

***Impact of Part Time, Flexitime and Reward on Productivity
(Case Study on Grab Online Transportation Partners in Kupang City)***

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Abstract—The millennial era is currently causing a rapid social change in society, including in the thriving business world using internet technology in running its business known as online business. An online business that is growing and is widely used is an online business in the field of services, namely Online Transportation, where this business invites people to become partner. Demand for high transportation services from the community resulted in Grab being able to absorb partner, both from the unemployed and part time job seekers. With flexitime Grab expects its workforce to be more productive in its work activities so that it can offset that demand. In return for the partner productivity produced the workforce will get rewards as a reward for the results achieved. This study aims to determine the effect of Part Time, Flexitime and Reward on Productivity (Study on Grab Online Transportation Partners in Kupang City). This research uses quantitative descriptive method with survey data collection methods and the sample studied is a workforce partner Grab Kupang who works part time. Data collection techniques in this study use questionnaires conducted online using the Google Form. It is expected that the results of this study indicate that the variables Part Time (X1), Flexitime (X2) and Reward (X3) have a influence on Productivity (Y)

Keywords—*Flexitime, Online Transportation, Part Time, Productivity, Reward.*

I. INTRODUCTION

The millennial era is currently causing rapid social change in the community, especially after the emergence of the internet. The increasing development of the internet has made the growth of internet users in Indonesia continue to increase significantly. The population of Indonesia reaches 262 million. More than 50% or around 143 million people have been connected to the internet throughout 2017 (Report of the Indonesian Internet Service Providers Association

(APJII). Its utilization is further, not only to communicate but also to buy goods, order transportation, to do business and work (Fanggidae, Angi & Nursiani, 2018). In the business world where many businesses utilize information technology in running their businesses, one of them is developing application-based transportation service providers whose benefits have been enjoyed by the public.

Online transportation applications turned out to be enough to provide solutions and answer various public concerns about security in using public transportation services (Chan et al. 2017). Online customer transportation applications only need to order and choose to use motorcycle or car through applications on smart phones, as well as prices that have been determined at the beginning (Almatsier & Ashar, 2018). This facility is very helpful for the people in their activities considering that they no longer need to search for public transportation, but simply order and wait. On the other side, the presence of the Online Transportation application provides an opportunity for people to become partner.

Demand for high transportation services from the community resulted in Grab being able to absorb partners, both from unemployed and part-time job seekers. The number of partners absorbed can reduce the unemployment rate, and this company will expect its partners to be more productive in their work activities which can be influenced by factors such as type of work, working hours, rewards can offset expectations for the company and its partners. With flexibility time expects its partners to be more productive in their work activities so that they can keep up with that demand.

Productivity is often used as a measure that shows the consideration between input and output issued as well as the partner's role per unit of time. (Sunyoto, 2012: 41). To be able to increase work productivity, companies must be able to make mutually beneficial reciprocity by providing decent rewards or wages, and efficient working hours (Antiqa &

Pradhanawati 2017). The more productive the partner, the partner will get a reward given as a reward or remuneration for his work, which is used as a benchmark to imply welfare because the wage will be used to fulfill his needs (Ramadhan 2017). In return for the productivity of the driver produced, the partner will get a bonus in return for the results achieved.

Based on the description, the researcher wants to discuss further about how influential factors of Part Time, Flexitime and Reward that impact productivity, especially in the field of online transportation technology services.

II. LITERATURE REVIEW

A. Flexitime

Flexitime is "flexible working hours". Workers must work at a certain number of hours per week but are free to vary their working hours within certain limits (Robbins, 2015). Meanwhile, according to Hook and Higgs, flexitime is one of flexible work arrangement practices, whereby professionals are directed to work with a certain number of hours with greater flexibility or not to work as much as the working hours set in the office. It can be concluded that Flexitime or Flexible Working Hours are workers who have a certain variation of working hours with greater flexibility and not as much as working hours in the office but have certain limitations in accordance with the determination of the office. According Antiqka & Pradhanawati (2017) there are various flexitime settings, some of which are most commonly found in practice are:

- a) Fixed Working Hours, meaning the number of hours worked is the same for all employees, for example 40 hours per week. Employees are allowed to choose working hours among a number of choices, for example 25 percent of employees may choose between 7:00 and 15:00, 25 percent from 8:00 to 16:00, 25 percent from 9:00 to 17:00, and the remainder from 10:00 to 18:00.
- b) Flexible Working Hours, meaning that employees are free to determine the numbers of working hours they want in each day, but still have to meet 40 hours per week. For example, employees who only want to work four days a week choose to work 10 hours per day.
- c) Variable Working Hours, meaning that the working hours of all employees are set equal by the company but outside certain hours that require all employees to attend, for example at 10.00 - 13.00, employees are free to choose the preferred working hours.

B. Part Time

Act No. 13 of 2003 concerning Manpower (UUTK) itself does not distinguish between full-time workers, part-time workers, temporary workers and substitute workers. Workers in Indonesia according to Law No. 13 of 2003 is every person who works by receiving wages or rewards or in other forms. In Law No. 13 of 2013 articles 77 and 85 stated that the provisions of working hours are for 40 hours in one week. A

part-time worker is someone who works only for a certain period of time from normal work.

In this study what is meant by part time work is the work done by Grab partners that makes part time work as a part time job in addition to the partner's main work

C. Reward

Basically, high performance depends on the program of providing incentives if it is associated with supporting work, including assessment of performance, equitable information, and job security. Incentives are stronger motivations for employees to improve the quality of their performance. The awards given by the company greatly affect the productivity and tendency of employees to stay with the organization or look for other jobs.

Reward according to Siswanto in Halim, et al (2009: 223) is a reward for services provided by a company to partners because it has contributed peace and mind to the progress and continuity of the company in order to achieve the goals set in both the short and long term. This is in line with what was said by Yahya (2006: 62), that compensation is a gift to employees with financial payments as remuneration for work carried out and as a motivator for the implementation of activities in the future. Simamora (2012: 144) states that there are five characteristics that must be possessed by the compensation system if compensation is desired optimally effective in achieving its goals. These characteristics are: 1. Meaning important; 2. Flexibility; 3. Frequency; 4. Visibility; 5. Fees

D. Productivity

Productivity according Simanjuntak (1985: 30) is divided into three classifications of definitions namely philosophical, work definition, and operational technical. Philosophically, productivity contains a life view and mental attitude that always strives to improve the quality of life. Today's situation must be better than yesterday, and tomorrow's quality of life must be better than today. Such a view of life and mental attitude will encourage people not to feel satisfied quickly, but instead will develop themselves and improve their ability to work. Definition of work definition, productivity is a comparison between the results achieved (output) and the overall resources (input) used per unit of time. Input resources include land, buildings, machinery, raw materials and human resources.

According Bellante and Jackson (1990), working hours are seen as how much time the partner will use in his work activities. The greater the working hours used by partners, the more productive the partner will be, in relation to Grab Kupang's online transportation service partner, the working hours used are flexible by giving partners the time to do work activities to show the existence of independent business, and this will affect how much productivity partners can produce (Mazundar in Manning & Effendi, 1985).

III. RESEARCH METHOD

A. Types Of Research

The types of research used in this study is descriptive with quantitative methods. This method is called a quantitative method because the research data are numbers and analysis using statistics.

B. Population and Sample

The population and sample in this study were Grab Kupang partners. In this study the number of partners is not known with certainty so to calculate the minimum number of samples needed using the Lemeshow formula for an unknown population.

$$n = \frac{Z^2 \times P(1 - P)}{d^2}$$

Information :

n = Number of samples

z = score z on trust

p = maximum estimate

d = alpha (0,10) or sampling error = 10%

C. Sampling Resources and Techniques

This study uses primary data sources, namely data obtained directly from selected respondents. Data collection techniques in this study using questionnaires distributed online using the Google Form.

D. Data Analysis Techniques

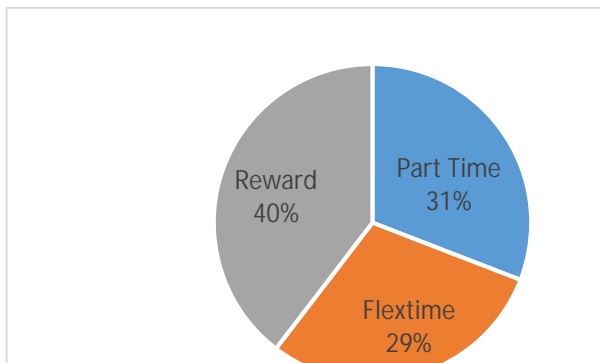
The collected data is then processed and analyzed to answer the existing research problems by means of descriptive statistical analysis.

IV. RESULT & DISCUSSION

The results of factor analysis of Part Time, Flextime and Reward on work productivity on Online transportation (Grab-Kupang) as many as 30 Grab Kupang partners are as follows:

Figure 1

Largest Loading Factor in Each Factor Affecting Productivity



A. Impact of Reward on Productivity

The results of this study indicate that, Reward is the main factor to become a Partner at Kupang Grab, based on the

average score of 5.9 (40%). Where to become an online transportation partner is a good and booming opportunity used by various groups to find rupiah coffers (Setiawan & Legowo, 2017). Online transportation partners are an easy job to do and only require vehicles (cars and motorbikes) and the ability to drive them.

The results of this study are in line with the results of research by Antiqka & Pradhanawati (2017), the positive influence shows that the better the wages given by PT. Holi Karya Sakti Semarang will increase the work productivity of women workers. In the context of this study, giving rewards to Grab Kupang partners can increase productivity because material factors are still a major factor in attracting someone's interest in being able to work.

B. Impact of Part Time on Productivity

The results of this study indicate that, the second motive of the Grab partners in Kupang is related to the type of work, based on the response of the average Part Time value of 4.6 (31%). This shows that, part time work is a type of work performed less than normal working hours. A type of work that is very suitable for people who have worked or students who choose free time, so they work as partners of Grab Kupang.

This is because, part time work has several characters that encourage someone to do it, which can be done at any time, does not require a lot of capital, is easy to do, and does not drain a lot of thoughts (Setiawan & Legowo, 2017). A character of work that can be done at any time that makes people who have worked or also students do not feel difficulties in the process of doing the work. From such characters, people who have worked or students can still focus on learning and can be more productive in their work as well as being partners of Grab.

C. Impact of Flextime on Productivity

The results of this study indicate that, the last motive of the Grab partners in Kupang related to working hours is Flextime, based on the response of the average Flextime value of 4.4 (29%). This is in accordance with the results of research by Antiqka & Pradhanawati (2017), showing a positive influence that the better the flexibility of working hours given by PT. Holi Karya Sakti Semarang will increase the work productivity of women workers. Nowadays many who do the profession become online transportation partners because being an online partner is not difficult in doing so and its flexible schedule makes the character of the job as an option for people who are already working and students.

V. CONCLUSION

A. Conclusion

The conclusions that can be drawn from this study are:

1. The results showed that the independent variables Part Time (X1), Flextime (X2), Reward (X3) affect the Productivity (Y) of Kupang Grab partners
2. Reward is the main factor to become a Partner at Grab Kupang, based on an average response score of 5.9 (40%). Giving reward to Grab Kupang partners

can increase productivity because material factors are still a major factor in attracting someone's interest in being able to work.

3. Based on the results of response responses, the average value of part time 4.6 (31%) shows that part time is a factor that has an influence on productivity after the reward factor. Part time is a character of work that can be done at any time that makes people who have worked or also students do not feel difficulties in the process of doing the work. From the character like that people who have worked or also students can still stay focused on learning and can be more productive in their work besides being partners of Grab Kupang.
4. Besides that, the motives of Grab partners in Kupang regarding flexible working hours allow them to choose the right time to run the profession as an online transportation partner. Therefore it is not surprising that nowadays many who do the profession of being online transportation partners because being an online partner is not difficult in doing so and its flexible schedule makes the character of the job an option for people who are already working or students.

Suggestion

Based on the conclusions obtained, the following suggestions are submitted: It is expected that the results of this study can be used as a reference for those who want to

research related topics and there is further research by considering using other variables or comparing them with other online transportation services.

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