

## Employee Work Productivity at the Padang Pariaman Regency DPRD Secretariat

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### ABSTRACT

This study aims to analyze the level of work productivity of employees at the Padang Pariaman Regency DPRD Secretariat. Work productivity is viewed as the ability of employees to produce optimal performance through the effective and efficient use of time, energy, and resources. Using a quantitative approach, this study analyzes five main indicators, namely ability, work enthusiasm, quality, efficiency, and work discipline. The data was obtained through a Likert scale questionnaire distributed to 58 employees from a total population of 67 employees. The research instrument had undergone validity and reliability tests so the data obtained was considered valid and representative. The research results showed an average score of 4.51, indicating that employee work productivity was in the very high category, with the highest scores on the indicator of quality, which was still in the high category. These findings indicate that employee productivity is generally very good, although efforts are still needed to improve the quality of work through competency development so that employee productivity can continue to be improved in a sustainable manner.

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## 1. INTRODUCTION

In today's era of globalization, every organization or agency must have high-quality human resources to be able to compete and produce new innovations. Human resources are a key factor in the success of an organization in achieving common goals. Human resources are the inherent potential of human beings, including the ability to think, communicate, act, and possess moral value in carrying out various activities, both technical and managerial. These various abilities play a role in shaping human attitudes and behaviors in effort to achieve goals, both individually and collectively (Nurfitriani, 2023). According to Sedarmayanti (2016) explains that human resources are a systematic process of managing and empowering the workforce so that all the potential, abilities, skills, and competencies possessed by individuals can be optimally utilized to support the achievement of organizational goals.

Human resources are an important factor that must be managed, motivated, and nurtured properly so that they can carry out their duties and functions as expected, enabling the organization's goals to be achieved. The resources referred to are employees. Employees are social beings who play an active and prominent role in all organizational activities, because they act as planners, implementers, and determinants of organizational goals (Hasibuan, 2013). An employee is required to carry out their duties as optimally as possible in order to be professional in their work. When tasks are performed well, productivity will also increase. To achieve optimal productivity, organizational leaders need pay attention to employee productivity. Work productivity encompasses the ability to perform tasks, improve results, have enthusiasm for work, and strive to develop oneself to become better. Work productivity is an individual's achievement in completing their tasks, which can be assessed based on aspects of commitment, planning ability, efforts made at work, and the overall productivity level of employees (Sukardi, 2021).

Every organization's goals can be achieved as planned. According to Wibowo (in Zaki & Irsyad, 2023), productivity is the relationship between the output or result of an organization and the inputs required. Productivity essentially involves a mental attitude that always views life as something that must continue to develop, where today must be better than yesterday. Such an attitude encourages individuals not to be easily satisfied, but to continue to develop themselves and improve their work abilities through continuous improvement and enhancement. Tjuju Yuniarsih & Suwanto (in Rismayadi, 2016) state that work productivity is the product produced by an individual or group, in a certain unit of time for the work process. In this context, productive workers are able to achieve production targets in a relatively short time. Work productivity is a function of personality and work ability. In this case, if an individual has high work motivation, coupled with work skills, this will create optimal work result.

According to Kusnendi (in Wijayanti, 2014), work productivity is how employees carry out their duties, which is reflected in their willingness to work effectively and efficiently. To achieve optimal productivity, it is necessary to pay attention to three main aspects that are interrelated in on system and can be measured using relatively simple methods, namely employee managerial skills, employee work efficiency, and working environment conditions. According to Kussrianto (in Sutrisno, 2017), productivity is the ratio between the result obtained and the contribution of labor in a unit of time. Meanwhile, according to Riyanto (in Elbandiansyah, 2019), technically, productivity is the ratio between the output produced and all resources used as input. Setiawan (2021) states that work productivity is the ratio of output to input. Productivity can only be improved through improvement in the efficient use of time, materials, and labor, as well as improvements in work systems, production techniques, and worker skills.

According to Sinungan (in Busro, 2018), work productivity is defined as the ability of individuals or groups to produce good and services within a certain planned period of time. This ability can include physical aspects as well as skills. In addition, according to Tuhardi (in Wahyuningsih, 2019), work productivity is a mental attitude that continuously strives to improve existing conditions, as well as the belief that work can be done better today than yesterday, and tomorrow better than today. It can be concluded that work productivity is a measure of the performance of individuals, teams, or organizations in producing output by utilizing available resources effectively and efficiently. Several problems found in employee productivity are:

1. Some employees still have limited skills and knowledge, resulting in suboptimal work quality and frequent delays in task completion.
2. The work ethic of some employees is still inconsistent, and discipline is still low, as evidenced by frequent tardiness and failure to comply with organizational rules and regulations.

Umar (in Amiruddin, 2017) states that productivity consists of two main dimensions. The first dimension is effectiveness, which relates to the level of achievement of optimal work results in accordance, which relates to the level of achievement of optimal work results in accordance with targets reviewed from the aspects of quality, quantity, and timeliness. The second dimension is efficiency, which relates to the comparison between the inputs used and the results achieved, as well as the manner in which the work is carried out. According to Burhanuddin (2015), the factors that influence employee productivity are: knowledge, skills, abilities, attitude and behaviors.

Hartatik (2014), there are several factors that influence productivity, including knowledge, skills, abilities, and attitudes. Martono (2019), productivity can be influenced by several factors, namely management, motivation, discipline, skills, income, health, and the work environment. According to Nugroho (2021), work productivity can be measured using several indicators, including: ability, increasing result achieved, work enthusiasm, self-development, quality, efficiency. According to Handoko (2014), indicators of work productivity include: ability, improving results, work enthusiasm, self-development, quality, efficiency. Dharma (2012), the indicators of work productivity are as follows: quality of work, quantity of workers, efficiency, work enthusiasm, and work discipline. Kartini (2020), measuring work productivity requires indicators such as: ability, improving results, work enthusiasm, self-development, quality, efficiency.

## **2. METHOD, DATA, ANALYSIS**

### **a. Research Method**

The type of research user in this study is quantitative correlational research that focuses on the relationship between the work environment and employee productivity at the Padang Pariaman Regency DPRD Secretariat. According to Sugiyono (2019), correlational research is a type of research that focuses on issues related to the relationship between two or more variables.

According to Sugiyono (2019), the population is the entire area of generalization that includes objects or subjects with certain characteristics and qualities that have been determined by the

researcher to be studied and used as a basis for drawing conclusions. The population in this study was all 67 employees at the Padang Pariaman Regency DPRD Secretariat. According to Sugiyono (2019), a sample is a portion of the number and characteristics found in a population. The sample was taken from the population using a margin of error 5%. The sampling technique used was proportional random sampling. The number of samples taken from employees at the Padang Pariaman Regency DPRD Secretariat was 58 people.

b. Data Collection Techniques

Data collection was conducted after the results of the questionnaire trial data analysis were declared valid and reliable. In this study, data collection was carried out by distributing questionnaires to 58 respondents who were employees of the Padang Pariaman Regency DPRD Secretariat. After the questionnaires were completed by the respondents, they were checked by the researcher.

c. Data analysis techniques

The research data was analyzed using correlation formulas. The steps in analyzing this data are as follows:

1. Checking the questionnaires collected from respondents.
2. Scoring, each questionnaire item had 5 alternative answers. The scores are as follows: Always (SL) = 5, Often (SR) = 4, Sometimes (KD) = 3, Rarely (JR) = 2, Never (TP) = 1.
3. The data returned by respondents is distributed into a recapitulation for each variable.
4. Create a frequency distribution in the form of a data recapitulation for each variable.
5. Compile the frequency distribution of scores for each variable and find the mean score, mode, and standard deviation to obtain an overview of the work environment and work productivity.
6. Determine a qualitative description of the research results for each variable by comparing the mean score with the maximum score multiplied by 100%, according to the established classification.

### 3. RESULT AND DISCUSSION

#### Result

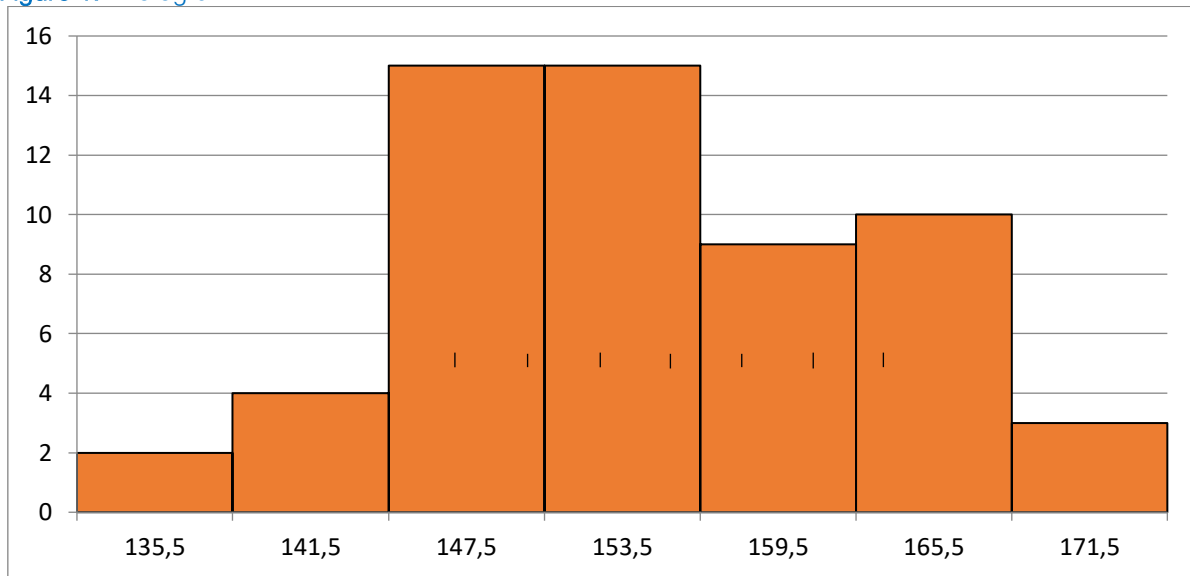
Based on the results of data analysis, the highest score was 170 and the lowest score was 133. Through data processing using SPSS version 27, the mean value was 153.36, the median was 153.00, the mode was 151, and the standard deviation was 8.280. The following is an overview of the frequency distribution and histogram of work productivity:

**Table 1.** Frequency Distribution of Work Productivity

No	Class Interval	Frekuensi	Presentase	Fkum	%Fkum
1	133-138	3	5%	3	3%
2	139-144	5	9%	8	8%
3	145-150	12	21%	20	20%
4	151-156	15	26%	35	35%
5	157-162	13	22%	48	48%
6	163-168	8	14%	56	56%
7	169-174	2	3%	58	58%
Total		58	100%		

The table above shows that the average score is in the range of 151-156, with 26% (15 employees) scoring below average, 35% (20 employees) scoring below average, and 39% (23 employees) scoring above average.

**Figure 1. Histogram**



**Table 2. Average Score of Work Productivity Indicators**

No	Indicator	Average Score	% Achievement Level	Category
1.	Ability	4,54	91%	Very High
2.	Work Enthusiasm	4,49	90%	Very High
3.	Quality	4,47	89%	High
4.	Efficiency	4,54	91%	Very High
5.	Work Discipline	4,51	90%	Very High
<b>Total Average Score</b>		<b>4,51</b>	<b>90%</b>	<b>Very High</b>

The table above shows that the competency indicator has an average score of 4.54 with an achievement level of 91%, which is classified as very high. The work ethic indicator has an average score of 4.49 with an achievement level of 90%, which is classified as very high. The quality indicator has an average score of 4.47 with an achievement rate of 89%, which is in the high category, the efficiency indicator has an average score of 4.54 with an achievement rate of 91%, which is in the very high category, and the work discipline indicator has an average score of 4.51 with an achievement rate of 90%, which is in the very high category. Overall, the total average score of the five indicators on the work productivity variable is 4.51 divided by the maximum score of 5 (Likert scale) multiplied by 100% to obtain 90%, which shows that work productivity is in the very high category.

**Discussion**

Based on the results of the study, the work productivity of employees at the Padang Pariaman Regency DPRD Secretariat is considered conducive, with a percentage of 90%. Of the five indicators in the work productivity variable, there are two indicators, namely capability and efficiency, which have the same average score of 4.54 with a percentage of 91%, which is considered very high. This shows that, overall, employees are able to perform their duties well and do their work efficiently. This condition reflects that the individual's ability to carry out work responsibilities is adequate, and the use of resources in the workplace has been carried out effectively. According to Efawati (2020), work ability includes the capacity, capability, and potential of individuals in facing the tasks assigned to them, so that work ability becomes an important factor in determining employee performance.

The work enthusiasm indicator has an average score of 4.49 with a percentage of 90% in the very high category, indicating that employees are motivated, enthusiastic, proactive, dedicated, and responsible in carrying out their duties optimally. In line with Liawati's opinion (in Hakimah et al., 2025), work enthusiasm is a psychological condition reflected in an individual's sincerity and willingness to perform optimally. High employee work enthusiasm leads to creativity in carrying out their duties.

The quality indicator has an average score of 4.47 with a percentage of 89% in the high category, indicating that employees are consistently able to maintain work quality in accordance with the standards

set by the office. According to Tambingon et al. (2025), quality is a strategic and dynamic concept that reflects stakeholder satisfaction through the achievement of relevant standards. Quality describes the ability of employees to produce consistent and expected results.

The work discipline indicator has an average score of 4.51 with a percentage of 90% in the very high category. This indicates high compliance with the schedule, rules, and work obligations set by the office. Such high work discipline has a positive impact on the effectiveness of task implementation, productivity, and the systematic achievement of objectives. According to Andini (in Utami and Luis et al., 2025), work discipline is a rule or policy that develops within employees and causes them to voluntarily adapt to decisions, regulations, and high values of work and behavior.

#### 4. CONCLUSION

Based on the results of processing employee productivity data, the mean value obtained was 153.36, the median was 153.00, the mode was 151, and the standard deviation was 8.280. Employee productivity at the Padang Pariaman Regency DPRD Secretariat is in the very high category, with an average score of 4.51 and an achievement rate of 90%. This indicates that employee productivity is characterized by optimal work capabilities and efficiency, high work enthusiasm, work quality that meets standards, and strong work discipline.

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