

Factors which Will Affect The Labor Productivity of Industrial Convection

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Abstract: The focus of study for this research is to examine the labor productivity of industrial convection Sukamulya Village, Subdistrict Kutawaringin, Bandung District. Therefore, the purpose of this study was to describe the factors that influence the level of labor productivity. Factor expected to affect the labor productivity of industrial convection Sukamulya Village, Subdistrict Kutawaringin is training, experience and motivation. In this study which is the subject of research is the industrial workforce in the village Sukamulya convection, Kutawaringin sub district, Bandung district with a sample of 84 workers. The method used in this research is explanatory survey using a questionnaire as a data-collection tool and techniques using multiple linear regressions using Eviews 7. The result showed that simultaneous or partially variable training, experience and motivation positive effect on labor productivity. This means that the higher the higher the training of labor productivity, the higher also experience higher labor productivity and higher motivation higher the productivity of labor.

1 INTRODUCTION

Dominick Salvatore (1992) suggests that the production function for each commodity is a table or graphic equation that shows the number of (maximum commodities) that can be produced per unit of time for each alternative input combination, when using the best available production techniques. The production function indicates the relationship between the use of production factors and the level of production produced as outputs. In this case Richard A. Rinse (1994) suggests that the production function is the production relationship between the inputs of the firm's resources and the output of goods and services per unit of time.

According to the human capital theory, human capital contributes to output just like other factors of production and also through technological change by driving both innovation and imitation (Schultz, 1961). Corvers (1997) discusses four effects of human capital on labour productivity: worker effect, allocative effect, diffusion effect, and research effect. He argues that human capital contributes to productivity level through allocative and worker effect, and productivity growth through diffusion and research effects.

Through a variety of work improvements, the waste of time and energy and other inputs will be reduced as much as possible. The result will be better and more things can be saved. Time is not wasted, power is effectively deployed and the achievement of business goals can be well organized, effective and efficient. This is what productivity mean.

A number of studies have attempted to investigate the factors that affect labour productivity in manufacturing industry, for example, Niringiye (2010) and Firouz et al (2010) adopting labour productivity as the dependent variable, and the independent variables being physical capital, wage, firm size, foreign ownership, export orientation of firm, employment growth, education of employees, skill and industry age.

Productivity is an important aspect of business improvement in small industries or companies. An asset that has a strategic place in a company is a human resource asset or often called a workforce. Competition between industries is increasingly tight with the achievement of productivity that is less than the maximum caused by the role of labor is less optimal, then the factors that affect labor productivity becomes a very important aspect that must be considered for optimal productivity improvement.

The existence of industry has taken an important role in the problem of employment. It happened also

in West Java. Industrial sector has grown seen from the number of business units and proved able to absorb labor. According to the Central Bureau of Statistics, the development of small-scale industries in West Java in 2013 - 2014 experienced a good development seen from business units and employment. In terms of business units experienced growth of 0.27 percent, in terms of labor also experienced growth of 0.70 percent, and investment also experienced a fairly good development of 6.80 percent.

One of the industries that absorb a lot of labor in Bandung Regency is the convection industry in the Village Sukamulya Bandung regency. The existence of this small industry has contributed considerably to the socio-economic changes of convection workers. Economic changes can be seen from various aspects one of which is the level of welfare includes the profits earned by employers and wages received by the workers. Changes in the social field include the increasing number of newcomers in society, the growing number of immigrants involved in convection industry activities, advances in education levels and lifestyle changes.

2 METHODS

The object of this research is the labor of convection industry in Sukamulya Village, Kutawaringin District, Bandung Regency. This study there are 4 variables studied are 3 independent variables of Training, Experience and Motivation as well as the dependent variable that is Labor Productivity. The method used in this research is explanatory method (explanatory method) that is a research method that intends to explain the relationship between variables by using hypothesis testing. The population in this study is the entire workforce of the convection industry totaling 107 people working on 21 industry convection in Sukamulya Village District Kutawaringin Bandung Regency.

Data source used by researcher in this research is primary data and secondary data. Primary data was obtained from Sukamulya Village convection industry labor. While secondary data obtained by reading, studying and understanding through other media sourced from literature, books, corporate reports, and others.

In this research, to know the influence between independent variables and dependent variable. Data analysis technique used is multiple linear regression analysis. (Yana Rohmana, 2013)

The research model used by the author is as follows:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Where:

Y	: Labor Productivity
β_0	: Constants
$\beta_1 \beta_2 \beta_3$: Regression Coefficients
X_1	: Training
X_2	: Experience
X_3	: Motivation
e	: error term

3 RESULTS AND DISCUSSION

A study to investigate the effect of human capital on labour productivity in East African manufacturing firms was undertaken by Niringiye et al., (2010). The study used Generalized Least Squares (GLS) to estimate the human capital model on longitudinal data from Kenya, Tanzania and Uganda. Results indicate that proportion of skilled workers and average education in Uganda, training, proportion of skilled workers and education of the manager in Tanzania and average education and training in Kenya were positively associated with labour productivity.

3.1 The Effect of Training on Labor Productivity

Based on the results of empirical tests, the level of training has a positive effect on the positive direction of labor productivity. This means that the higher level of training employee productivity will increase and vice versus the lower level of training. Proven on research results we can know that training is needed in improving the productivity of labor in a company, because when training is high it will have a positive impact on the ability and performance of the workforce, thus increasing labor productivity. This can happen if every workforce focuses on improving its quality through training.

The high level of training followed by a workforce, then the workforce will have good working knowledge. This shows that when the labor is really focused on the field of business then the workforce is able to understand and even master the production techniques in accordance with the field so that the worker ultimately knows how to make output well. When science in work is owned by increased workforce it will improve how to work better and will make the output work better, faster and tidier. When

the work gets better in making outputpun will be faster so it will raise or increase the resulting output so that productivity will increase. Therefore high training will affect the high productivity The result of the research shows that labor training is important for the convection laborers in Sukamulya village because the training can provide direct benefits to the work and through training the output produced by the workforce can be more but it depends on the individual workforce after following Training. If the workforce is able to apply the results of the training in accordance with its work then the training will benefit directly on the output generated and the discipline of the workforce, but if the workforce does not implement the training results that have been followed then the training will have no benefit to the output and energy discipline Work in work.

Based on the results of the study, the training has a positive and significant effect on the labor productivity of the convection industry of Sukamulya Village, Kutawaringin District, Bandung Regency. According to the results of research labor industry convection Sukamulya Village District Kutawaringin Bandung regency has the belief that a lot of practice then the resulting output will be more. But sometimes the training that followed is less appropriate to the job so that the less useful directly to the work and also depend on each employee in applying the results of the training to be directly beneficial to his work or not. The results of this study showed that the training had a positive effect on the labor productivity of the convection industry of Sukamulya Village, Kutawaringin District, Bandung Regency. This is also supported by the research that has been done by Syaiful Anwar (2009) that job training has a positive effect on work productivity. And, Bartel (1994) and Almeida and Carneiro (2008), show that firm trainings have positive and significant effect on labour productivity.

3.2 The Effect of Experience on Labor Productivity

Based on the results of empirical tests show that the level of experience significantly influence the positive direction of labor productivity. This means that the higher level of experience then the labor productivity of employees will increase and vice versa the lower level of experience then the productivity of labor is decreasing. Based on the results of the study, the experience has a positive and significant effect on the labor productivity of the convection industry of Sukamulya Village,

Kutawaringin District, Bandung Regency. Workers who have longer experience will have higher skills, so their productivity is higher than the new workforce has little experience. According to the results of research labor industry convection Sukamulya Village District Kutawaringin Bandung Regency has experience working at most 0-24 months. The results of this study show that experience positively affect the labor productivity of convection industry Sukamulya Village District Kutawaringin Bandung regency. This is also supported by research conducted by Putu Agus Wisnu Sentana Putra (2011) that experience has a positive effect on work productivity.

3.3 The Effect of Motivation on Labor Productivity

Motivation in this research is seen from aspect of expectancy, instrumentality and valance. Based on the results of data analysis of research and hypothesis testing is known that the motivation has a positive and significant effect on labor productivity of convection industry Sukamulya Village District Kutawaringin Bandung regency. This means that the higher the motivation will affect the productivity of labor and vice versa the lower level of experience then the productivity of labor is decreasing.

Based on the results of research on motivation as measured by expectancy, instrumentalit and valance. Based on the categorization results show that the labor motivation of the convection industry in Sukamulya village is in the medium category. This conclusion is based on the overall score of respondents. The best response sequence of labor when looking at productivity in a row is the first expectancy with an average score of 299, the second is valance with an average score of 241, and the last is an instrumentalit with an average score of 240.66. The implication of the data shows that the motivation of industrial convection workers in Sukamulya Village is highest in expectancy, this is because the labor of convection industry in Sukamulya Village has been working hard to make more output and according to standard.

Based on these opinions can be seen that a highly motivated workforce will increase labor productivity because motivation is an impetus in directing labor and industry to succeed. This is because the high motivation will increase morale and creativity so that the output produced by the labor is increased this means that productivity is also increasing. The results of this study indicate that the motivation has a positive effect on labor productivity of convection

industry Sukamulya Village District Kutawaringin Bandung regency. This is also supported by research conducted by Berta Lestari and Aris Setia Noor (2013) that motivation is one of the factors that positively affect the labor productivity.

4 CONCLUSIONS

The description of training in the convection industry in Sukamulya Village shows that the level of training is moderate or rarely followed by the workers. The average employment of the convection industry in Sukamulya village has less than two years of work experience. The motivation of convection industry workers in Sukamulya village is in the medium criterion because this is because the labor of convection industry in Sukamulya village has been working hard to make more output and according to the standard but less attention in terms of bonus, facility and work protection.

Motivation is measured through expectancy, instrumentality and the training has a positive effect on the labor productivity of the convection industry in Sukamulya Village, Kutawaringin District, Bandung Regency. That is, the better the training will be the better the level of productivity. Experience has a positive effect on the labor productivity of the convection industry in Sukamulya Village, Kutawaringin District, Bandung Regency. That is, the more experience will be the higher the level of productivity. Motivation has a positive effect on the labor productivity of the convection industry in Sukamulya Village, Kutawaringin District, Bandung Regency. That is, the higher the motivation will be the higher the level of productivity.

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