



Influence of the Use of OWL – Plantation System on Employee Performance at PT. Sebakis Inti Lestari

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Abstract— This Research is to find out Influence of the Use of OWL – Plantation System on Employee Performance at PT. Sebakis Inti Lestari, the first supervisor was Mrs. Herlina, S.Pd., M.Pd and the second supervisor was Mr. Zahri Fadli, S.Pd.I., M.Pd.I, Nunukan State Polytechnic. This study aims to determine and analyze the effect of using OWL – Plantation System on employee performance at PT. Sebakis Inti Lestari. This research was held at PT. Sebakis Inti Lestari, the sample in this study were office staff totaling 40 respondents. This study uses a purposive sampling method, which is a non-probability sampling technique of higher quality, in which researchers have created grids or boundaries based on the characteristics of the subjects that will be used as research samples. This study uses SPSS ver.25 to analyze the data. The results of this study indicate that the use of OWL - plantation system has a significant effect on employee performance.

Keywords- Owl Plantation System, Employee Performance, OWL, SPSS

I. INTRODUCTION

The success of an organization can be seen from the results of the work carried out by employees. Organizations need employee development because the existence of employee development activities involving activities carried out by employees shows that the organization cares about employees and expects employees to develop. One of the systems described in this research is the OWL-Plantation System which is used by plantation and palm oil companies. OWL-Plantation System is an Enterprise Resource Planning (ERP) which is a web-based application and was built specifically to meet the needs of companies operating in the plantation sector. The unique characteristics of plantation management make the OWL-Plantation System special.

One of the factors to improve employee performance in completing work is the system used. With the system, employees can work effectively and efficiently. One of the systems described in this research is the OWL-Plantation System which is used by plantation and palm oil companies. OWL-Plantation System is an Enterprise Resource Planning (ERP) which is a web-based application and was built specifically to meet the needs of companies operating in the plantation sector. The unique characteristics of plantation management make the OWL-Plantation System special.

PT. Sebakis Inti Lestari is a palm oil company located in Sebakis, Nunukan Regency, North Kalimantan Province. The problem posed in this research is "Does the use of the OWL-Plantation System have a significant effect on employee performance at PT. A Bakis Inti Lestari?". The aim of this research is to determine and analyze the effect of using the OWL-Plantation System on performance

II. LITERATUR REVIEW

A. Employee performance

Moehariono (2009:60) believes that performance is a description of the level of achievement of implementing an activity program or policy in realizing an organization's goals, objectives, vision and mission as outlined through an organization's strategic planning.

B. Penilaian Kinerja Karyawan

According to (Sedarmayanti, 2010) the objectives of performance appraisal are as follows:

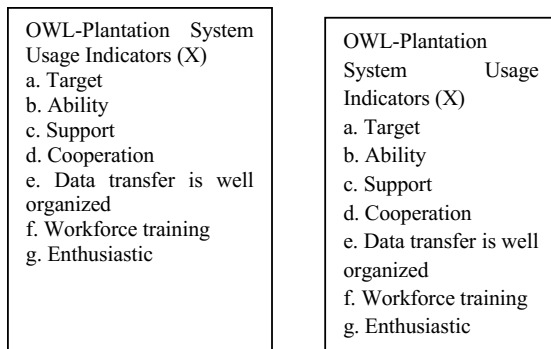
1. Know employee skills and abilities.
2. As a basis for planning in the field of personnel, especially improving working conditions, improving quality and work results.

3. As a basis for developing and utilizing employees as optimally as possible, so that career levels/plans, promotions and promotions can be directed.
4. Encourage the creation of healthy reciprocal relationships between superiors and subordinates.
5. Know the overall condition of the organization in terms of human resources, especially employee performance at work.
6. Personally, employees know their strengths and weaknesses so they can stimulate their development. For superiors who assess, they will show and get to know their subordinates or employees better, so they can motivate employees more.
7. The results of work implementation research can be useful for research and development in the field of human resources..

C. Relationship between OWL - Plantation System Use and Employee Performance

OWL – Plantation System is an Enterprise Resource Planning (ERP) which is a web-based application and was built specifically to meet the needs of companies operating in the plantation sector. The unique characteristics of plantation management make OWL - Plantation System special. Meanwhile, performance is the result of activities or work in an organization carried out by employees in achieving the goals of an organization.

C. Kerangka Berfikir



D. Hypothesis

A hypothesis or basic response is a temporary answer to a problem that is still presumptive because its truth must still be proven. The alleged answer is a temporary truth which will be tested using data collected through research. The hypothesis in this research is as follows:

- a. Ho: Use of OWL – Plantation System has no significant effect on employee performance at PT. Sebakis Inti Lestari.
- b. H1: The use of OWL – Plantation System has a significant effect on employee performance at PT. Sebakis Inti Lestari.

III. RESEARCH METHODOLOGY

The operational definition of the Independent variable (free variable) studied is:

- a. OWL - Plantation System is an Enterprise Resource Planning (ERP) which is a web-based application, and was built specifically to meet the needs of companies operating in the plantation sector. The unique characteristics of plantation management make OWL - Plantation System special (Nangkoel, 2016).

In this research, the OWL – Plantation System indicator is used, namely:

- a. Target
- b. Ability
- c. Support
- d. Cooperation
- e. Good Data Transfer
- f. Enthusiastic workforce
- g. Entusiastic

B. The dependent variable (dependent variable) studied is:

Employee performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction and economic contribution. (Amstrong and Baron in Wibowo's book 2016:2). This variable uses indicators, namely:

- a. Understanding
- b. Innovation
- c. Working speed
- d. Work accuracy
- e. Cooperation

1. Type of Research

In this research, the type of research used is quantitative research, which according to Wiratna Sujarweni (2015: p, 39), is quantitative research.

2. Scale Measurement

In this study, researchers used a Likert scale. According to Sugiyono (2012:93) the Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. The choice of each answer is for the respondent's response to the dimensions of OWL-Plantation System use (X) and employee performance (Y).

3. Data Analysis Techniques

This research uses descriptive and quantitative analysis. According to Suharsimi Arikunto (2010: 282), descriptive is comparing the actual reality with theories related to the problem in order to draw conclusions and tabulate them in the form of frequency distribution tables. According to Sugiyono (2009: 8), quantitative is research based on data that can be calculated to produce solid estimates.

C. To determine the effect of using OWL - Plantation System on employee performance at PT. In Inti Lestari, the author uses quantitative analysis, namely:

1. Instrument Test

1. Validation Test

According to Ghozali (2013: 52), measuring validity can be done by correlating between question item scores and the total construct or variable score. The significance test is carried out by comparing the calculated r value with the r table. The basis for decision making used to test the validity of questionnaire items is:

- a. If r count is positive and r count > r table then the variable is valid.
- b. If the calculated r is not positive and the calculated r < r table then the variable is invalid
- c. If the results show a significant value <0.05 then each statement indicator is valid.

2. Reliability Test

According to Suharsimi Arikunto (2010: 221), Reliability shows in one sense that an instrument is trustworthy enough to be used as a data collection tool because the instrument is good. The level of reliability of an item can be seen from the results of the Cronbach Alpha statistical test. A construct is said to be reliable if it provides a Cronbach Alpha value > 0.60 (Umar: 170).

3. Simple Linear Regression

A simple linear regression test is used to determine the influence of the independent (free) variable on the dependent (dependent) variable. According to J. Supranto (2009: 182) with the following equation:

$$Y = a + bX + \epsilon$$

Where :

Y = Employee Performance (Dependent Variable)

X = Use of OWL-Plantation System (Free Variable)

a = Intercept Value (Constant)

b = Regression Coefficient

ϵ = Interference Error

2. Hypothesis Testing

1. t Test (Partial)

The t test is a test to determine the significance of the influence of the independent variable on the dependent variable individually and assuming the other dependents are constant. The significance of this influence can be estimated by comparing the ttable value with the tcount value. If the value of tcount > ttable then the independent variable individually influences the

dependent variable, conversely if the value of $t_{count} < t_{table}$ then the independent variable individually does not influence the dependent variable (J. Supranto, 2009: 336).

2. Coefficient of Determination (R – Square)

According to Ghozali (2016), the coefficient of determination test aims to measure how far the model's ability is to explain variations in the dependent variable. The determination value is between zero and one. A small R^2 value indicates that the ability of the independent variables to explain the dependent variable is very limited.

IV. RESULTS AND DISCUSSION

A. Results and Discussion of Respondent Characteristics

Respondents in this study were PT office staff. Sebakis Inti Lestari has a population of 40 people and this number was taken as the research sample. Presentation of data regarding the characteristics of respondents to provide an overview of the respondent's personal situation. Characteristic data in this study was obtained through a questionnaire grouped according to gender, age, highest level of education and length of work. To find out that the instrument in this research is an accurate and reliable measuring tool, it is necessary to test the data using SPSS Statistics 25.

B. Instrument Test

1) Validity Test

The validity test is used to measure the validity carried out by researchers in organizing and obtaining research data from respondents. In this study, questionnaire data was used as primary data. The basis for decision making used to test the validity of questionnaire items is:

- If r_{count} is positive and $r_{count} > r_{table}$ then the variable is valid.
- If the calculated r is not positive and the calculated $r < r_{table}$ then the variable is invalid
- If the results show a significant value < 0.05 then each statement indicator is valid.

From the variable output results above, it can be concluded that the output results are as follows:

Table 1 Output Results of Variable X Validity Test

No	Indikator Variabel X	r_{hitung}	r_{tabel}	S.Sig	Nilai Sig.	Ket
1	Target ($X_{1.1}$)	0,702	0,3120	0,05	0,000	Valid
2	Kemampuan ($X_{1.2}$)	0,711	0,3120	0,05	0,000	Valid
3	Dukungan ($X_{1.3}$)	0,757	0,3120	0,05	0,000	Valid
4	Kerja Sama ($X_{1.4}$)	0,827	0,3120	0,05	0,000	Valid
5	Transfer Data Yang Baik ($X_{1.5}$)	0,808	0,3120	0,05	0,000	Valid
6	Pelatihan Tenaga Kerja ($X_{1.6}$)	0,719	0,3120	0,05	0,000	Valid
7	Antusias ($X_{1.7}$)	0,655	0,3120	0,05	0,000	Valid

Sumber : SPSS Ver 25, data primer yang telah diolah

Table 2. Hasil Output Uji Validitas Variabel Y

No	Indikator Variabel Y	r_{hitung}	r_{tabel}	S. Sig.	Nilai Sig.	Ket
1	Pemahaman ($Y_{1.1}$)	0,787	0,3120	0,05	0,000	Valid
2	Inovasi ($Y_{1.2}$)	0,813	0,3120	0,05	0,000	Valid
3	Kecepatan Kerja ($Y_{1.3}$)	0,711	0,3120	0,05	0,000	Valid
4	Keakuratan Kerja ($Y_{1.4}$)	0,822	0,3120	0,05	0,000	Valid

5	Kerja Sama (Y _{1.5})	0,8 45	0,3 120	0,0 5	0,000	Valid
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The basis for decision making used to test the validity of questionnaire items is:

- a. If r count is positive and r count > r table then the variable is valid.
- b. If the calculated r is not positive and the calculated r < r table then the variable is invalid
- c. If the results show a significant value <0.05 then each indicator statement is valid.

From the variable output results above, it can be concluded that the output results are as follows:

Table 3 Output Results of Variable

No	Indikator Variabel X	S. Sig	Nilai Sig.	Ket.
1	Target (X _{1.1})	0,06	0,850	Reliabel
2	Kemampuan (X _{1.2})	0,06	0,849	Reliabel
3	Dukungan (X _{1.3})	0,06	0,843	Reliabel
4	Kerja Sama (X _{1.4})	0,06	0,830	Reliabel
5	Transfer Data Yang Baik (X _{1.5})	0,06	0,831	Reliabel
6	Pelatihan Tenaga Kerja (X _{1.6})	0,06	0,847	Reliabel
7	Antusias (X _{1.7})	0,06	0,855	Reliabel

Sumber : SPSS Ver 25, data primer yang telah diolah

Tabel 4 Hasil Output Uji Reliability Variabel Y

No	Indikator Variabel Y	S. Sig	Nilai Sig.	Ket.
1	Pemahaman (Y _{1.1})	0.06	0,823	Reliabel
2	Inovasi (Y _{1.2})	0.06	0,816	Reliabel
3	Kecepatan Kerja(Y _{1.3})	0.06	0,859	Reliabel
4	Keakuratan Kerja (Y _{1.4})	0.06	0,810	Reliabel
5	Kerja Sama (Y _{1.5})	0.06	0,802	Reliabel

Sumber : SPSS Ver 25, data primer yang telah diolah

Pada tabel 4.19 dan 4.20 terlihat bahwa reliabel disetiap indikator terhadap total skor menunjukkan hasil yang signifikan yaitu > 0,06 sehingga dapat disimpulkan bahwa semua item pernyataan dinyatakan reliabel.

1) Uji Regresi Linier Sederhana

Tabel 4.21 Hasil Output Uji Regresi Linier Sederhana

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.400	.451		3.106	.004
	OWL-Plantation System	.688	.105	.730	6.581	.000

a. Dependent Variable: Kinerja Karyawan

Source: SPSS Ver 25, processed primary data.

$$Y = a + bX + e$$

$$Y = 1.400 + 0.730X + e$$

In table 4.21 it is known that the OWL – Plantation System (X) regression coefficient is 0.730, indicating that for every additional 1 (one) percent, employee performance will increase by 0.730. So it can be explained that OWL – Plantation System (X) has a positive coefficient direction towards employee performance (Y).Penguujian Hipotesis

Uji t (Parsial)

Tabel 4.22 Hasil Output Uji t

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.400	.451		3.106	.004
	OWL-Plantation System	.688	.105	.730	6.581	.000

a. Dependent Variable: Kinerja Karyawan

Source: SPSS Ver 25, processed primary data.

T table = $t(\alpha; n - k - 1)$

= $t(0.05; 40 - 1 - 1) = 0.025; 38 = 2.02439$

The basis for decision making used to test t (partial) from the questionnaire is that if the value of $t_{count} > t_{table}$ then the independent variable individually influences the dependent variable, conversely if the value of $t_{count} < t_{table}$ then the independent variable individually does not influence the dependent variable and the significant value is < 0.05 . Based on table 4.22, it is explained that the variable Koefisien Determinasi (R - Square)

Tabel 4.23 Hasil Output R - Square

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.730 ^a	.533	.520	.41542

a. Predictors: (Constant), OWL-Plantation System

Source: SPSS Ver 25, processed primary data.

Based on table 4.23, it is known that the R Square value is 0.520. This shows that the influence of variable X on variable Y is 52 percent and 48 percent is influenced by other factors not examined by researchers.

B. Discussion

Based on the results of research conducted at PT. As in Inti Lestari, the results of this research are outlined in this chapter and this research consists of two variables, namely Use of OWL - Plantation System (X) and Employee Performance (Y). From the results above, it shows that during testing all the statements in the questionnaire were declared valid provided they exceeded the r table value where the r table value was 0.3120. The reliability value for using the OWL - Plantation System is 0.863 and the reliability value for employee performance is 0.853, provided that it exceeds 0.60 and can be declared reliable.

Results of research regarding the Effect of Using OWL - Plantation System on Employee Performance at PT. Sebais Inti Lestari shows that the variable Use of OWL - Plantation System (X) has a significant effect on Employee Performance (Y). This is shown by the results of a significant value of $0.000 < 0.05$. The regression equation is $Y = 7.001 + 0.075X$ with 0.075 value of the regression coefficient for variable The results of the partial test (t test) obtained obtained a t_{count} value of 6.581 while t_{table} 2.02439 shows that t_{count} is greater than t_{table} so that H_0 is rejected and H_a is accepted.

Based on the results of the R - Square test, it can be explained that the influence of the variable using the OWL - Plantation System is 0.520, namely 52 percent on employee performance at PT. Sebais Inti Lestari and 48 percent were influenced by other factors not examined by researchers.

This is also proven by previous researchers by Khairaningrum Mulyanti (2020), namely the influence of accounting information systems on employee performance at PT. Iron Bird Logistics stated that there is a significant influence between work facilities and employee performance.

The effect of using OWL - Plantation System on employee performance at PT. Sebakis Inti Lestari needs to be maintained for good performance because the results of simple regression analysis show that there is a unidirectional (positive) relationship between OWL - Plantation system and employee performance.

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