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THE INFLUENCE OF CORE VALUES AKHLAK "AMANAH, COMPETENT, HARMONIC, LOYAL, ADAPTIVE, COLLABORATIVE" ON EMPLOYEE MOTIVATION OF PT PUPUK SRIWIDJAJA PALEMBANG

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Abstract

This research was aimed to investigate the impact of the attitude of trustful, competent, harmonious, loyal, adaptive and collaborative on the employee's motivation partially as well as simultanously. The method used in this research was descriptive quantitative by using multiple linear regression analysis. The population in this research was all employee of PT Pupuk Sriwidjaja Palembang. There were 145 persons taken as the sample that was determined by using slovin equity. The data was analyzed by using instrument analysis (validity and reliability test), regression test (multiple linear regression, correlation coefficient and determination) and hypotheses analysis (t test and F test). The data was analyzed in terms of normality analysis, multicolinearity test and heteroscedastisity test as well. The result of the research showed that the t value of each variable (trustful, competent, harmonious, loyal, adaptive and collaborative) > t distribution table, so there was a significant influence of each attitude on the the employee's motivation, and the t value of harmonious < t tabel so there was no a significant influence on the the employee's motivation, the F value of (trustful, competent, harmonious, loyal, adaptive and collaborative) > F table so there was a simultaneous significant influence on the the employee's motivation.

Keywords: trustful, competent, harmonious, loyal, adaptive and collaborative employee's motivation

Introduction

An organization or agency can achieve its goals if the people in it can work well in achieving organizational goals. Employees are an important element in determining the progress and decline of an agency. Therefore, in carrying out their duties and responsibilities, ability, diligence, thoroughness and other expertise are needed to support the execution of tasks according to their respective functions. In order for employees to carry out their duties and functions optimally, high and continuous motivation is needed in every employee (Ambarwati, 2018).

Bambang et al. (2020) Employee work motivation will add energy to work or direct activities while working, and cause an employee to know that there is a goal that is relevant between organizational goals and personal goals. In other words, work

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motivation is very important for increasing employee productivity in supporting the achievement of company goals. The author is very sure that there are many factors that can cause fluctuations in employee motivation in a company, especially at PT Pupuk Sriwidjaja Palembang. Of the many existing factors, the author is interested in examining its relationship with the AKHLAK core values which have been proclaimed by the Ministry of BUMN since July 2020 through the Circular Letter of the Minister of BUMN Number: SE 7/MBU/07/2020 dated 1 July 2020 concerning Main Values (Core Values) Human Resources State Owned Enterprises.

This research has not been widely studied because it was just launched by the Ministry of BUMN, the authors have just obtained several studies whose results state that the organizational culture of AKHLAK has a direct effect on employee performance of 0.357 and the organizational culture of AKHLAK has a direct effect on job satisfaction of 0.4 (Anam & Suyoto, 2021). Then, the results of other studies also stated that there was a significant influence of the implementation of the BUMN AKHLAK core values training on employee motivation Safaruddin et al., (2021).

Method

This research method uses quantitative analysis methods. The research was conducted at PT Pupuk Sriwidjaja Palembang.

Population and Sample

Sugiyono (2016) The population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. The population in this study was 1846 employees from all divisions at PT Pupuk Sriwidjaja Palembang.

The sample is part of the number of characteristics possessed by the population and must be representative of Sugiyono (2016). The sample size used uses the Slovin formula Umar (2008) with a value of e = 8% is 144 people.

Method of collecting data

The data obtained in this study came from primary data and secondary data. Primary data is the type of data obtained from the main source by distributing questionnaires in the form of Google forms which are given directly to respondents. The questionnaire used in this study used a Likert scale with intervals of 1. Very untrue, 2. Not true, 3. Undecided, 4. True, 5. Very true.

Analisis data

This study used research instrument tests, namely validity and reliability tests. Classical assumption test, namely normality test, multicollinearity test, heteroscedasticity test, hypothesis test, namely t test and F test, multiple linear regression test and R2 determination test.

Result and Discussion

Normality test

This test is carried out on trustworthy, competent, harmonious, loyal, adaptive, collaborative data. The data normality test was carried out using the Kolmogrof Smirnov Test method. The criterion for this test is that if the significance is <a, then the sample does not come from a normally distributed population. The test significance level is = 0.05. This means that Ho is accepted if the data is normally distributed with an indication

that the Asymptotic Significance is greater and the significance level is a = 0.05, but conversely, Ho is rejected if the data distribution is not normal.

Table 1 Normality Test Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		145
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,59636027
Most Extreme Differences	Absolute	,050
	Positive	,033
	Negative	-,050
Test Statistic		,050
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Source: SPSS output processed by researchers (2022)

Multicollinearity Test

This test is intended to find out whether the regression model found a correlation between exogenous variables, so Ghozali (2016) explained the effect of multicollinearity causing a large standard error, as a result when the coefficients are tested, the t count will be of small value from the t table. To find out the multicollinearity in the regression model, it can be seen from the tolerance value and the variance inflation factor (VIF) value. Parameters are used to assess no collinearity at tolerance > 0.10 or VIF value < 10. Multicollinearity and singularity can be detected from the determinant of the covariance matrix.

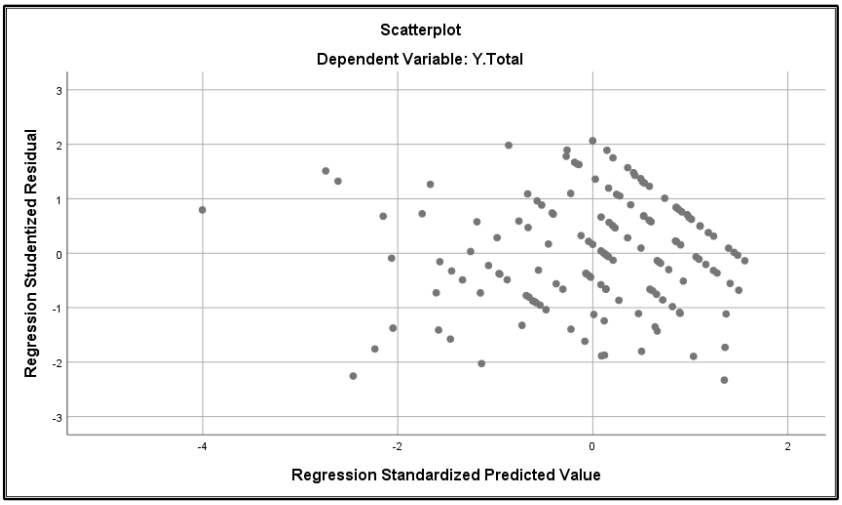
Table 7 Multicollinearity Test Results

Variabel	Tolerance		VIF		Kesimpulan
	Kriteria	Hasil	Kriteria	Hasil	
Amanah (AM)	> 0,10	0,431	< 10	2,322	Tidak ditemukan Multikolinieritas
Kompeten (KP)	> 0,10	0,442	< 10	2,264	Tidak ditemukan Multikolinieritas
Harmonis (HM)	> 0,10	0,385	< 10	2,599	Tidak ditemukan Multikolinieritas
Loyal (LY)	> 0,10	0,401	< 10	2,495	Tidak ditemukan Multikolinieritas
Adaptif (AD)	> 0,10	0,298	< 10	3,358	Tidak ditemukan Multikolinieritas
Kolaboratif (KB)	> 0,10	0,279	< 10	3,580	Tidak ditemukan Multikolinieritas

Source: SPSS Output Processed by Researchers (2022)

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from one residual observation to another. If the variance from the residual of one observation to another observation remains, then it is called homoscedasticity and if it is different it is called heteroscedasticity. A good regression model is a model that does not have heteroscedasticity (Ghozali, 2013).



Picture 1. Scatterplot Heteroskedastisitas
Source: SPSS Output Obtained by Researchers (2022)

Hypothesis testing

a. T test

The t statistical test basically shows how far the influence of one independent variable individually explains the dependent variable. This partial test is carried out by comparing the value of α (alpha) with the p-value. If the p-value < α (0.05), then H0 is rejected. So that it can be said that there is a partial influence between the independent variable and the dependent variable, and vice versa. The following are the results of the t statistical test, which can be seen in the formula below.

Tabel 9. Hasil Uji t

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,210	1,759		,119	,905		
	AMTotal	,207	,089	,177	2,341	,021	,431	2,322
	KPTotal	,148	,083	,133	1,781	,077	,442	2,264
	HMTotal	,115	,083	,111	1,389	,167	,385	2,599
	LYTotal	,166	,082	,160	2,039	,043	,401	2,495
	ADTotal	,198	,083	,217	2,392	,018	,298	3,358
	KBTotal	,173	,098	,166	1,769	,079	,279	3,580

Sumber : Output SPSS Dioleh Oleh Peneliti (2022)

b. F test

This simultaneous test was carried out by comparing the value of α (alpha) with the p-value. If the p-value < α (0.05), then H0 is rejected. So that it can be said that there is a simultaneous influence between the independent variables and the dependent variable, and vice versa. If the p-value > α (0.05), then H0 is

accepted, which means that there is no influence between the independent variables on the dependent variable simultaneously.

Tabel 10. Hasil Uji f

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	716,594	6	119,432	44,913	,000[b]
	Residual	366,965	138	2,659		
	Total	1083,559	144			

a. Dependent Variable: KBTotal

b. Predictors: (Constant), KBTotal, AMTotal, KPTotal, LYTotal, HMTotal, ADTotal

Multiple Linear Regression Test

According to Sujarweni (2018) multiple linear regression analysis is a linear relationship between two or more independent variables with the dependent variable. This analysis is to determine the direction of the relationship between the independent variable and the dependent variable which is positively or negatively related and to predict the value of the dependent variable if the independent variable increases or decreases. Multiple linear regression analysis is done by setting the equation,

$$\mathbf{MK = a + b_1AM + b_2KP + b_3HM + b_4LY + b_5AD + b_6KB + e}$$

Tabel 11 Uji Regresi Linier Berganda

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics	
		B	Std. Error	Beta	t		Tolerance	VIF
1	(Constant)	,210	1,759		,119	,905		
	AMTotal	,207	,089	,177	2,341	,021	,431	2,322
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	LYTotal	,166	,082	,160	2,039	,043	,401	2,495
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	KBTotal	,173	,098	,166	1,769	,079	,279	3,580

Sumber : Output SPSS Dioleh Oleh Peneliti (2022)

Uji Determinasi (R2)

The coefficient of determination (Adj. R2) from the regression results shows how much the dependent variable can be explained by the independent variables.

Tabel 4.10
Uji Determinasi

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,813[a]	,661	,647	1,631

a. Predictors: (Constant), KBTotal, AMTotal, KPTotal, LYTotal, HMTotal, ADTotal

b. Dependent Variable: KBTotal

In conclusion, based on table 4.10 above, the coefficient value of R square (R2) is 0.661 or 66.1%. So it can be concluded that the magnitude of variable X to variable Y is 0.661.

Discussion

Analysis of the Effect of Trust on Employee Motivation at PT Pupuk Sriwidjaja Palembang.

The frame of mind is that trust affects employee motivation at PT Pupuk Sriwidjaja Palembang so that if the core values of trust improve, employee motivation will also increase. From the results of data processing using SPSS Version 25 that partially trust has a positive and significant effect on employee motivation with t count 2.341> 1.656 and a significance value of 0.021 <0.05.

Competent Influence Analysis on Employee Motivation at PT Pupuk Sriwidjaja Palembang.

The frame of mind is that competency influences employee motivation at PT Pupuk Sriwidjaja Palembang so that if competent core values improve, employee motivation will also increase. From the results of data processing using SPSS Version 25 that partially competent has a positive but not significant effect on employee motivation with t count 1.781> 1.656 and a significance value of 0.077> 0.05.

Harmonic Influence Analysis on Employee Motivation at PT Pupuk Sriwidjaja Palembang.

The frame of mind that harmony does not affect employee motivation at PT Pupuk Sriwidjaja Palembang so that if the harmonious core values get better, employee motivation does not necessarily increase. From the results of data processing using SPSS Version 25 that partially harmonious has no effect and is not significant on employee motivation with t count 1.389 <1.656 and a significance value of 0.167> 0.05.

Analysis of the Effect of Loyalty on Employee Motivation at PT Pupuk Sriwidjaja Palembang.

The frame of mind is that loyalty influences employee motivation at PT Pupuk Sriwidjaja Palembang so that if loyal core values improve, employee motivation will also increase. From the results of data processing using SPSS Version 25 that partially loyalty has a positive and significant effect on employee motivation with t count 2.039> 1.656 and a significance value of 0.043 <0.05.

Analysis of Adaptive Influence on Employee Motivation at PT Pupuk Sriwidjaja Palembang.

The frame of mind is that adaptive influences employee motivation at PT Pupuk Sriwidjaja Palembang so that if adaptive core values improve, employee motivation will also increase. From the results of data processing using SPSS Version 25 that partially adaptive has a positive and significant effect on employee motivation with t count 2.392> 1.656 and a significance value of 0.018> 0.05.

Collaborative Influence Analysis on Employee Motivation at PT Pupuk Sriwidjaja Palembang.

The frame of mind is that collaborative influences employee motivation at PT Pupuk Sriwidjaja Palembang so that if collaborative core values improve, employee motivation will also increase. From the results of data processing using SPSS Version 25 that partially harmonious has a positive but not significant effect on employee motivation with t count 1.769> 1.656 and a significance value of 0.079> 0.05.

Analysis of the Effect of Trustworthiness, Competence, Harmony, Loyalty, Adaptive and Collaborative on Employee Motivation at PT Pupuk Sriwidjaja Palembang.

The framework of thinking that trustworthiness, competence, harmony, loyalty, adaptability and collaboration affect employee motivation at PT Pupuk Sriwidjaja Palembang so that if AKHLAK's core values improve, employee motivation will also increase. From the results of data processing using SPSS Version 25 that simultaneously trustworthy, competent, harmonious, loyal, adaptive, and collaborative have a positive and significant effect on employee motivation with F count 44,913> 3,909 and a significance value of 0,000> 0.05.

Conclusion

Based on the results of hypothesis testing and data analysis in the previous chapter, the conclusions obtained from this study are as follows: Trust partially has a positive and significant effect on Employee Motivation at PT Pupuk Sriwidjaja Palembang, with a significant value of 0.021 which is smaller than the reference standard, which is <0.05.

Competence partially has a positive but not significant effect on Employee Motivation at PT Pupuk Sriwidjaja Palembang, with a significant value of 0.077 greater than the reference standard, which is > 0.05.

Harmony partially has no effect and is not significant on Employee Motivation at PT Pupuk Sriwidjaja Palembang, with a significant value of 0.167 greater than the reference standard, which is > 0.05.

Loyalty partially has a positive and significant effect on Employee Motivation at PT Pupuk Sriwidjaja Palembang, with a significant value of 0.043 which is smaller than the reference standard, which is <0.05.

Partially adaptive has a positive and significant effect on Employee Motivation at PT Pupuk Sriwidjaja Palembang, with a significant value of 0.018, which is less than the reference standard, which is <0.05.

Collaborative partially has a positive but not significant effect on Employee Motivation at PT Pupuk Sriwidjaja Palembang, with a significant value of 0.079 which is greater than the reference standard, which is > 0.05.

Trustworthy, Competent, Harmonious, Loyal, Adaptive and Collaborative simultaneously affect employee motivation with a magnitude reaching 66.1% while another 33.9% is influenced by variations in other variables not examined in this study.

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IV. Dokumen

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