

The Influence of Employee Mutations and Work Discipline on Employee Work Productivity at PT. Pos Palopo

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Abstract

This research aims to determine the effect of employee transfer and work discipline on employee work productivity at PT.Pos Palopo. This research uses quantitative methods. The sampling technique uses saturated samples. Data was obtained from distributing 35 questionnaires to PT.Pos Palopo employees. The data analysis used is multiple linear regression analysis using IBM SPSS software. The result of this study show that the Fcount value is $67.327 > F_{table} 3.28$ and the significance value in the F test is $0.000 < 0.05$, which means that the dependent variables together have a positived and significant effect on the dependent variable. In this research there is also an Adjusted R Square value of 0.796, meaning that the level of influence of the independent variable on the dependent variable is 79.6 percent, which shows that employee transfers and work discipline are able to influence employee work productivity at PT.Pos Palopo while the remaining 20.4 percent is influenced by other ecternal variable this research.

Keywords: Employee Transfers; Work Discipline; Employee Work Productivity.

1. Introduction

Human resources are very important assets for a company. Employees play a direct role in carrying out the activities desired by the organization, thus making it a starting point for organizational success. The rapid development of the business world and intense competition in the public and private sectors make it necessary to have a lot of labor or employees to run a business. Employees or labor are the main and very important assets for the company, which can help achieve company goals and ensure the implementation of organizational functions and activities efficiently and fairly for the benefit of individuals, organizations, and society. One of the problems in research related to the implementation of company activities properly is employee productivity.

Labor productivity is one of the components that an organization or company must have if it wants to achieve the goals that have been set. Employee productivity is a very important factor in supporting the success of an organization. Productivity is the increase in the results of skills and work that are influenced by the ability of human resources and produce goods and services, according to Agustin. Good labor productivity can bring good results to the company [1].

In today's dynamic and competitive business era, factors such as employee mutation and level of work discipline have a significant impact on organizational productivity. Employee mutation, as part of a human resource management strategy, can affect various aspects of the work environment, including productivity. In addition, good work discipline is an important foundation to achieve company goals efficiently. Changing organizational dynamics, the need to adapt to new technologies, and evolving human resource policies require companies to constantly review and manage employee mutations. Mutations can

include task transfers, promotions, or job changes, and their impact on employee performance and organizational productivity is an important aspect to understand. For some workers, mutation is seen as an opportunity. The reason may be boredom with the working conditions or wanting to accept a new task, challenge, or new rank. These reasons led to a change in the punishment model, based on different views on the scope of workers [2]. In addition, strong work discipline is an important cornerstone of an effective work culture. The level of compliance of an employee with company rules and procedures as well as a positive attitude towards work greatly contribute to individual and team productivity [3]. Work discipline is the awareness and willingness of employees to obey all organizational / company regulations and applicable social norms [4].

PT. Pos Indonesia Palopo Branch is a company engaged in postal services in Indonesia which was established in 1764. PT. Pos Indonesia is currently one of the business-oriented companies that serves postal services and supporting products for postal services. PT. Pos Indonesia is a State-Owned Company that is subsidized and at the same time becomes a government agent in providing social services for postal services to the government and the community. Increasing work productivity is very important considering that this company carries social responsibility as a service company for the community.

Based on the results of previous research by [5], it was found that there is a direct influence of mutations on work productivity. Meanwhile, the results of research conducted by [6] stated that work discipline has a significant effect on employee work productivity. The purpose of this study is to determine whether employee mutation and work discipline affect employee work productivity at PT. Palopo Post.

2. Methodology

In this research, researchers used quantitative methods with a descriptive approach. Research with the process of collecting analytical data in the form of numbers or numeric data that provides an explanation of the observed phenomena. The population chosen for this research were employees of “PT. Pos Indonesia Palopo Branch”. The sampling technique in this research was a saturated sample. The data analysis used in this research is multiple linear regression analysis. The data source in this research is primary data obtained from distributing questionnaires to respondents. The questionnaire in this research is prepared based on the variables to be tested, namely the influence of employee transfers and work discipline on employee work productivity. All variables are measured using a Likert scale with 5 (five) alternative answers, namely 1) Strongly disagree - 5) Strongly agree. The data that has been collected will be processed using SPSS Statistics Software version 22.

3. Result and Discussion

3.1. Result

3.1.1. Validity test

The validity test in this research was 35 respondents taken from research at PT Pos Palopo.

Table 1. Validity Test Results

Variable	Items	R count	R table	informati on
Mutations employees	X1.1	0.675	0.324	Valid
	X1.2	0.764	0.324	Valid
	X1.3	0.496	0.324	Valid
	X1.4	0.866	0.324	Valid
	X1.5	0.803	0.324	Valid
	X1.6	0.694	0.324	Valid
	X1.7	0.458	0.324	Valid
Work Discipline	X2.1	0.555	0.324	Valid
	X2.2	0.431	0.324	Valid
	X2.3	0.791	0.324	Valid
	X2.4	0.907	0.324	Valid
	X2.5	0.907	0.324	Valid
	X2.6	0.629	0.324	Valid
	X2.7	0.441	0.324	Valid
	X2.8	0.907	0.324	Valid
	X2.9	0.431	0.324	Valid
	X2.10	0.629	0.324	Valid
	X2.11	0.671	0.324	Valid
Employee Work Productivity	Y.1	0.845	0.324	Valid
	Y.2	0.510	0.324	Valid
	Y.3	0.712	0.324	Valid
	Y.4	0.639	0.324	Valid
	Y.5	0.525	0.324	Valid
	Y.6	0.570	0.324	Valid
	Y.7	0.403	0.324	Valid
	Y.8	0.427	0.324	Valid

Source: SPSS Processed Data (2023)

The table above shows that all questionnaire statements for the Employee Mutation variable indicators (X1), Work Discipline variables (X2), and Employee Work Productivity variables (Y) are declared valid because r calculated $>$ r table.

3.1.2. Reliability Test

Table 2. Reliability Test Results

Variable	Cronbach Alpha	Standard	Note.
Mutations employees	0.816	0.60	Reliable
Work Discipline	0.877	0.60	Reliable
Employee Work Productivity	0.731	0.60	Reliable

Source: SPSS Processed Data (2023)

In the table above, it can be concluded that the variables of employee transfer, work discipline and employee work productivity show Cronbach Alpha > 0.6, so all variables can be declared reliable.

3.1.3. Multiple Linear Regression Analysis

Table 3. Multiple Regression Analysis Test Results

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant	9,321	2,356		3,956	000
Employee Movement (X1)	0.510	0.126	569	4,064	000
Work Discipline (X2)	0.222	0.085	368	2,629	013

Source: SPSS Processed Data (2023)

Based on the table above, you can see the regression equation, in column B the constant (a) value is 9.321, while the regression coefficient value for variable X1 (Employee Transfer) is 0.510 and variable X2 (Work Discipline) is 0.222.

So the multiple linear regression equation can be written:

$$Y = 9.321 + 0.510 \text{ Employee Transfers (X1)} + 0.222 \text{ Work Discipline (X2)}$$

The interpretation of the equation can be seen as follows:

1. The constant value (a) of 9,321 can be interpreted if the employee mutation and work discipline variables are constant (do not change), then the employee work productivity variable has a value of 9,321.
2. The regression coefficient value of the employee mutation variable (X1) is 0.510 which means that for every additional value of 1 unit in the employee mutation variable (X1), the value of the employee work productivity variable (Y) will increase by 0.510
3. The regression coefficient value of the work discipline variable (X2) is 0.222 which means that for every additional value of 1 unit in the work discipline variable (X2), the value of the employee work productivity variable (Y) will increase by 0.222

Hypothesis testing

1. Partial Test (T Test)
 - a. Known sig value. for the influence of variable X1 on Y of $0.000 < 0.05$ and the Tcount $4.064 > T_{table} 2.037$ so it can be concluded that H1 is accepted. This shows that employee transfers (X1) have a positive and significant effect on employee work productivity (Y) at PT Pos Palopo.
 - b. Known sig value. for the influence of variable X2 on Y of $0.013 < 0.05$ and the Tcount $2.629 > T_{table} 2.037$ so it can be concluded that H1 is accepted. This shows that work discipline (X2) has a positive and significant effect on employee work productivity (Y) at PT Pos Palopo.
2. Simultaneous Test (F Test)

Table 4. F Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	266,266	2	133.133	67,327	,000
Residual	63,277	32	1,977		
Total	329,543	34			

Source: SPSS Processed Data (2023)

Based on table 4, above it is known that the significant value for the influence of X1 and X2 simultaneously on Y is $0.000 < 0.05$ and the calculated F value is $67.327 > 3.28$ so it can be concluded that H3 is a simultaneous influence of X1 and X2 on Y.

3. Coefficient of Determination Test (R^2)

Table 5. Determination Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,899	,808	,796	1,406

Source: SPSS Processed Data (2023)

Based on table 5, it can be seen that the R Square value is 0.899 and the Adjusted R Square is 0.796. This shows that the level of influence of the independent variable on the dependent variable is 79.6 percent and the remaining 20.4 percent is influenced by external variables from this research.

3.2. Discussion

3.2.1. The Effect of Employee Transfers on the Work Productivity of PT. Pos Palopo Employees

The research results show that employee transfers have a positive and significant effect on employee work productivity. This is indicated by a significance value of $0.000 < 0.05$ and a Tcount value of $4.064 > T_{table} 2.037$, which means that there is an influence of employee transfers on employee work productivity. This means that employee transfers based on existing indicators such as frequency of transfers, reasons for transfers, and accuracy in carrying out mutations can affect employee work productivity at PT. Pos Palopo. This also shows that the transfer carried out by the company can increase employee work productivity. This research is in line with research conducted by [5] which states that employee transfers directly affect employee work productivity. This indicates that if employee transfers are carried out in accordance with employee needs in their field, employee work productivity will increase, and vice versa, if transfers are not based on employee needs, employee work productivity will decrease.

3.2.2. The Influence of Work Discipline on Employee Work Productivity

The research results show that work discipline has a positive and significant effect on employee work productivity. This is indicated by a significance value of $0.013 < 0.05$ and a Tcount value of $2.629 > T_{table} 2.037$, which means that there is an influence of work

discipline on employee work productivity. This means that work discipline based on existing indicators such as time compliance, employee alertness level, compliance with work standards, and compliance with work regulations can influence employee work productivity at PT.Pos Palopo. This shows that the better work discipline implemented by a company will increase employee work productivity. This research is in line with research conducted by [6] which states that work discipline influences employee work productivity.

3.2.3. The Effect of Employee Transfers and Work Discipline on Employee Work Productivity

The research results show a significant F test value of $0.000 < 0.05$ and an Fcount value of $67.327 > F_{table} 3.28$, which means that employee transfers and work discipline have a positive and significant effect on employee work productivity both partially and simultaneously. This shows that the variables of employee transfer and work discipline together have a positive and significant influence on employee work productivity at PT Pos Palopo. In this research, there is also an Adjusted R Square value of 0.796, which means that the level of influence of employee transfer variables and work discipline on employee work productivity is 79.6 percent and the remaining 20.4 percent is influenced by other variables outside this research such as compensation, punishment and reward.

4. Conclusion

There is a positive and significant influence between employee mutation variables on employee work productivity at PT Pos Palopo. This indicates that the better employee transfers are carried out, the better the increase in employee work productivity. There is a positive and significant influence between work discipline variables on employee work productivity at PT Pos Palopo. This indicates that the better the implementation of employee work discipline, the better the employee's work productivity. There is a positive and significant influence between employee transfer variables and work discipline together or simultaneously on employee work productivity at PT.Pos Palopo.

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