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INFLUENCE ON HUMAN RESOURCE PLANNING AND SUPERVISION OF EMPLOYEE WORK PRODUCTIVITY PT. PERKEBUNAN NUSANTARA VIII COMMODITY CIATER GARDEN TEA SUBANG

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ABSTRACT

Production is decreasing annually, which means that work productivity decreases. Where the productivity of work itself is a mental attitude that has the view that the outcome of work should be better. The purpose of this research is to know the planning of human resources, work supervision, work productivity, influence of human resource planning on employee work productivity, influence of supervision on employee work productivity and know the influence of human resource planning and work supervision on employee work productivity at PT. Perkebunan Nusantara VIII Kebun Ciater tea commodities. The research method used is a survey method with a descriptive verification approach. Data collection techniques through the dissemination of questionnaires on employees of PT. Perkebunan Nusantara VIII Kebun Ciater tea commodity of Subang. The results showed that partial human resource planning has an effect on employee work productivity, work supervision affects employee work productivity. In addition, human resource planning and work supervision have an effect on the productivity of employees work at PT. Perkebunan Nusantara VIII Kebun Ciater tea commodity

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INTRODUCTION

Plantations in Indonesia emerged and flourished in the 19th century. In developing countries such as Indonesia, plantations are present as an extension of the development of Western agrarian capitalism introduced through the colonial

economic system (Kartodirjo and Suryo, 1994, p. 3). The plantation system was brought to Indonesia by businessmen originating from the Netherlands. Before the arrival of Western peoples, Indonesians had known the garden system that was part of the traditional farming system. Garden systems are generally embodied in the form of small businesses, not capital-intensive, confined land, a small amount of labor usually only centered on family members, less market-oriented. Very different from modern plantation systems that are realized in the form of large-scale enterprises and market oriented.

Plantation has an important role as one of the largest foreign exchange producers for Indonesia. Commodities produced from plantations in Indonesia including coffee, rubber, palm oil, sugar, tobacco, cocoa, cotton and tea. Tea is one of Indonesian plantation commodities that can absorb foreign exchange is quite large. As an ingredient for everyday drinks, tea is produced from tea leaves, which is widely cultivated in plantations. The first tea plantation in Indonesia was not a plantation cultivated by the Indonesian people but was introduced by the Dutch colonialism. The efforts of the Indonesian nation to adopt and develop this plantation plant have been a long time (Setiawati and Nasikun, 1991, p.7).

In the face of competition, each company focuses on the human resources it owns. The quality of human resources in the company can impact the employee's work, the work of each company can be seen from how much work productivity generated by each individual. In such achievement efforts are required production factors consisting of natural resources, human resources, machinery and capital. One of the production factors that have a major influence is the human resource which is the most important factor of the Organization's Mobilizer in achievement of organizational objectives. Seeing this, the company makes human resources the most important asset in the company to maintain the sustainability of a company's life.

LITERATURE REVIEW

Human resource planning

According to Barry, John and Pauline in Husein Umar (2014:4) interpreting human resources planning is a way to try to establish Labor needs for a certain period of both quality and quantity in certain ways.

According to Malayu S. P Hasibuan (2017:250) The following is the purpose of human resource planning:

1. To determine the quality and quantity of employees who will fill all positions in the company.
2. To ensure the availability of both the present and future manpower, and to avoid overlap in the execution of tasks.
3. To facilitate coordination, integration, and synchronization so that the productivity of work increases.
4. To avoid lack and or excess of employees.

For guidelines on establishing withdrawal programs, selection, development, compensation, integration, maintenance, discipline, and dismissal and guidance on implementing the employees' mutation and retirement.

Human resource Planning Model

There are at least four aspects of human resources planning as follows:

1. Projected number of employees needed.
2. Identify available human resources in the organization.
3. Analysis of supply and demand balance.
4. Action programs.

Supervision

According to George R. Terry, translated by Benyamin Molan (2014:359), the oversight is to determine what has been done, meaning evaluating work performance and when necessary, applying corrective actions so that the work is in accordance with a predetermined plan, order, purpose, or policy.

The characteristics of effective supervision according to T. Hani Handoko (2015:370) can be detailed as follows:

1. Accurate
2. Timely
3. Objective and thorough
4. Centered on surveillance points
5. Economic realistic
6. Realistic
7. Coordinated with organizational workflows
8. As a guide and operational
9. Accepted members of the organization

Surveillance indicators

According to T. Hani Handoko (2015:360) The dimensions and indicators of the supervision of work are as follows:

1. Determination of working standards
2. Measurement of work results
3. Corrective or corrective action

Productivity

According to Paul Mali as quoted by Sedarmayanti (2014:57) suggests that productivity is how to produce or improve the results of the highest possible goods and services by utilizing resources efficiently. Productivity is therefore often interpreted as a ratio between output and input in a given time unit.

According to Ravianto (2013:20) detailing factors that can affect the productivity of work are:

1. Motivation, is a motor of the driving of a person toward achieving a certain purpose and involve all the skills that have to achieve it.
2. Discipline, is a mental attitude reflected in the conduct of individual behavior, group or society in the form of compliance or adherence to rules, provisions, ethics, norms and rules applicable.
3. Skills, technical and managerial skills factor greatly determines the level of achievement of work productivity.

4. Education, level of education should always be developed through formal and informal educational pathways.
5. Supervision, given the rapid oversight relationship with work productivity, which has a central role in improving work productivity.
6. Environment, good environmental conditions will encourage employees to be happy to work and increase the sense of responsibility to do the job well.
7. Human resource planning, is one of the factors in the effort to increase work productivity, good planning will increase productivity.

According to Muchdarsyah Sinungan (2013:23) in general, productivity measurement means comparisons that can be differentiated in three very different types.

1. Comparison-The comparison of the current implementation with historical implementation that does not indicate whether the current implementation is satisfactory but only indicates whether it increases or decreases and the level.
2. Comparison of the implementation of one unit (individual task, section, process) with other. Such measurements show relative achievement.
3. The current implementation comparison with the target and this is best as focusing on the target/destination.

RESEARCH METHODS

The research method used is quantitative descriptive analysis. According to Sugiyono (2014:224), it states that quantitative data is numeric data or numbers that can be analyzed by using statistics.

Population and samples

The population contained in the study was 249 employees and defined precision or significance levels of 0.05, so the magnitude of the samples in this study was: The total number of respondents in this study was 153 employees.

Data Collection Methods

In this study, to obtain the necessary data researchers use the following techniques:

1. Observation

Observation is done by collecting data through observation about employees at di PT. Perkebunan Nusantara VIII.

1. Questionnaire

Data collection is done through the dissemination questionnaire. Questions in the questionnaire on direct financial compensation, work motivation and work discipline within the company.

2. Interviews

The interview was conducted directly to the employees of PT. Perkebunan Nusantara VIII.

RESULTS OF RESEARCH AND DISCUSSION CLASSIC ASSUMPTION TEST

1. Test Normality

One-Sample Kolmogorov-Smirnov Test

| | | |
|----------------------------------|----------------|---------------------|
| N | | 153 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 2.84368823 |
| Most Extreme Differences | Absolute | .050 |
| | Positive | .050 |
| | Negative | -.030 |
| Test Statistic | | .050 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

Unstandardized Residual

1. Test distribution is Normal.
2. Calculated from data.
3. Lilliefors Significance Correction.
4. This is a lower bound of the true significance.

According to the table above, it is known that significant value asymp. Sig (2-tailed) of 0.200 is greater than 0.05. So according to the basic decision making in the test normality Kolmogorov-Smirnov, it can be concluded that the data is normal distribution. Thus, the assumptions or requirements of normality in the regression model are fulfilled.

Multicollinearity Test

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 3.565 | 2.709 | | 1.316 | .190 | | |
| | ps_total | .565 | .128 | .423 | 4.418 | .000 | .373 | 2.677 |

a. Dependent Variable: pk_total

Based on the table above coefficients ' section of Collinearity Statistic known Tolerance value for the HR planning variable (X1) and supervision (X2) is 0.373 greater than 0.10. While the VIF for SMD planning variables (X1) and surveillance (X2) is 2.667 < 10.00. Therefore, referring to the basis of decision making in Multicholinertas test can be concluded that there is no symptom of multiconiertas in the regression model.

HETEROKEDASTISITY TEST

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardize dCoefficients | t | Sig. | Collinearity Statistics | |
|-------|--|-----------------------------|------------|---------------------------|---|------|-------------------------|-----|
| | | B | Std. Error | Beta | | | Toleranc e | VIF |

| Model | Unstandardized Coefficients | | | Standardize dCoefficients | t | Sig. | Collinearity Statistics | |
|-------|-----------------------------|------------|-------|---------------------------|--------|------|-------------------------|-------|
| | B | Std. Error | Beta | Toleranc e | | | VIF | |
| 1 | (Constant) | 3.676 | 1.635 | | 2.249 | .026 | | |
| | ps_total | .213 | .077 | .358 | 2.766 | .006 | .373 | 2.677 |
| | pe_total | -.206 | .067 | -.398 | -3.076 | .002 | .373 | 2.677 |

a. Dependent Variable: Abs_RES

Based on the table above the known significant value (Sig.) for the HR planning variable (X1) is 0.006. Meanwhile, the significant value (Sig.) for the supervision variable (X2) is 0.002. Because the significant value of the two variables above is smaller than 0.05 then according to the basis of decision making in a Glejser test, it can be concluded that heterooxydity symptoms occur in the regression model.

CONCLUSIONS AND IMPLICATIONS CONCLUSIONS

From the results of analysis above, can be withdrawn a conclusion, namely as follows:

1. PT. Plantation Nusantara VIII Ciater Commodities Tea Garden Subang enters the criteria quite well with an average score of 3.39 which in the continuum is at the range of 2.60 – 3.40.
2. For the control variables PT. Plantation Nusantara VIII Ciater commodity Teh Subang Tea entered the criteria quite well with an average score of 3.30 which in the continuum was at the range of 2.60 – 3.40.
3. For employee work productivity at PT. Plantation Nusantara VIII Kebun Ciater commodities Teh Subang entered into good criteria with an average score of 3.53.

IMPLICATIONS

The company must still pay attention to all the facilities that have been available and add facilities that are not yet available in order to help employees work activities.

1. The company must improve the determination of the performance standards that each employee is more productive inworking.
2. The company should pay attention to the activities of its employees, and tightenthe supervision of the tea-maker that workscasually.

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