



Improving Employee Performance Through *Teamwork* As an Effort to Create a Solid Organization

Yopie Alfiani
Philippine Women's University

Corresponding Author: alfianiyopie@gmail.com

ARTICLE INFO

Keywords: Teamwork, Employee Performance, Organization

Received : 20, April

Revised : 22, May

Accepted: 25, June

©2024 Alfiani (s): This is an open-access article distributed under the terms of the [Creative Commons Attribution 4.0 International](https://creativecommons.org/licenses/by/4.0/).



ABSTRACT

Teamwork is a component inherent in each individual which is based on the experiences, actions and feelings of each team member which are interconnected in achieving task goals, as well as implementing performance in an organization. This is what makes the writer do research.

The aim of this research is to determine the influence between *teamwork* on employee performance at the Swadharma Jakarta Cooperative. This research uses a quantitative descriptive method with data collection techniques through distributing questionnaires and library data. This research used a saturated sampling method of 50 employees at the Swadharma Jakarta Cooperative with a simple linear regression data analysis technique.

The results of this research show that there is a partial influence between *teamwork* on employee performance at the Swadharma Jakarta Cooperative. It is hoped that the results of this research will contribute to further research.

INTRODUCTION

Companies with team members who work together effectively tend to have performance and individuals who can improve *output* significantly. In terms of departmentalization and functions, tasks are divided according to the expertise and interests of each member. When each team member focuses on tasks that match their abilities, work can be completed more quickly and efficiently. This is the background for researchers to conduct research with variables *teamwork* on employee performance.

For this reason, the author is interested in researching variables *teamwork* and employee performance at the Swadharma Jakarta Cooperative. Several studies were conducted previously with variables *teamwork* as the independent variable and employee performance as the dependent variable, shows that *teamwork* shows a great influence, especially on employee performance. Based on the results (Assyfa Rizka Awalia et al., 2020) Teamwork has a significant positive effect on employee performance at PT. XYZ Jatinangor. This is proven by the t-test hypothesis test and also the direction of the positive relationship between group collaboration and performance, subsequent research (I Wayan Putra et al., 2022) with the title Influence of Competence, Work Ethics and *Teamwork* Regarding Employee Performance at PT. BPR Tish Batubulan stated that *teamwork* has a positive and significant effect on employee performance at PT. BPR Tish Batubulan. Research (I Made Kusuma Artha et al., 2022) with the title The Role of Kaizen Work Ethic, *Teamwork* and Organizational Culture in Improving Employee Performance from teamwork has a positive and significant effect on employee performance.

Based on the results of previous research, researchers are interested in researching variables *teamwork* and employee performance with the title improving employee performance through *teamwork* in cooperatives. Of course, the novelty of this research is that there has been no previous research regarding variables *teamwork* in this region, apart from that, this research uses simple regression techniques with quantitative methods. It is hoped that the results of this research can contribute to further research

THEORETICAL FRAMEWORK

As stated **Bachtiar** in (Abdul Aziz et al., 2018) that cooperation is the synergy of the strengths of several people in achieving a desired goal. Collaboration will unite the power of ideas that will lead to success.

Teamwork is a group of people who work together to achieve the same goal (Tenner and Detero (Abdul Aziz et al., 2018)

According to Henderson, Molloy and Pascual in (Abdul Aziz et al., 2018) *teamwork* are factors that influence the system that regulates processes that use resources and produce certain performance.

Several experts state that the important role of employee performance can contribute to an organization or company. According to Mathis & Jackson in () (Ahmad Rivai, 2020) they argue that performance is basically what employees do or don't do. Employee performance is what influences how much they

contribute to the organization, which includes: (1) quantity *output*, (2) quality *output*, (3) output period, (4) presence at work, and (5) cooperative attitude

In understanding performance, sometimes we also have to understand several indicators that are attached to the definition of performance itself (Debby Endayani Safitri, 2019) stated, "Performance (*performance*) is the work results achieved by a person based on job requirements (*job requirement*)." Performance indicators include quantity (number of jobs), *quality* (quality of work), precision time (timeliness), *attendance* (presence), team work (cooperation ability). Of course, discussing the meaning of performance can be seen from several other points of view, as follows according to Mangkunegara in (Lysta Lestary & Harmon, 2017) Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given

METHODS

This research is a quantitative descriptive study, with the aim of getting an idea of how *teamwork* on employee performance at the Swadharma Jakarta Cooperative. For the quantitative approach, it is explained by Arikunto, in (Pristanto Ria Irawan, Erik Rahman, et al., 2023) that the approach uses quantitative because it uses numbers, starting from data collection, interpretation of the data, and the appearance of the results. Population in this research are employees on Jakarta Swadharma Cooperative.

To obtain research results that can be accounted for, the sample taken in this research was employees in the employee performance at the Swadharma Jakarta Cooperative, totaling 50 employees, with the sampling technique being saturated sampling. According to Lijan Sinambela, in (Pristanto Ria Irawan, Taryanto, et al., 2023) the sample is part of the number and characteristics of the population.

Hypothesis In this research, the formula for hypothesis testing can be explained as follows

$H_1: \rho = 0$ There is influence *teamwork* significantly on employee performance

$H_0: \rho \neq 0$ There is no influence *teamwork* significantly on employee performance

By understanding the two independent and dependent variables, each of which has another operational definition, of course you will be able to provide more understanding by using the operational definition of a variable. Operational definition of variables *teamwork*, 1) cooperation, 2) trust, 3) solidarity

As a visualization description, in this study a research design was created which can be explained through the image below, the influence *teamwork* in this case as variable X, and employee performance as variable Y. Independent variables (free variables) are; X= *teamwork* while the dependent variable (dependent variable) is; Y = performance **employee**.

To find out how strong the relationship between one variable and another variable is, regression analysis is used in this research. Regression analysis is a statistical method that observes the relationship between the dependent variable Y and a series of independent variables X_1, \dots, X_p (Hijriani, Muludi, & Andini, 2016) in (Tri Novriza Putri et al., 2019). Furthermore, according to Trianggana (Almumtazah et al., 2021) Regression analysis is a statistical calculation to test how closely the relationship between variables is. The simplest and most frequently used regression analysis is simple linear regression. In regression analysis there is one dependent variable which is usually written with the symbol Y and one or more independent variables which are usually written with the symbol X

Understanding the meaning and concept of regression analysis, this research uses simple linear regression analysis techniques (*simple linear regression*). According Harmon, 2017 (Lysta Lestary & Harmon, 2017) In the regression equation, it is a formula that finds the value of the dependent variable from the known value of the independent variable. The regression coefficient is a value that measures the magnitude of the influence of X on Y if X is increased or decreased

RESULTS

on the variable instrument *teamwork* (X) The conclusion was obtained that the stated instrument items **valid 10 items**, while the employee performance variable (Y) exists **10 item** declared valid. The test uses a two-sided test with a significance level $\alpha = 0.05$, then obtained $r_{table} = 0.273$. The test criteria for stating an item are stated valid is $r_{count} > r_{table}$

Based on the calculation results, it is concluded that each item that has been declared valid is reliable with a level of significance $\alpha = 0.05$ then it is obtained $r_{table} = 0,60$. On variables *teamwork* (X) $r_{count} = 0.758$ bigger $r_{table} = 0,60$ for **reliable**, and employee performance variable (Y) $r_{count} = 0,913$ bigger $r_{table} = 0,60$ for **reliable**.

Based on **table 2 coefficients** It can be described as the results of a simple linear regression analysis, regarding the size of the t-count value, the level of significance, and the regression formula can be known. To make it clearer, here are the results. *coefficient* carried out with SPSS;

Table 2
Simple Linear Regression Analysis Table

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.023	3.156		4.443	.000
	Teamwork	.680	.078	.784	8.742	.000

a. Dependent Variable: employee performance

Source: Data processed from SPSS

In the table above, the calculation results can be seen so that the regression equation can be explained which can be used to predict variables through variables *teamwork* that is; $Y' = 14.023 + 0.680x$. As a basis for decision making, it can be seen that by using **Uji t**, as follows:

- a) If value $t_{count} > \text{value } t_{table}$, then there is an influence of variable X on variable Y.
- b) If value $t_{count} < \text{value } t_{table}$, then there is no influence of variable X on variable Y

Based on the calculation of t-tables that have a significance of 5% can known by using the formula: $t_{table} = t(\alpha/2; n-k-1)$, so the t-table value, $t(0,025; 50-1-1) = t(0,025; 48) = 2.011$ face $t_{count} 8.742 > t_{table} 2,011$ thus can be taken. conclusion that there is a variable influence *teamwork* on employee performance variables.

From the calculation results in **table 3** coefficient of termination calculation then it can be concluded that the variable *teamwork* has a contribution of **61,4%** on employee performance variables, while the remaining amount is **38,6%** influenced by other factors that have not been studied. Then variables *teamwork* positive influence **strong r** value of **0,784** (located in the coefficient interval **correlation 0.60- 0.799**).

Table 3
Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.784 ^a	.614	.606	2.211

a. Predictors: (Constant), Teamwork

Source: Data processed from SPSS

DISCUSSION

From the results of the tests that have been carried out, the teamwork variable (X) has an influence on the employee performance variable (Y) at the Swadharma Jakarta Cooperative. This is proven by the t-count value of t-count $8,742 > t_{table} 2.011$, with a sig value of 0.000 , and a sig value of $0.000 < 0.05$. So, partially teamwork has a positive and significant effect on employee performance at the Swadharma Jakarta Cooperative.

Teamwork is a set of interrelated experiences, actions and feelings of each team member that are needed for the coordination process and achieving team task goals. This is in accordance with previous research which strengthens that teamwork has an influence on employee performance. Research results (Faizal Ridwan Zamzany et al., 2021) with the title Analysis of Teamwork and Organizational Culture on Employee Performance at PT. Kinanti Utama Karya The results of this study indicate that the better the teamwork, the better the employee's performance. Furthermore, partially organizational culture has a

positive and significant effect on employee performance. The results showed that organizational culture is a factor that has a strong influence on employee performance in the company.

CONCLUSIONS AND RECOMMENDATIONS

In general, based on the test results and analysis of the relationship between variable X and variable Y regarding *teamwork* on employee performance at the **Jakarta Swadharma Cooperative** that there is an influence between the variables *teamwork* on employee performance variables because **t-count 8.742 > t_{table} 2,011**. Then variables *teamwork* have a positive influence **strong** r value of r is of **0,784** (located in the coefficient interval **correlation 0.60- 0.799**). and has an influential contribution of as much as **61,6%** on employee performance, while the remaining amount is **38,4%** influenced by other factors that have not been studied. Furthermore, we can find out the regression equation that can be used to predict, namely. **$Y' = 14.023 + 0.680x$**

FURTHER STUDY

The researcher realizes that with all the limitations of time, costs and opportunities, this research is far from perfect, so further research needs to be carried out, with the results of this research it can certainly make a contribution to other researchers, especially researchers with similar variables.

ACKNOWLEDGMENT

We would like to express our thanks to all parties who have contributed and contributed to the completion of the results of this research, more specifically we would like to express our thanks to all the lecturers in the Doctoral Business Administration study program at the Philippines Women's University who have provided guidance and direction.

REFERENCES

- Abdul Aziz, Alimatus Sahra, & Nur Fachmi Budi S. (2018). Interpersonal Communication Training to Improve Employee Teamwork at PT. *Al-Qalb: Jurnal Psikologi Islam*, 9(1).
- Ahmad Rivai. (2020). The Influence of Transformational Leadership and Organizational Culture on Employee Performance. *Maneggio- Master of Management Scientific Journal*, 3(2).
- Almumtazah, N., N. Azizah, Y.L Putri, & Dian C.R Novitasari. (2021). Prediction of the Number of New Students Using the Simple Linear Regression Method. *Mathematics and Applied Scientific Journal*, 18(1).
- Assyfa Rizka Awalia, Dilla Fania, & Diah Utami Setyaningrum. (2020). The Influence Of Teamwork On Employee Performance (Case Study At Pt. *Equilibrium Management E-Journal*, 6(2).
- Debby Endayani Safitri. (2019). The Effect of Training on Employee Performance. *Dimensional Journal*, 8(2).
- Faizal Ridwan Zamzany, Edi Setiawan, & Desy Permatasari. (2021). Analysis of Teamwork and Organizational Culture on Employee Performance at PT. Kinanti Utama Karya. *JISEB (Journal of Islamic Economic and Business)*, 1(2).
- I Made Kusuma Artha, I Gede Putu Kawiana, & Mirah Ayu Putri Trarintya. (2022). The Role of Kaizen Work Ethic, Teamwork and Organizational Culture in Improving Employee Performance. *Widya Amrita*, 2(4).
- I Wayan Putra, I Gede Putu Kawiana, & I Wayan Suartina. (2022). The Influence of Competence, Work Ethics and Teamwork on Employee Performance at PT. BPR Tish Batubulan. *Widya Amrita Journal*, 2(3).
- Lysta Lestary, & Harmon. (2017). The Influence of the Work Environment on Employee Performance. *Journal of Business and Investment Research*, 3(2).
- Pristanto Ria Irawan, Erik Rahman, & Romeli. (2023). The Influence of Competency on Employee Performance at the Shopee Xpress Koja Hub Company. *Polgan Minfo Journal*, 12(2).
- Pristanto Ria Irawan, Taryanto, & Gabrielle Melanie. (2023). The Influence of Work Motivation on Employee Performance at PT. Asuransi Sinar Mas Jakarta. *Polgan Minfo Journal*, 12(2).
- Tri Novriza Putri, Adam Yordan, & Dara Havisha Lamkaruna. (2019). Forecasting New Student Admissions at Samudra University Using the

Alfiani

Simple Linear Regression Method. *J-TIFA (Journal of Information Technology)*,
2(1).