

## The Effect of Responsibility and Work Ability on Work Performance of PT. Catur Adiluhur Sentosa Palembang

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### Abstract

This research aims to test the hypothesis of the influence of responsibility and work ability on the work performance of employees of PT Catur Adiluhur Sentosa Palembang. The sampling technique is *purposive sampling* using the Slovin formula with a total sample of 63 respondents. Using test instruments, validity, and reliability. As well as the classic assumption test, namely the normality test, multicollinearity test and heteroscedasticity test. The data analysis technique used is multiple linear regression analysis, correlation coefficient analysis, coefficient of determination. Test the hypothesis, namely t test and F test. The test results conclude that partially there is an effect of responsibility (X1) on work performance (Y) with a significant value of  $0.000 < 0.05$ , while the effect of ability (X2) work on work performance (Y) with significant value of  $0.063 > 0.05$ , meaning that there is no significant effect on work performance. Simultaneous F test results obtained a significant value of  $0.000 < 0.05$ . It can be concluded that there is a significant effect simultaneously on responsibility and work ability on employee performance at PT Catur Adiluhur Sentosa Palembang. The test results are strengthened by a correlation test of 0.711 and a determination test of 0.505 which shows the results of the discussion and then have a strong relationship. So that it can form an explanation of 50.5%, the remaining part is influenced by other variables not included in the research model, including mental abilities and attitudes.

**Keywords** Responsibility, Work Ability, Work Achievement.

### INTRODUCTION

The management structure of most strategic companies, both public and private, is highly dependent on their human resources. Every company needs to evaluate the work of employees to see the achievement of work performance in order to meet the company's goals as the implementation of the vision and mission set. Companies with good performance will more quickly reach the target of the vision and mission that affect the company's goals. The intended achievement will occur if it is supported by qualified human resources.

The first step in obtaining qualified human resources is to start with standards within the company. This standard is a minimum requirement that must be met by an employee in order to do a good job. High work production of an employee is the achievement they achieve at a certain level. Employee achievement does not occur because of luck but requires hard work and strong will as a supporting factor because success will be realized if everyone in the company can fulfill their responsibilities in accordance with the work plan that has been made and has the ability to work.

Successful businesses are often filled with competent and accomplished people; therefore, management undoubtedly aims to develop human resources to be more powerful. Work performance as a result of achievements made by an employee is evidence of the hard work done.

Job performance is defined by Byars and Rue (Sutrisno, 2019; 150) as a person's proficiency in tasks related to his work. demonstrates the importance of unique qualities in



meeting the requirements of one's job. indicates a person's ability to perform the duties of his position. Sutrisno (2019; 151) defines work performance as the result of work achieved by a person through his work behavior in carrying out work activities. How effectively workers carry out their jobs while respecting business goals determines a company's capacity to prosper.

Work performance can be achieved supported by various factors such as responsibility and work ability. Good responsibility and high work ability can certainly facilitate the process of achieving work performance determined by the company. Rahman (2019) has researched articles that strengthen work performance, that employee performance is a function of the interaction between responsibility and ability.

Responsibility is an obligation for both parties. The responsibilities and capacity of workers to work must coexist in harmony. Thus, the responsibility will lead to commitment in carrying out the work so as to improve the work performance of the employees. Hasibuan (2019: 70) defines responsibility as an obligation to carry out the tasks assigned to him as a recognized authority. Responsibility will be very influential in achieving work performance that is needed by all companies. Responsibility according to Suhardi (2018: 138) is when employees are authorized to delegate certain tasks or responsibilities, they are delegated to act. Great responsibility and carried out properly will definitely have a positive impact on work performance. Several articles can strengthen this argument, such as the article researched by Fariani (2018) and Nurpariah & Rughayati (2021), employees have a high sense of responsibility so that employee performance will be realized.

Furthermore, work skills that have productive efficiency to carry out various tasks in work and are able to solve problems so as to improve employee performance. According to Thoah (2014: 154), work ability is a condition that shows a component of success which is also related to information that can be obtained through education and training. According to Sutrisno (2011; 87) the ability of employees is the capacity of an employee is determined by their productive efficiency, which compares the output of their work with the amount of time needed to do it. The higher the work ability possessed by employees, the higher the work achievement will automatically increase. This can be proven by several articles researched by Arif, Maulana & Lesmana (2020) and Rohayati (2022). However, there are articles with different results, namely written by Makmur (2020).

Every company definitely wants high work performance, so does PT. Catur Adiluhur Sentosa Palembang is a business company engaged in the trade of industrial products. Mainly building materials and various ceramic brands. PT Catur Adiluhur Sentosa is the largest distributor of building materials in Palembang. This company sells various brands of ceramics and building materials at wholesale prices. The best stuff bestseller company is ceramics.

Recently, PT Catur Adiluhur Sentosa Palembang has shown that the work performance of employees is not as expected. This is the responsibility for a job that is not carried out properly, because employees often do not match the predetermined targets in their work, the work that a company wants to achieve has not run optimally, each employee has different characteristics which can be seen from how the ability to complete Assigned job. Such as

sales that cannot sell products that have been determined by the company and department warehouse logistics who cannot fulfill or provide the goods.

Referring to the problems above, researchers are interested in conducting research on "The Influence of Responsibility and Work Ability on Employee Performance at PT Catur Adiluhur Sentosa Palembang."

## METHOD

Sugiyono (2018; 2) defines research methodology as an action process that includes data collection, analysis, and interpretation of research objectives. In this study using quantitative research with an associative approach. According to Sugiyono (2013: 36), an associative approach is an associative methodology which requires the formulation of the research subject as a question about the relationship between two or more variables. The object of this research is PT Catur Adiluhur Sentosa which is located at Jl. Bypass. Widespread RT. 012 RW. 005 (Front of Citra Grand City) Kel. Talang Kelapa, Kec. Wide Reeds, Palembang City. The population of this study consisted of 168 workers at PT Catur Adiluhur Sentosa. And a sample of 63 employees of PT. Adilugur Sentosa Palembang Chess which is calculated using the slovin formula.

## RESULTS AND DISCUSSION

In this study an instrument trial was conducted to see whether the data was feasible or not used as an instrument in the study. The instrument test used in this study is the validity test and reliability test. The validity test is used to measure the legitimacy and validity of a questionnaire. What needs to be done is to test a sample of 63 respondents before showing that all statement indicators are feasible to be used as research instruments. If  $r_{\text{count}} > r_{\text{table}}$ , the statement is valid at  $\alpha = 0.05$ . Meanwhile the statement is invalid if  $r_{\text{count}} < r_{\text{subject}}$ .

Based on the validity test, it shows that each statement in the study is said to be valid, because the value obtained for the responsibility variable is between 0.550 - 0.697, the value of the work ability variable is between 0.249 - 0.478 and the work performance variable is between 0.567 - 0.839, which means  $r_{\text{count}} > r_{\text{table}}$  (0.248). Next test, the reliability test *Cronbach Alpha* can be used to determine reliability. The value of 0.60 is a reliable limit. It says *reliable* if value *Cronbach Alpha*  $> 0,60$ . *No reliable* if value *Cronbach Alpha*  $< 0.60$ . The results of the reliability test for each variable are as follows: From the reliability test of responsibility, work ability and work performance each employee obtained a value of 0.793, 0.281 and 0.920. Because all values are  $> 0.60$ , it can be concluded that all statement items are reliable. Furthermore, in this study, classical assumption tests were carried out consisting of normality, multicollinearity and heteroscedasticity tests to ensure that the regression equation has constant results, is not biased and is precise in estimating.

Statistical test results One Sample Kolmogorov-Smirnov using *Significance Monte Carlo* above shows *Significance Monte Carlo* (2-tailed) of 0.078, meaning that the value is greater than 0.05 or  $0.078 > 0.05$  so it can be concluded that all residual values are normally distributed or meet the normality test requirements.



**Table 1**  
**Multicollinearity Test Results**

Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	-12.998	10777			
	Responsibility	1.257	0.192	0.629	0.889	1.125
	Work ability	0.556	0.294	0.182	0.889	1.125

Source: Secondary data processed, 2023

The results in the table above show that the VIF value is less than 10 and *valuestolerance* greater than 0.1. Mark*tolerance* for the variable behavior of responsibility (X1) and work ability (X2) is  $0.889 > 0.1$ . While the VIF value on the responsibility variable (X1) and work ability variable (X2) is  $1.125 < 10$ , it is concluded that there is no multicollinearity.

**Table 2**  
**Heteroscedasticity Test**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Say.
		B	Std. Error	Beta		
1	(Constant)	5.732	7.051		0.813	0.419
	Responsibility	0.047	0.126	0.051	0.377	0.708
	Work ability	-0.125	0.192	-0.088	-0.648	0.519

Source: Secondary data processed, 2023

Based on the results in the table above, the significant value must be more than 0.05. The work ability variable (X2) has a significance greater than 0.05, while the responsibility variable (X1) has a significance value of 0.708. Therefore, it can be said that this research did not have heteroscedasticity. Furthermore, multiple regression analysis was carried out to determine the effect of responsibility and work ability on work performance studied using multiple linear regression analysis. The following table shows the analysis findings:

**Table 3**  
**Multiple Linear Regression**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Say.
		B	Std. Error	Beta		
1	(Constant)	-12.998	10.777		-1.206	0.233
	Responsibility	1.257	0.192	0.629	6.530	0.000
	Work ability	0.556	0.294	0.182	1.892	0.063

Source: Secondary data processed, 2023

Based on the table, the regression equation can be formulated as follows:

$$Y = -12,998 + 1,257X_1 + 0,556X_2 + e$$

According to the results of multiple regression analysis and the regression equation, the constant (a) has a negative value of -12.998, which means that if the task and work capacity of employees are equal to zero (0), their work performance will be -1.2998. The responsibility variable (X1) has a regression coefficient of 1.257 meaning that if responsibility increases by one unit while the other variables remain the same, work performance will increase by 1.257 units. A decrease in work performance on responsibility of 1,257 units will occur if the responsibility variable decreases by one unit. The work ability regression variable (X2) has a coefficient of 0.556 meaning that if work ability grows by one unit while the others remain constant, it will follow an increase in work performance of 0.556 units. Work performance on work ability will decrease by 0.556 units in response to a decrease in the work ability variable by one unit.

**Table 4**  
**Determination Coefficient Test**

Model	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.505	0.489	3.781

Source: Output *Secondary data will be processed in 2023*

Based on the table above, the magnitude of the coefficient of determination  $R^2 = 0.505$ , indicating that the factors of responsibility (X1) and work ability (X2) together influence work performance (Y) by 50.5%, the remaining 49.5% are influenced by another variable. than responsibility (X1). Others excluded from the research approach included mental and attitudinal disorders.

**Table 5**  
**Test Results t**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Say
		B	Std. Error	Beta		
1	(Constant)	-12.998	10.777		-1.206	0.233
	Responsibility	1.257	0.192	0.629	6.530	0.000
	Work ability	0.556	0.294	0.182	1.892	0.063

Source: *Secondary data will be processed in 2023*

Based on the table *coefficients* above,  $t_{\text{count}}$  responsibility is  $6,530 > t_{\text{table}}$  namely 2.00030 and a significant  $0.000 < 0.05$ , then  $H_0$  is rejected and  $H_a$  is accepted, which indicates that there is an effect of responsibility on work performance, and the value of  $t_{\text{count}}$  work ability is  $t_{\text{table}}$  1.892 equal to 2.00030 and a significance of  $0.063 > 0.05$ , then  $H_0$  is





accepted and  $H_a$  is rejected, which indicates that there is no effect of work ability on work performance.

**Table 6**  
**Uji F**

Model		Sum of Squares	Df	Mean Square	F	Say.
1	Regression	875.127	2	437.563	30.608	.000 <sup>b</sup>
	Residual	857.730	60	14.296		
	Total	1732.857	62			

Source: Secondary data processed, 2023

Based on the table above, the value of  $F_{\text{count}}$  of 30,608 > 2.76  $F_{\text{table}}$  and significant 0.000 < 0.05, meaning that there is a significant effect of responsibility and work ability on work performance.

Partially based on the results of the t test, the value of  $t_{\text{count}}$  responsibility is 6.530 >  $t_{\text{table}}$  is 2.00030 and is significant 0.000 < 0.05, then  $H_0$  is rejected, and  $H_a$  is accepted. This means that there is a significant influence of responsibility on work performance. The results of the research show that employee performance is influenced by responsibility. One of the conditions for success at work is responsibility. The sense of accountability possessed by workers will have an impact on increasing performance. When an employee receives a work assignment from a superior, they are considered responsible because they have an obligation to fulfill that assignment. The results of Fariani's research (2018) support the results of this study where there is a positive effect of responsibility on work performance.

The results of the partial t test obtained the value of  $t_{\text{count}}$  work ability 1.892 <  $t_{\text{table}}$  2.00030 and significantly 0.063 > 0.05, then  $H_0$  is accepted, and  $H_a$  is rejected. This shows that work ability does not have a significant effect on work performance. Based on the analysis, employee performance is not affected by work ability. Although, in theory, work ability should influence work performance. This is due to the unique work qualities of each employee, which are influenced by their talents and skills. Sutrisno (2019: 150) argues that an individual's ability to meet the demands of his profession can be demonstrated through expert theory. Work skills are a consequence of a person's efforts, which are influenced by the quality of his personality and how other people view his work. The results of Rohayati's research (2022) are inversely proportional or different from the results of this study, there is a positive influence of work ability on work performance.

Based on the results, the correlation coefficient at  $r$  is 0.711, indicating a strong relationship between the responsibility variable ( $X_1$ ) and work ability ( $X_2$ ) with the work performance variable ( $Y$ ), and the determination coefficient  $R^2$  is 0.505, indicating that the responsibility variable ( $X_1$ ) and work ability ( $X_2$ ) together affect work performance ( $Y$ ) by 50.5%, while the remaining 49.5% is influenced by other variables not included in the table. The results of the study show the regression coefficient values of the factors related to responsibility and work ability that affect employee performance at PT Adiluhur Sentosa Palembang. The simultaneous F test results show that the  $F_{\text{count}}$  value is 30,608 > 2.76

Ftable and significant  $F_{0,000} < 0.05$ , then  $H_0$  is rejected,  $H_a$  is accepted. So, it can be said that there is a significant relationship between the variables of responsibility and work ability simultaneously on the work performance of employees of PT Catur Adiluhur Sentosa Palembang. Rahman's research (2019) supports this research that there is an influence of responsibility and work ability variables on work performance. The simultaneous F test results show that  $H_0$  is rejected, and  $H_a$  is accepted because the Fcount value is  $30.608 > F_{table} 2.76$  and the significance of  $F_{0.000} < 0.05$ . Thus, it can be concluded that the factors of responsibility and work ability have a major influence on the work performance of PT Catur Adiluhur Sentosa Palembang employees. This study supports Rahman's (2019) claim that factors such as responsibility and work talent have an impact on job success.

## CLOSING

### Conclusion

Based on the results of the research discussion described in the previous chapter, it can be concluded as follows:

- Partially at PT Catur Adiluhur Sentosa Palembang, employee work performance is significantly influenced by responsibility.
- Partially, the work performance of PT Catur Adiluhur Sentosa Palembang employees is not significantly influenced by work ability.
- Simultaneously, responsibility and work ability have a significant effect on the work performance of employees of PT Catur Adiluhur Sentosa Palembang.

### Suggestion

The suggestions that the author wants to convey based on the conclusions that have been explained are as follows:

- Responsibility is an obligation for both parties between employees and PT Catur Adiluhur Sentosa Palembang, must understand and carry out corporate responsibilities. Thus, the responsibility will lead to commitment in carrying out the work so as to increase the work performance of the employees.
- PT Catur Adiluhur Sentosa can improve the skills and expertise of employees through training activities. By providing counseling or *workshop* the so workshops, employees can improve work performance.
- Work performance can be achieved by being supported by various factors such as responsibility and work ability. Good responsibility and high work ability can certainly facilitate the process of achieving work performance proposed by the company.

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