



Analysis of Work Climate and Workload to Work Loyalty PT. Dodorindo Jaya Abadi Tanjung Morawa

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ABSTRACT

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This study aims to determine the effect of work climate and workload on work loyalty at PT. Dodorindo Jaya Abadi Tanjung Morawa. This type of research is explanatory research. The population in this study were all employees of PT. Dodorindo Jaya Abadi totals 447 employees. The sampling technique used the Slovin sample where 82 samples were obtained. In this study, the questionnaire will be distributed as measured by a Likert scale. Data analysis used multiple linear regression analysis and coefficient of determination as well as simultaneous and partial tests. The results showed that the work climate and workload partially or simultaneously had a positive and significant effect on work loyalty at PT. Dodorindo Jaya Abadi Tanjung Morawa. Based on the results of this study, the implications for management are to further improve the work climate and reduce the workload.

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1. Introduction

Human resources or employees as resources in the company are very important in their existence and role for increasing the development or progress of a company. Therefore, the existing human resources in the company need to accept development and improvement in quality with continuous planning, organizing, implementing and controlling efforts in accordance with the conditions of the company that exist in the company so that human resources can continue to experience changes in a better direction. better than before. Entrepreneurs as founders of a company that has been in business for a long time always have goals including business profits and business expansion where if in the company there is an obstacle that is considered to be hindering the development and progress of the company, other alternative solutions will be sought. It is undeniable that the success of the company, either in whole or in part, depends on how the company manages and utilizes its human resources as the main driver in all operational activities of the company. Therefore, every company will certainly improve the quality of its human resources in various ways and one of them is work ethic.

PT. Dodorindo Jaya Abadi is: a company that has been accredited and established since 1997 by providing a variety of baby products branded Dodo which is ISO 9002 certified so that it has products of international quality. Even though PT. Dodorindo Jaya Abadi has expanded to almost all regions in Indonesia, but for a company headquartered in Tanjung Morawa – Medan, North Sumatra. The company is experiencing problems with employee loyalty where the decrease in employee loyalty makes employees disobey the regulations and various policies set by the company. Employees are also increasingly showing their laziness at work. Employees are also considered not to have an attitude of efficiency towards the company so that they often spend various company costs and do not care about the losses that will result from their actions which are usually things employees do. This is assessed because employees perceive the current work atmosphere as very uncomfortable, as can be seen from the lack of support between fellow employees when work activities take place. In addition, employees also do not get the opportunity to express



their opinions or are not allowed to make decisions even though employees have experienced this so that every time employees have to ask for approval from superiors and this makes the work of employees sometimes hampered. Meanwhile, not all employees can openly convey what is being an obstacle for them. In addition, employees are considered to still do not have good abilities in completing many of the workloads assigned to them by their superiors, so that employees' jobs are often temporarily transferred to employees who have fewer jobs than themselves. Employees also often complain to their superiors or coworkers when asked to increase the number of jobs that will be held by themselves so that the description of their job descriptions, which are usually only 1 to 2 sheets, currently has 4 sheets.

Based on the background of the problem that the researcher has described above which makes researchers interested in researching with the title "Analysis of Work Climate and Workload on Work Loyalty of PT. Dodorindo Jaya Abadi Tanjung Morawa"

According to Sudiantini (2020: 94), "Work climate is everything in the work environment, which is felt either directly or indirectly by people or employees who exist and work in that environment."

According to Panuju (2018: 80), indicators of a conducive organizational climate include the following:

- a. Support
- b. Participate in decision making
- c. Honesty, confidence and reliability
- d. Openness and sincerity
- e. Oriented and passionate to achieve high performance.

According to Gulo, et al (2020:1), "Workload is the amount of work that must be completed by a department or work group in a period that can be classified into physical and mental workloads."

According to Busro (2018:302), workload indicators include the following:

- a. Targeted work quantity.
- b. Quality of work required.
- c. Number of hours worked.

According to Leuwol, et al (2020:81), "Loyalty is a form of loyalty of an employee to the company. Employees who have a high loyalty attitude will show support and obedience to the company. According to Chaerudin, et al (2020:98), there are several indicators that can be observed to measure an employee's loyalty to the company, including the following:

- a. Low work productivity
- b. Increased absenteeism
- c. High turnover rate
- d. There is anxiety
- e. Frequent demands
- f. Strikes

2. Method

2.1 Location and Time

The research was conducted at PT. Dodorindo Jaya Abadi whose address is at Jalan Pelita IV No. 27, KIM Star, Tanjung Morawa. The research time is planned from October 2021 to January 2022.

2.2 Population and Sample

Jaya (2019:10), the population is the total number consisting of objects or subjects that have certain characteristics and qualities determined by researchers to be studied and then drawn conclusions. Jaya (2019:10), the sample is part of a number of characteristics possessed by the population used for research. The population in this study were all employees of PT. Dodorindo Jaya Abadi with a total of 447 employees. The technique for determining the sample is using the Slovin formula with a standard error tolerance of 10% so that as many as 82 samples are obtained.

2.3 Data Collection Method

Data collection through questionnaires is done by asking questions to the parties related to the problem. To assess respondents' responses, the author uses a Likert scale that uses several question items to measure individual behavior by responding to 5 choice points on each question item.



2.4 Validity and Reliability Test

The data obtained need to be tested for accuracy and reliability so that the results of data processing can be more precise and accurate. Therefore, it is necessary to know how high the validity and reliability of the measuring instrument (instruments) used are. Based on the research, each questionnaire item variable was tested for validity, all questionnaires had met the valid criteria and were eligible to be used as questionnaires in further research. While in the reliability test, all questionnaire items are reliable variables and can be used as research instruments.

3. Result and Analysis

3.1 Normality Test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. A good regression model is to have residuals that are normally distributed. There are several methods to perform normality test such as histogram graph, normal probability graph regression plot and Kolmogorov Smirnov one sample statistic.

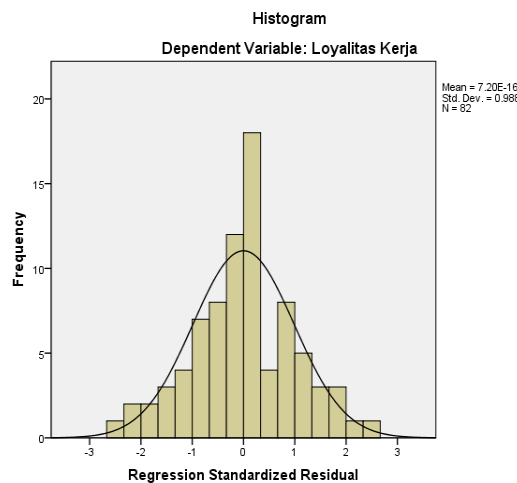


Fig 1. Histogram Graphic

Based on the picture above, it can be seen that the line forms a bell, neither to the left nor to the right. This shows that the data are normally distributed and meet the assumption of normality.

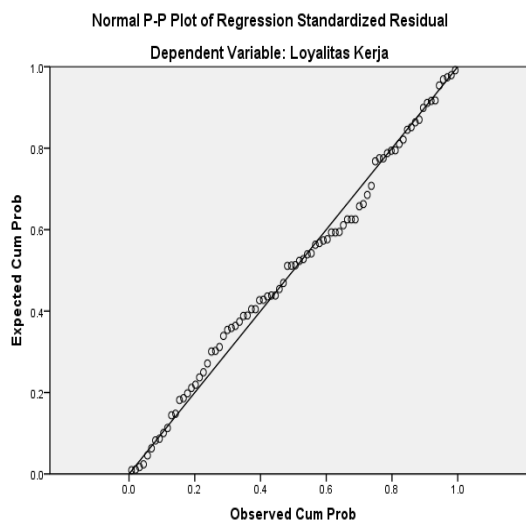


Fig 2. Normal Probability Plot of Regression Graphic

Based on the picture above, it can be seen that the data (dots) spread around the diagonal line and follow the diagonal line. So from the picture it can be concluded that the regression model residuals are normally distributed.

Table 1
One-Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		82
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.28998408
Most Extreme Differences	Absolute	.069
	Positive	.069
	Negative	-.059
Kolmogorov-Smirnov Z		.621
Asymp. Sig. (2-tailed)		.836

a. Test distribution is Normal.

b. Calculated from data.

Source: Research Result, 2021

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significance value is greater than 0.05, namely 0.836, so it can be concluded that the data is classified as normally distributed.

3.2 Multicollinearity Test

The test method commonly used is to look at the Tolerance and Variance Inflation Factor (VIF) value in the regression model where the VIF value is less than 10 and has a Tolerance value of more than 0.1.

Table 2
Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Work Climate	.923	1.083
Workload	.923	1.083

a. Dependent Variable: Work Loyalty

Source: Research Result, 2021

Based on the table, it can be seen that all variables have a tolerance value of more than 0.1 and a VIF value of less than 10 so it can be concluded that there are no problems in the multicollinearity test.

3.3 Heteroscedasticity Test

Heteroscedasticity is a condition where in the regression model there is an inequality of variance from the residuals from one observation to another observation where a good regression model does not occur heteroscedasticity.

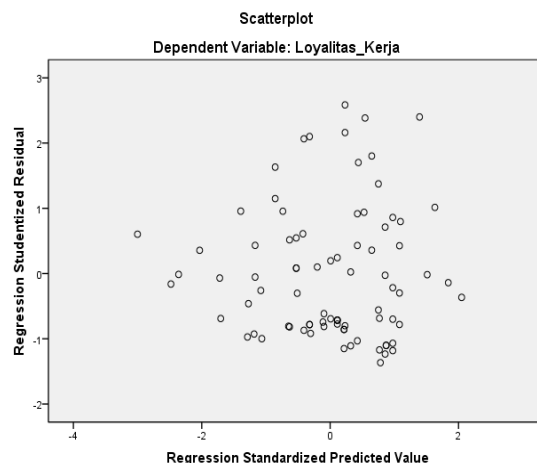


Fig 3. Scatterplot Graphic

Based on the scatterplot graph presented, it can be seen that the points spread randomly and do not form a clear pattern and spread both above and below zero on the Y axis. This means that there is no heteroscedasticity in the regression model, so the regression model can be used to predict Work Loyalty based on the input of the independent variables.

3.4 Multiple Linear Regression Analysis

Multiple regression analysis is an analysis to determine whether there is a significant effect between two or more independent variables on one independent variable.

Table 3
Multiple Linear Regression Analysis Test
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	25.398	5.571		4.559	.000		
	Work Climate	.723	.185	.343	3.909	.000	.923	1.083
	Workload	-.866	.159	-.479	-5.455	.000	.923	1.083

a. Dependent Variable: Work Loyalty
Source: Research Result, 2021

$$Work\ Loyalty = 25,398 + 0,723\ Work\ Climate - 0,866\ Workload + e \tag{1}$$

Based on the above equation, then: Constant (a) = 25,398. This means that if the independent variables Work Climate and Workload are 0, then Work Loyalty at PT. Dodorindo Jaya Abadi Tanjung Morawa is 25,398. Where if there is an increase in Work Climate, there will be an increase in work loyalty by 0.493. Likewise with Workload where if there is an increase in Workload then Work Loyalty will decrease by 0.866.

3.5 Coefficient Determination

Determination Analysis or also called R Square symbolized by R² is used to determine the magnitude of the influence of the independent variable (X) together on the dependent variable (Y) where the smaller the coefficient of determination, this means the influence of the independent variable (X) on the variable bound (Y) is getting weaker. On the other hand, if the coefficient of determination is close to 1, then the influence of the independent variable on the dependent variable is getting stronger. Thus, if the coefficient of determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable to the dependent variable. However, if the coefficient of determination is 1, then the contribution given by the independent variable to the dependent variable is perfect.

Table 4
Coefficient Determination Test
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.662 ^a	.438	.424	3.331

a. Predictors: (Constant), Workload, Work Climate
b. Dependent Variable: Work Loyalty
Source: Research Result, 2021

Based on the table above, the coefficient of determination R Square is 0.438. This shows that the variables of Work Climate and Workload ability explain their effect on Work Loyalty at PT. Dodorindo Jaya Abadi Tanjung Morawa by 43.8%. While the remaining 56.2% is the influence of other independent variables not examined in this study such as communication, motivation, environment, stress and others.

3.6 Simultaneous Hypothesis Test (F Test)

The F test or regression coefficient test is used to determine whether the independent variable simultaneously has a significant effect on the dependent variable. In this case, to find out whether the independent variable simultaneously has a significant effect on the dependent variable or not. The test uses a significance level of 5%. The criteria for evaluating the hypothesis in this F test are:

- H₀ Accepted if: F_{count} < F_{table},
- H_a Accepted if: F_{count} > F_{table}



Table 5
ANOVA Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	683.305	2	341.653	30.785	.000 ^a
	Residual	876.744	79	11.098		
	Total	1560.049	81			

a. Predictors: (Constant), Workload, Work Climate

b. Dependent Variable: Work Loyalty

Based on the table above, the value of F_{table} (3.11) and significant = 5% (0.05), namely F_{count} (30.785) and sig.a (0.000a). This shows that the results of the study accept H_a and reject H_0 . The comparison between F_{count} and F_{table} can prove that simultaneously Work Climate and Workload have a significant effect on Work Loyalty at PT. Dodorindo Jaya Abadi Tanjung Morawa.

3.7 Partially Hypothesis Test (t Test)

The t test or partial regression coefficient test is used to determine whether the independent variable partially has a significant effect on the dependent variable or not. In this case, to find out whether the independent variable partially has a significant effect on the dependent variable or not. The test uses a significance level of 0.05 and a two-tailed test. The t test criteria are:

H_0 Accepted if: $t_{count} < t_{table}$

H_a Accepted if: $t_{count} > t_{table}$

Table 6
Coefficient Test

Model		t	Sig.
1	(Constant)	4.559	.000
	Work Climate	3.909	.000
	Workload	-5.455	.000

a. Dependent Variable: Work Loyalty

Source: Research Result, 2021

Based on the table above, it can be concluded that Work Climate and Workload partially have a significant effect on Work Loyalty at PT. Dodorindo Jaya Abadi Tanjung Morawa which can be seen in t_{count} is greater than t_{table} (1.990) and the significance is less than 0.05.

4. Conclusion

The conclusions that researchers can draw from the results of this study are as follows:

- The results of the partial test calculation show that Work Climate and Workload have a significant effect on Work Loyalty at PT. Dodorindo Jaya Abadi Tanjung Morawa can be seen from the $t_{count} > t_{table}$ and the significance value < 0.05 .
- The results of the F_{table} value (3.11) and significant = 5% (0.05), namely F_{count} (30.785) and sig.a (0.000a). This shows that the results of the study accept H_a and reject H_0 . The comparison between F_{count} and F_{table} can prove that simultaneously Work Climate and Workload have a significant effect on Work Loyalty at PT. Dodorindo Jaya Abadi Tanjung Morawa.
- The value of the coefficient of determination R Square is 0.438. This shows that the variables of Work Climate and Workload ability explain their effect on Work Loyalty at PT. Dodorindo Jaya Abadi Tanjung Morawa by 43.8%. While the remaining 56.2% is the influence of other independent variables not examined in this study such as communication, motivation, environment, stress and others.

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