

WORK SPECIFICATION OF EFFECT AND REWARD ON EMPLOYEE EFFECTIVENESS

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Abstract : The company will be able to compete with competitors if it successfully implements the planned strategy, business challenges that continue to occur make the company increasingly experiencing great pressure to be able to maintain its business from current competition, the company must implement a strategy that can be used as a way out to deal with this situation . In addition, the company must continue to maximize its resources in order to contribute to the company, the company can provide training or direction to employees to work effectively and efficiently considering the company's liability burden continues to grow from year to year. The population and samples used in this study were employees of PT. The charm of Arnos Beton numbered 70 people. The results of the tests that have been carried out show that job specifications and rewards affect the work effectiveness of PT. Enchantment of Arnos Concrete either partially or simultaneously.

Keywords: *Job specifications, rewards and employee work effectiveness.*

1. Introduction

The importance of the existence of human resources to support company activities is a part that must be considered at this time, we can know that companies must have human resources who have the ability and knowledge in order to contribute as much as possible to the company. Companies must continue to maximize their resources, companies can provide training or direction to employees to work effectively and efficiently considering that the company's expenses continue to grow from year to year.

During running its business, the company must ensure that the work done by the employees is running effectively. The effectiveness of the work of employees greatly determines the results of the work that has been done, so that employees must understand every task that has been given by the company, so that the time they have can be used to complete the job well. Business challenges that continue to occur make companies increasingly experiencing great pressure to be able to maintain their business from today's competition, companies must implement strategies that can be used as a way out to deal with this situation.

Job Specification is the ability of individuals to carry out tasks and activities and recognize their own abilities and can contribute to the company. Company employees have the duty to carry out the work that has been ordered by the company in accordance with their fields.

Reward is an award given by the agency or company to every employee who successfully meets the work targets that have been set. Rewards have a very important role today in an effort to motivate every employee to always be active in work and pursue work achievements that have the opportunity to get awards from the company in the form of money or otherwise (Sumadi and Santoso (2022)).

In an effort to achieve employee work effectiveness, it is necessary to pay attention to several things that are very decisive, including the job specification and reward factors. The company must place a person in a certain position with predetermined requirements, it is intended that the given position can be carried out properly and work effectiveness can be achieved. In addition, reward is also a factor that determines the achievement of work effectiveness, every employee who succeeds in achieving the work target that has been given by the company must be given a reward as a form of appreciation and appreciation.

PT. Pesona Arnos Beton is a company located in Kedamean District, Gresik Regency, East Java. PT. Pesona Arnos Beton was founded in 2007 and continues to grow today. PT. Pesona Arnos Beton is a company engaged in the concrete manufacturing sector, with rapid regional development making the company PT. Pesona Arnos Beton is committed to producing concrete with high quality and competitive prices with competitors.

Researchers can identify several problems in this study including the job specifications of employees who have not met the company's expectations leading to not achieving employee work effectiveness, every employee needs to know the work standards that have been set by the company. In addition, the rewards given by the company are still not in accordance with the wishes of the employees so that it causes the effectiveness of the employee's work to be not optimal.

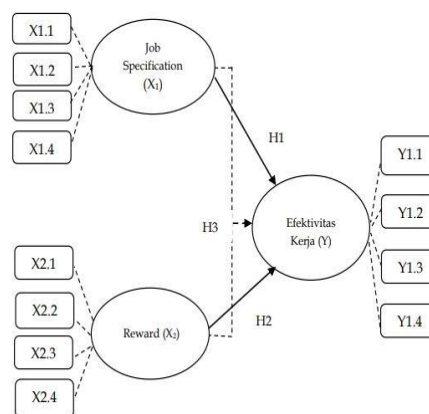
Special Purpose: Gresik Regency is an industrial-based area, so the majority of the population works in the industrial sector. Therefore, the specific objectives of the research are:

- 1) Analyzing job specifications play a role in optimizing the work effectiveness of employees at PT. Pesona Arnos Beton di Gresik.
- 2) Analyzing rewards play a role in optimizing employee work effectiveness at PT. Pesona Arnos Beton di Gresik.

2. Research Method

Population and Sample

This study uses a quantitative approach, the population and samples used are employees of PT. Pesona Arnos Beton numbered 70 people. Sampling technique with non-probability sampling.



Picture 1. Conceptual Framework

3. Result and Discussion

3.1. Result

1) Validity Test

The test results show the value of $r_{hitung} > r_{tabel}$ so that all items are declared valid.

2) Reliability Test

Table 1. Reliability Test

Variabel	Cronbach alpha value	Critical Value	Information
<i>Job Specification</i> (X_1)	0,840	0,6	Reliabel
<i>Reward</i> (X_2)	0,767	0,6	Reliabel
Work Effectiveness (Y)	0,750	0,6	Reliabel

Cronbach alpha reliability coefficient values were obtained for all variables > 0.6 . So that the instrument used is declared reliable.

3) Normality Test

Table 2. Normality Test

	<i>Unstandardized Residual</i>	Information
<i>N</i>	70	
<i>Asymp. Sig. (2-tailed)</i>	0,373	Normal

The asym.sig value is $0.373 > 0.05$. So that the data has a normal distribution.

4) Multicollinearity Test

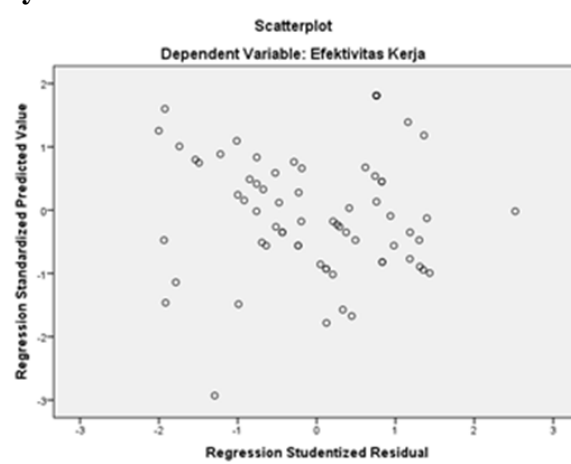
Table 3. Multicollinearity Test

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	<i>Job Specification</i>	,532	1,881
	<i>Reward</i>	,532	1,881

a. Dependent Variable: Work Effectiveness

Tolerance value on all variables > 0.10 . The VIF value for all variables < 10.00 . So that it is free from multicollinearity disorders.

5) Heteroscedasticity Test



Picture 2. Heteroscedasticity Test

The points spread randomly on the number 0 and the Y axis and do not form a certain pattern, so that the regression model does not occur heteroscedasticity.

6) Autocorrelation Test

Table 4. Autocorrelation Test

Durbin Watson
1,790

Obtained a DW value of 1,790. Where the value of DW is between Du and 4-Du (1.672 and 2.328) so it is not affected by autocorrelation.

7) Multiple Linear Regression Analysis

Table 5. Multiple Linear Regression Analysis

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficient	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10,230	3,032		3,374	0,001
Job Specification	,204	,104	,238	1,971	0,003
Reward	,494	,118	,507	4,189	0,000

a. Dependent Variable: Work Effectiveness

It can be seen from the data obtained above that the coefficient of constant is calculated $Y = 10,230 + 0,204x_1 + 0,494x_2 + e$.

8) Partial Hypothesis Test

Table 6. t-test

Variabel	t Hitung	Sig	Ket.
<i>Job Specification</i> (X_1)	1,971	0,003	Signifikan
<i>Reward</i> (X_2)	4,189	0,000	Signifikan

1. The value of t-count value of job specification 1.971 and significant 0.003 < 0.05.
2. The value of t-count reward is 4.189 and significant is 0.000 < 0.05.

9) Simultaneous Hypothesis Testing

Table 7. F-Test

Variable	F Hitung	Sig
<i>Job Specification</i> dan <i>reward</i>	30,788	0,000 ^b

The F-count value is 30,788 and significant is 0.000 < 0.05.

3.2. Discussion

This research examines the effect of job specification and reward on the effectiveness of employee work at PT. Pesona Arnos Beton that has been analyzed by researchers with the following research results.

Job specification has a significant and positive influence on employee work effectiveness, the analysis can be known through the t-test signification value of

$0.003 < 0.05$. This means that the job specification has a positive and significant effect on the effectiveness of employee work.

Rewards have a significant and positive influence on the effectiveness of employee work, the analysis can be known through the t-test signification value of $0.000 > 0.05$. This means that rewards have a positive and significant effect on the effectiveness of employees' work.

Job specifications and rewards have a significant and positive influence on employee work effectiveness, the analysis can be known through the F test signification value of $0.000 < 0.05$. This means that job specifications and rewards simultaneously have a positive and significant effect on the effectiveness of employee work at PT. Pesona Arnos Beton.

4. Conclusion

- a. Job Specification affects employee work effectiveness significantly and positively.
- b. Reward significantly and positively affect employee work effectiveness.
- c. Job Specifications and rewards significantly and positively affect employee workeffectiveness.

The following suggestions can be submitted:

1. It is very important for PT. The charm of Arnos Beton is to determine the Job Specification of each employee to work according to their field, so that work effectiveness can be achieved.
2. Giving rewards by PT. The charm of Arnos Beton is expected to be carried out in accordance with employee performance, this of course can create employee work effectiveness.
3. Researchers hope in future research to use other types of variables that can be related to employee work effectiveness.

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