 = 0.216$). If communication and work spirit are getting better, then the change in productivity will be better and more significant. This is in line with the research of Sjafitri and Hasan (2019)^[10] that communication and work spirit have a significant simultaneous effect on employee work productivity.

Conclusion

Dari penelitian yang sudah dilakukan terhadap pengaruh communication dan pelatihan kerja dengan produktivitas kerja Navigation District Type A Class II Tanjung Emas Port Semarang dapat disimpulkan:

1. Communication has a positive ($\beta = 0.122$) and significant (sig. $0.033 < 0.05$) influence on Employee productivity so that H1 is accepted. So, communication has a positive and significant effect on Employee productivity in Navigation District Type A Class II Tanjung Emas Port Semarang.
2. Work spirit has a positive ($\beta = 0.275$) and significant (sig. $0.000 < 0.05$) influence on Employee productivity so that H2 is accepted. So, work spirit has a positive and significant effect on Employee productivity in Navigation District Type A Class II Tanjung Emas Port Semarang.
3. Communication and work spirit simultaneously have a significant 0.000 which is less than 0.05 so that H3 is accepted. Therefore, communication and job training have a significant effect simultaneously on Employee productivity in Navigation District Type A Class II Tanjung Emas Port Semarang. The magnitude of the influence of the two simultaneously is 21.6% ($R^2 = 0.216$).
4. From the results of the research, it is better that the Navigation District Type A Class II Tanjung Emas Port Semarang can maintain communication between employees so that it does not reduce the work spirit of employees so that productivity is maintained.
5. This research is limited to the influence of communication and work spirit on employee work productivity. Researchers can then use this study as a reference and continue the research to analyze work spirit as an intervening variable to mediate the influence of other factors on work productivity.

References

1. Dinanda. Pengaruh communication dan disiplin kerja terhadap produktivitas kerja karyawan CV. Bangun Mulia Lestari. *Jurnal Manajemen dan Bisnis*. 2023;1(3):155-68.
2. Djalupi FN, Makkasau S, Bachri S. Pengaruh gaya kepemimpinan, kompensasi, dan stres kerja terhadap produktivitas karyawan PT. PLN UP3 Palopo. *Management Studies and Entrepreneurship Journal*. 2023;4(3):2886-91.
3. Fuaddi H, Amenda R. Pengaruh communication

terhadap produktivitas kerja karyawan pada Lembaga Smart Fast Global Education Pekanbaru. *SHARING: Journal of Islamic Economics, Management and Business*. 2023;2(1):139-49.

4. Hamali. *Pemahaman Manajemen Sumber Daya Manusia (Strategi Pengelola Karyawan)*. Jakarta: CAPS (Center for Academic Publishing Service); c2016.
5. Irfan, Kamaruddin, Baharuddin. Pengaruh work spirit terhadap produktivitas kerja karyawan bagian produksi pada PT. Semen Tonasa Kabupaten Pangkep. *Jurnal Kajian dan Penelitian Umum*. 2023;1(6):105-17.
6. Masniadi R, Rizqi RM. Pengaruh stres kerja, biaya kerja, kompensasi, dan disiplin kerja pada produktivitas karyawan. *Jurnal EK&BI*. 2022;5(2):410-18.
7. Nitisemito AS. *Manajemen Personalia Manajemen Sumber Daya Manusia*. Jakarta: Ghalia Indonesia; c2010.
8. Puspitaningrum Y, Sudarsi S. Pengaruh pelatihan kerja, lingkungan kerja dan stres kerja terhadap produktivitas kerja karyawan: studi kasus pada CV Airin Graha Persada. *Management Studies and Entrepreneurship Journal*. 2024;5(2):3221-30.
9. Siagian SP. *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara; c2014.
10. Sjafitri H, Hasan L. Pengaruh communication interpersonal dan work spirit terhadap produktivitas kerja karyawan di Rumah Sakit Islam Ibnu Sina Padang. *Menara Ilmu*. 2019;8(2):70-6.
11. Suhadi H. Pengaruh work spirit terhadap employee productivity di Kantor Kecamatan Bengalon Kabupaten Kutai Timur. *JAP (Jurnal Administrasi Publik)*. 2020;4(2):1-10.
12. Sutrisno E. *Manajemen Sumber Daya Manusia*. Jakarta: Pranada Media; c2020.