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Analysis of Factors Affecting Labor Productivity in Perum Bulog in West Nusa Tenggara Province

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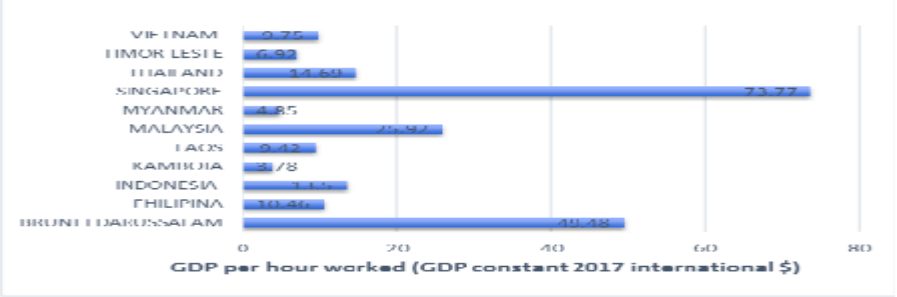
ABSTRACT: This study aims to analyze the factors that affect labor productivity in Perum Bulog in West Nusa Tenggara Province. The variables studied include work experience, wages, and age. The research method used is multiple linear regression analysis with data collected using questionnaire instruments. The results of the study showed that work experience, gender, and wages had a positive and significant effect on labor absorption, while age had a negative and significant effect. The value of the determination coefficient (R^2) of 0.684 shows that 68.4% of the variability of labor productivity can be explained by the four independent variables. This study concludes that an increase in wages and job openings can increase labor productivity, while an increase in age tends to reduce labor productivity in Perum Bulog West Nusa Tenggara.

KEYWORDS: Work experience, Wages, Gender, Age, Labour Productivity

I. INTRODUCTION

Labor productivity is one of the indicators used to measure the achievement of the Sustainable Development Goals (SDGs). In accordance with the eighth goal, which is to support inclusive and sustainable economic growth, a full and productive workforce, and decent work for all (United Nations, 2015). Labor productivity is also one of the objectives of national development by the government to increase economic growth. This is also reflected in the government's program, namely Nawacita in its sixth goal "Increase human productivity and competitiveness in the international market so that Indonesian people can advance and rise with other Asian nations." (Asnawi, 2018).

Labor productivity in Indonesia is often considered low. Based on ILO data, Indonesia's labor productivity is ranked fifth in ASEAN countries, which means that labor productivity in Indonesia must be given more attention. The data can be seen from the table below:

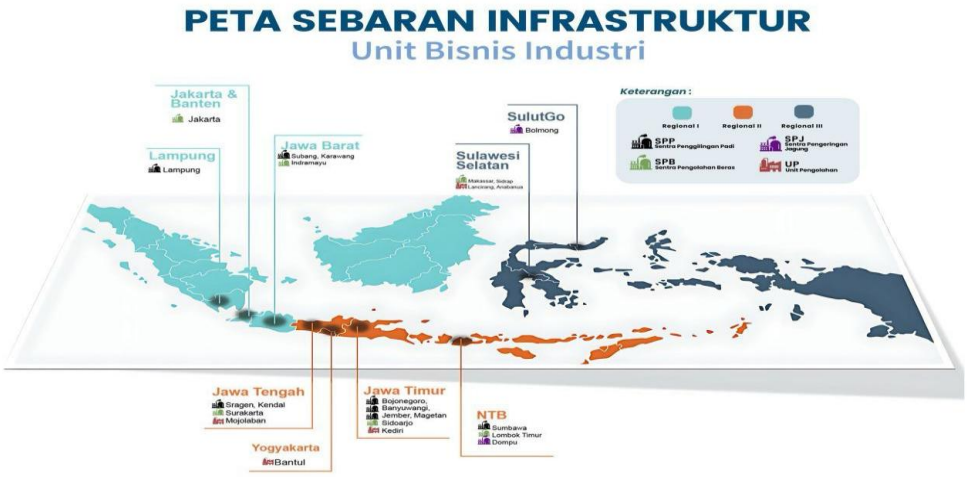


Picture 1. Labor Productivity in ASEAN in the period 2023 (2017 constant GDP $ international in PPP)
Source: International Labor Organization Statistics (ILOSTAT).

Labor productivity reflects an important factor in encouraging the success of a business, if the labor productivity of a company is high, it can bring the welfare of the company and also the welfare of the workforce in the company. Labor productivity can also reflect how the workforce is enthusiastic in doing work that has a stable attitude and mentality so that it can do its job well / maximally. The workforce that works in an organization / company is human resources. Human Resources (HR) are individuals who work as drivers of an organization, both institutions and companies, and function as assets that must be trained and developed. With this understanding, it can be concluded that we must increase the productivity of human resources, especially

labor, in order to live prosperously as one of the goals of economic development.

Perum Bulog is a state-owned public company engaged in food logistics. The Industrial Business Unit is a Perum Bulog business unit formed to carry out food production activities, including raw material purchasing activities, commodity trading, drying services, processing, storage and packaging. . Supported by modern technology-based equipment so as to ensure the standardization of product quality and hygiene.Bulog has post-harvest infrastructure in the form of Modern Rice Milling Plant (MRMP), Corn Drying Center (CDC), Rice To Rice (RTR), and Processing Unit (UP). In NTB, there is an MRMP in Lape Sub-district, Sumbawa Regency. CDC in Nusajaya Village, Manggalewa District, Dompu. And RTR in East Lombok. Bulog products include our rice, our sachet rice, our sweet sugar, our cooking oil and many more.



Picture 2. Map of the distribution of Bulog's industrial business unit infrastructure

The distribution map above is the distribution of Bulog's rice products so that Bulog can directly serve its consumers throughout Indonesia and can be used by companies to find out the production points of Bulog's current business units.

To develop a business, a good and adequate quality of labor is needed. This workforce has a very important role as the driving force of the Company. Every company must maintain and increase the productivity of the workforce they have. One way is to increase the productivity of its workforce by giving attention in the form of work motivation to its employees. And also the thing that the Company should pay attention to is how the workforce can do their work without pressure so that they can carry out their work optimally.

Labor productivity is influenced by several factors such as gender, work experience, wages and age. Workers who have a high level of education and work experience will get more opportunities to get a decent job compared to people who have a low level of education and have no work experience. By having work experience, it will be ensured that the prospective worker is more capable of doing the work that will be undertaken because he already has experience in the field he has experienced. With a high level of education and supported by work experience, the workforce will work more efficiently and effectively. (Amron, 2009).

Apart from work experience, wages are also a benchmark for someone in carrying out their work. Because when working labor will expect rewards in the form of wages in accordance with the work done in order to carry out their work properly. With appropriate wages, it is hoped that labor productivity can increase.

Furthermore, what affects labor productivity is age. Increasing labor age will reduce labor productivity. But there are also those who are getting older whose labor productivity is increasing. All of that depends on how the type of work is.

Gender is also very influential in labor productivity. universally men have a higher level of productivity than women. This is influenced by many factors in women, for example physically weaker women than men, in doing their work women tend to use feelings or biological factors such as leave when giving birth.

Based on the description above, this research aims to find out wages, gender, work experience, and age affect the productivity of Perum Bulog West Nusa Tenggara workers.

II. LITERATURE REVIEW

A. Labor Productivity

Labor productivity is an important issue discussed in the economic development of a country including ASEAN as it is closely related to the quality of human resources (HR). Productivity is not only closely related to quality of life, but is also closely related to the

skills and competitiveness of a nation. (Krugman, 1997) states that "Productivity isn't everything, but in the long run it is almost everything. A country's ability to improve its standard of living over time depends almost entirely on its ability to raise its output per worker". Productivity is not everything, but in the long run it is almost everything. A country's ability to improve its standard of living over time depends almost entirely on its ability to raise its output per worker.

Economists (Mankiw.2007) define productivity as the ratio of output to input of an economic activity. Productivity can also be defined as the amount of output, measured in physical units, produced by each unit of input. Productivity can be measured both physically and economically (value). In economics

Increasing labor productivity is a strategic goal because increasing the productivity of other factors will depend on the ability of these human resources to utilize them. Increasing labor productivity can be done by knowing the factors that affect labor productivity

B. Wages

Wages are a reward or acceptance given by employers to workers for work services that have been performed.(Law No. 13 on Manpower, 2003) .

According to Becker (1975) in the Human Capital theory says that the wage level will be influenced by education, training, skills, and work experience. In other words, the level of wages received is determined by human capital investment in him. Becker also states that the wage level of labor based on its marginal productivity can be increased from human capital investment. Adequate wages will motivate employees to work harder and be more productive.

C. Work Experience

Work experience is a measurement related to the length of time or tenure required by employees in understanding a list of job duties and carried out properly. (Kumbadewi, 2021)

Work experience is reflected in workers who have the ability to work in other places before. The more experience gained by workers will make workers more trained and skilled in carrying out their work. (Amron, 2009). The existence of a workforce that has work experience is expected to get a job in accordance with their expertise. The longer a person is in a job that suits his expertise, it is expected that he will be able to increase his productivity. So it is said that work experience has a positive influence on labor productivity.

An experienced person is a ready-made prospective employee. An applicant's work experience must be given primary consideration in the selection process. From the explanation above, the company will prioritize an applicant who has work experience. (Hasibuan, 2016)

D. Gender

Gender is the difference between women and men biologically since a person is born. Biological differences and biological functions of men and women are not interchangeable between them, and their functions remain with men and women who exist on earth. Broadly speaking, gender and sex are two things related to sex but most people do not understand the difference between the two terms. (Hungu, 2016)

Sexual relations are related to the bodies of men and women, where men produce sperm, while women produce eggs and women are biologically capable of menstruation, pregnancy and breastfeeding. Biological differences and biological functions of men and women are not interchangeable between the two, and their functions lie with men and women in all races on earth. The level of male labor participation is always higher than the level of female labor participation because men are considered the main breadwinners for the family, so they can be more selective in working and more productive (Payaman J, 2001).

From the description above, it can be concluded that gender is a fundamental difference between men and women, especially in biological terms.

E. Age

Age is the age of an individual starting from the time of birth until his or her birthday. The more age, the level of maturity and strength of a person will be more mature in thinking and working. The age of employees determines the success in doing a job, both physical and non-physical in nature. In general, older employees have weak and limited physical energy, on the contrary, older workers have strong physical abilities(Notoatmojo, 2014).

Most physical performance peaks at 15 years of age and then declines with age (Sumamur, 2014). Generally, the productive age of a person in work is 15-54 years. With increasing age, physical ability will decrease slowly. At an advanced age muscle tissue will shrivel and be replaced by connective tissue. In this case the elasticity of the muscles will decrease and make the ability to work decrease (Ministry of Health RI, 2003).

III. METHODOLOGY

The type of research used in this research is quantitative research with a descriptive approach. This research will be conducted at Perum Bulog NTB. The number of samples taken in this study using the Solvin formula, which is approximately 58 employees out of 139 employees at Bulog NTB. The method of data collection in this study using simple random sampling method is to select members of the population randomly. Primary data collected by observation, interviews and documentation by using questionnaire instruments.

The data analysis used is multiple linear regression analysis to test the influence relationship between more than one independent variable on one dependent variable. The goal is to understand the extent to which the independent variable affects the dependent variable. The multiple linear regression equation models used in this study are:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e_i$$

Description:

Y	= Labor Absorption
α	= Constant
$\beta_1, \beta_2, \beta_3$	= Regression coefficient of each variable
X_1	= Work Experience
X_2	= Gender
X_3	= Wages
X_4	= Age
e_i	= Error Term

A. Statistical Test

F Test (Simultaneous)

The conditions that the f test has are as follows:

1. If the significance value <0.05 or H_o is rejected and Ha is accepted, it means that the independent variables together (simultaneously) have a significant effect on the dependent variable.
2. If the significance value> 0.05 or H_o is accepted and Ha is rejected, it means that the independent variables together (simultaneously) have no significant effect on the dependent variable.

T Test (Partial)

The conditions that the partial test has are as follows:

1. If the probability (significance) <0.05 or t count> t table, then H_o is rejected and Ha is accepted.
2. If the probability (significance) > 0.05 or t count < t table, then H_o is accepted and Ha is rejected.

Coefficient of Determination $(R)^2$

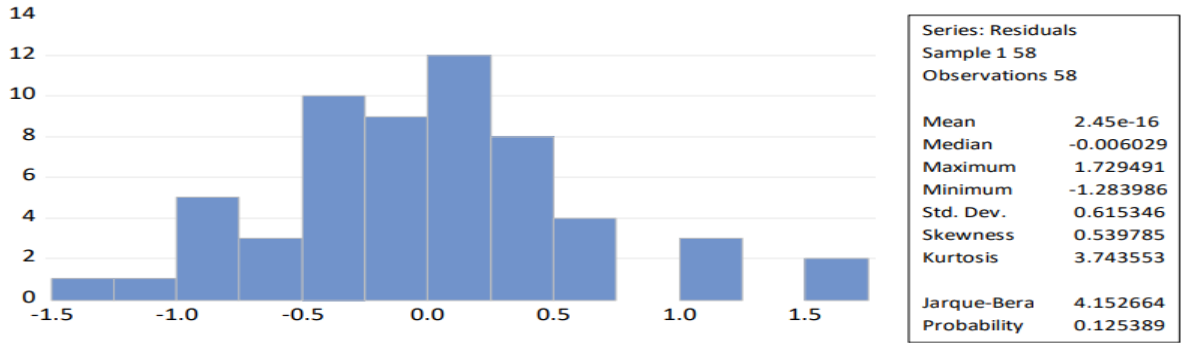
The coefficient of determination (R^2) ranges from 0 to 1. If the R^2 value is closer to 1, it indicates that the results for the regression model are good or the independent variables as a whole can explain the dependent variable. Meanwhile, if the R^2 value is closer to 0, it means that the independent variables as a whole cannot explain the dependent variable.

IV. RESULTS AND DISCUSSION

A. Classical Assumption Test

Normality Test : The normality test is carried out to test whether in a regression model, an independent variable and a dependent variable or even both have a normal distribution or not. In this study, the normality test was carried out by comparing the calculated JB (Jarque-Bera) probability value with an alpha level of 0.05 (5%). With its provisions if the Prob value. JB count> 0.05 then the data is normally distributed, while if the Prob value. JB count < 0.05 then the data is distributed abnormally. The results of the normality test can be seen in the following graph:

Table 1. Normality test



From the test results obtained the value of Prob. JB calculated value of 0.125389> 0.05 so it can be concluded that the residuals are normally distributed, it can be said that the assumption of normality is met.

Multicollinearity Test : Multicollinearity test aims to test whether the regression model found a correlation between the independent variables (independent). To find whether or not there is multicollinearity in the regression model, it can be seen from the variance inflation factor (VIF) with the provisions of the VIF value < 10. The results of the multicollinearity test can be seen in the following table:

Table 2. Multicollinearity Test

Variance Inflation Factors
Date: 12/13/24 Time: 19:32
Sample: 1 58
Included observations: 58

Variable	Coefficient Variance	Uncentered VIF	Centered VIF
C	0.560946	79.89349	NA
X1	0.002896	4.109792	1.775140
X2	0.036768	3.882455	1.004083
X3	1.60E-15	11.20858	1.431255
X4	0.000755	92.94747	1.552746

Based on the multicolinerita test results, it is known that each independent variable, namely work experience (X_1) of 1.775140, gender (X_2) of 1.004083, wages (X_3) of 1.431255, age (X_4) of 1.552746 has VIF < 10, it can be concluded that there is no multicollinearity.

Heteroscedasticity Test : This test aims to test whether the regression model occurs inequality of variance from residuals in one observation to another. If the variance of the residuals from one observation to another is constant, it is called homoscedasticity and if it is different it is called heteroscedasticity. One way to determine whether there is heteroscedasticity in a multiple linear regression model, namely by using the Glejser test. This test is done by regressing the independent variables with the residuals of the regression model. If the probability value on each variable is greater than 0.05, it means that there is no heteroscedasticity problem in the regression model and vice versa if the probability value on each variable is smaller than 0.05, there is a heteroscedasticity problem. The results of the heteroscedasticity test can be seen in the table below:

Table 3. Heterokedasticity Test

Heteroskedasticity Test: Glejser
Null hypothesis: Homoskedasticity

F-statistic	0.900630	Prob. F(4,53)	0.4703
Obs*R-squared	3.691466	Prob. Chi-Square(4)	0.4494
Scaled explained SS	4.029642	Prob. Chi-Square(4)	0.4020

Test Equation:
Dependent Variable: ARESID
Method: Least Squares
Date: 11/29/24 Time: 15:00
Sample: 1 58
Included observations: 58

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	0.281103	0.477498	0.588700	0.5586
X1	0.036366	0.034306	1.060035	0.2939
X2	0.098870	0.122250	0.808753	0.4223
X3	1.18E-08	2.55E-08	0.460855	0.6468
X4	-0.002024	0.017517	-0.115551	0.9084
R-squared	0.063646	Mean dependent var		0.458898
Adjusted R-squared	-0.007022	S.D. dependent var		0.405424
S.E. of regression	0.406845	Akaike info criterion		1.121496
Sum squared resid	8.772730	Schwarz criterion		1.299120
Log likelihood	-27.52338	Hannan-Quinn criter.		1.190684
F-statistic	0.900630	Durbin-Watson stat		1.984255
Prob(F-statistic)	0.470293			

Based on the results of the heteroscedasticity test with the Glejser test, the significance value for variable (X_1) is 0.2939, for variable (X_2) is 0.4223, for variable (X_3) is 0.6468, and for variable (X_4) is 0.9084. Because the significance value of the four variables is more than 0.05, it can be said that there are no symptoms of heteroscedasticity.

B. Multiple Linear Regression:

Multiple linear regression analysis is a method used to model the relationship between several independent variables and one dependent variable. The results of data processing can be seen in the following table:

Table 4. Multiple Linear Regression Test

Dependent Variable: Y
Method: Least Squares
Date: 11/28/24 Time: 21:51
Sample: 1 58
Included observations: 58

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	1.386299	0.748963	1.850957	0.0698
X1	0.122816	0.053810	2.282394	0.0265
X2	0.749156	0.191751	3.906917	0.0003
X3	2.76E-07	4.00E-08	6.890060	0.0000
X4	-0.011174	0.027476	-0.406687	0.6859
R-squared	0.684194	Mean dependent var		3.713397
Adjusted R-squared	0.660359	S.D. dependent var		1.094987
S.E. of regression	0.638144	Akaike info criterion		2.021758
Sum squared resid	21.58309	Schwarz criterion		2.199382
Log likelihood	-53.63098	Hannan-Quinn criter.		2.090946
F-statistic	28.70610	Durbin-Watson stat		2.109667
Prob(F-statistic)	0.000000			

$Y = 1.386299 + 0.122816\ X_1 + 0.749156\ X_2 + 2.76E\text{-}07\ X_3 + -0.011174\ X_4$

Description:

Y = Labor Productivity X_1 = Work Experience X_2 = Gender

X_3 = Wages X_4 = Age

Based on the results of the multiple linear regression equation above, it can be explained that :

1. The constant value has a positive value of 1.386299, this indicates a unidirectional influence between the dependent variable and the independent variable. This means that if all independent variables, namely work experience (X_1), gender (X_2), wages (X_3), and age (X_4) are 0 or have not changed, then the value of the dependent variable, namely labor productivity (Y) is 1.386299.
2. The coefficient value of the work experience variable (X_1) has a positive value of 0.122816, which means that the work experience variable (X_1) and the labor productivity level variable (Y) have a unidirectional relationship. This shows that, if the work experience variable increases by one unit, the level of labor productivity will increase by 0.122816 with the assumption that the value of other variables is considered constant.
3. The coefficient value of the gender variable (X_2) has a positive value of 0.749156, meaning that between the gender variable (X_2) and the variable level of labor productivity (Y) has a positive relationship. This shows that the gender variable shows that male productivity is 0.749156 higher than female labor productivity.
4. The coefficient value of the wage variable (X_3) has a positive value of 0.000000276 means that between the wage variable (X_3) and the variable level of labor productivity (Y) has a unidirectional relationship. This shows that, if the wage variable increases by one percent, the level of labor productivity will increase by 0.000000276 percent, assuming that the value of other variables is considered constant.
5. The coefficient value of the age variable (X_4) has a negative value of -0.011174, which means that the age variable (X_4) and the labor productivity level variable (Y) have an unidirectional relationship. This shows that, if the age variable increases by one unit, the level of labor productivity decreases by -0.011174. assuming that the value of other variables is considered constant

C. Statistical Test

F Test (Simultaneous) : The F test is a test used to test whether the independent variables together (simultaneously) affect the dependent variable. The results of the F test can be seen from the following table:

Table 5. F Test (Simultaneous)

Dependent Variable: Y Method: Least Squares

Date: 11/28/24 Time: 21:51

Sample: 1 58

Included observations: 58

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	1.386299	0.748963	1.850957	0.0698
X1	0.122816	0.053810	2.282394	0.0265
X2	0.749156	0.191751	3.906917	0.0003
X3	2.76E-07	4.00E-08	6.890060	0.0000
X4	-0.011174	0.027476	-0.406687	0.6859
R-squared	0.684194	Mean dependent var		3.713397
Adjusted R-squared	0.660359	S.D. dependent var		1.094987
S.E. of regression	0.638144	Akaike info criterion		2.021758
Sum squared resid	21.58309	Schwarz criterion		2.199382
Log likelihood	-53.63098	Hannan-Quinn criter.		2.090946
F-statistic	28.70610	Durbin-Watson stat		2.109667
Prob(F-statistic)	0.000000			

Based on the above results, the calculated F value is 28.70610 and the significance value is 0.00000 which means that the significant value is below 0.05 (0.0000 <0.05) This shows that the hypothesis in the study accepts Ha and rejects H_o. So it can be concluded that the variables of work experience, gender, wages, and age simultaneously affect labor productivity at Perum Bulog West Nusa Tenggara.

T Test (Partial) : Partial test is a test used to ascertain whether the independent variables in the regression model have a significant effect individually on the dependent variable. The t test results can be seen in the following table:

Table 6. T Test (Partial)

Dependent Variable: Y
Method: Least Squares
Date: 11/28/24 Time: 21:51
Sample: 1 58
Included observations: 58

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	1.386299	0.748963	1.850957	0.0698
X1	0.122816	0.053810	2.282394	0.0265
X2	0.749156	0.191751	3.906917	0.0003
X3	2.76E-07	4.00E-08	6.890060	0.0000
X4	-0.011174	0.027476	-0.406687	0.6859
R-squared	0.684194	Mean dependent var		3.713397
Adjusted R-squared	0.660359	S.D. dependent var		1.094987
S.E. of regression	0.638144	Akaike info criterion		2.021758
Sum squared resid	21.58309	Schwarz criterion		2.199382
Log likelihood	-53.63098	Hannan-Quinn criter.		2.090946
F-statistic	28.70610	Durbin-Watson stat		2.109667
Prob(F-statistic)	0.000000			

The T (Partial) test results above can be explained as follows:

1. The effect of work experience (X_1) on labor productivity (Y). The results of the t test (partial) on the work experience variable have a significant value of 1.850957 or greater than 0.05 (1.850957> 0.05). So it can be concluded that the work experience variable has no significant effect on labor productivity at Perum BULOG in West Nusa Tenggara Province.
2. The effect of gender (X_2) on labor productivity (Y). The results of the t (partial) test on the gender variable have a significant value of 2.282394 or greater than 0.05 (2.282394>0.05). So it can be concluded that the gender variable has no significant effect on labor productivity at Perum BULOG in West Nusa Tenggara Province.
3. The effect of wages (X_3) on labor productivity (Y). The results of the t test (partial) on the wage variable have a significant value of 6.890060 or greater than 0.05 (6.890060> 0.05). So it can be concluded that the work experience variable has no significant effect on labor productivity at Perum BULOG in West Nusa Tenggara Province.
4. The effect of age (X_4) on labor productivity (Y). The results of the t (partial) test on the age variable have a significant value of -0.406687 or smaller than 0.05 (-0.406687 < 0.05). So it can be concluded that the age variable has a significant effect on labor productivity at Perum BULOG in West Nusa Tenggara Province.

Coefficient of Determination (R^2) : The coefficient of determination (R^2) test is a test used with the aim of knowing how much influence the independent variable has on the dependent variable.

Table 7. Coefficient of Determination (R^2) Test

Dependent Variable: Y
Method: Least Squares
Date: 11/28/24 Time: 21:51
Sample: 1 58
Included observations: 58

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	1.386299	0.748963	1.850957	0.0698
X1	0.122816	0.053810	2.282394	0.0265
X2	0.749156	0.191751	3.906917	0.0003
X3	2.76E-07	4.00E-08	6.890060	0.0000
X4	-0.011174	0.027476	-0.406687	0.6859
R-squared	0.684194	Mean dependent var		3.713397
Adjusted R-squared	0.660359	S.D. dependent var		1.094987
S.E. of regression	0.638144	Akaike info criterion		2.021758
Sum squared resid	21.58309	Schwarz criterion		2.199382

Log likelihood	-53.63098	Hannan-Quinn criter.	2.090946
F-statistic	28.70610	Durbin-Watson stat	2.109667
Prob(F-statistic)	0.000000		

Based on the results of the coefficient of determination (R^2) test, the R-Square value is 0.684194, meaning that the variables of work experience, gender, wages and age together affect the variable level of labor productivity by 68.4% while the remaining 31.6% is influenced by other variables outside this research model.

D. Discussion

The effect of work experience (X_1) on labor productivity (Y): Based on data analysis, it shows that the regression coefficient value of the work experience variable is 0.122816 with a significance level of 0.122816> 0.05. This shows that work experience has a positive and significant effect on labor productivity at Perum Bulog West Nusa Tenggara. This shows that work experience has a positive and significant effect on labor productivity at Perum Bulog West Nusa Tenggara. This means that if an increase of one unit of work experience will increase labor productivity at Perum Bulog West Nusa Tenggara. The results of this study are in line with research (Alhawari, 2022; Alodya, 2024; Indrianti & Nazhifi, 2020).

The effect of gender (X_2) on labor productivity (Y): Based on data analysis, it shows that the regression coefficient value of the gender variable is 0.749156 with a significance level of 0.749156> 0.05. This shows that gender has a positive and significant effect on labor productivity at Perum Bulog West Nusa Tenggara. This means that the gender variable shows that male labor productivity is 0.749156 higher than female labor productivity at Perum Bulog West Nusa Tenggara. The results of this study are in line with research (Herawati & Sasana, 2015; Putri, 2016).

The effect of wages (X_3) on labor productivity (Y): Based on data analysis, it shows that the regression coefficient value of the wage variable is 0.000000276 with a significance level of 0.000000276 <0.05. This shows that if the wage variable increases by one percent, the level of labor productivity at Perum Bulog West Nusa Tenggara will increase by 0.000000276 percent. The results of this study are in line with research (Anjarwati, 2021; Fahrezi & Sudibyo BO, 2023; Tania & Amar, 2022).

The effect of age (X_4) on labor productivity (Y): Based on data analysis, it shows that the regression coefficient value of the age variable is -0.011174 with a significance level of -0.011174 <0.05. This shows that age has a negative and insignificant effect on labor productivity at Perum Bulog West Nusa Tenggara. This means that if there is one unit increase in age, then the level of labor productivity of Perum Bulog West Nusa Tenggara decreases by -0.011174. The results of this study are in line with research (Eben Tua Pandopatan, 2013; Sali, 2020).

V. CONCLUSIONS

Based on the results of research and discussion of the influence of work experience, gender, wages and age on labor productivity at Perum Bulog West Nusa Tenggara. Then the following conclusions can be drawn:

1. Work experience, gender and wages partially have a positive and significant effect on labor productivity of Perum Bulog West Nusa Tenggara.
2. Age has a negative and significant effect on labor productivity of Perum Bulog West Nusa Tenggara.
3. Work experience, gender, wage and age simultaneously have a significant effect on labor productivity of Perum Bulog West Nusa Tenggara.

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