



Improving Employee Performance Through the Implementation of Individual Behavior as an Effort to Create an Organization with Character

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ABSTRACT

Because of our individuality and diversity, people interact socially with one another. Human behavior within an organization has the power to shape its trajectory, meaning that individual actions have an impact on organizational behavior, which in turn has an impact on an organization's objectives. The author carried out this investigation for this reason.

Finding out how individual behavior affects worker performance at PT. PLN Distribution for Greater Jakarta Area is the aim of this study. This study employs a quantitative descriptive methodology, utilizing questionnaire distribution and library data gathering approaches. Using basic linear regression data analysis techniques, 62 employees of PT. PLN Distribution for the Greater Jakarta Area were included in this study, which employed a saturation sampling strategy.

The findings of this study indicate that employee performance at PT. PLN Distribution for Greater Jakarta Area is somewhat influenced by individual behavior. It is intended that this study's findings will aid in future investigations.

INTRODUCTION

State electrical Company (Persero), often known by its abbreviation PLN, is a state-owned enterprise in Indonesia that operates within the electrical sector to supply the country's population with power. Up to the end of 2021, the company, which employs 52,116 people (42,755 PLN Holding & 9,361 Subsidiaries), will be managing several power plants with a combined installed capacity of 64,553 MW in order to support its business operations.

Individual behavior is the way a person uses their abilities or intelligence to carry out or approach an activity. Individual traits such as needs, abilities, hopes, beliefs, and past experiences that impact an individual's conduct. The following environmental (organizational) factors can have an impact: tasks, authority, reward structure, control system, hierarchy, and so on. Individual behavior will undoubtedly affect a person's effectiveness in an organization, regardless of whether it is impacted by the environment or the individual's own character.

Because of this, the author is curious to find out more about the behavioral traits of specific employees and their work at PT. PLN Distribution for the Greater Jakarta Area. Individual behavior has a significant impact, particularly on employee performance, according to a number of prior research that used employee performance as the dependent variable and individual behavior factors as the independent variables. Drawing from the findings of a study (Ceacilia Sri Mindarti, 2015) titled *The Impact of Personal Qualities on Auditor Performance* The findings demonstrated how the locus of control and organizational commitment of an individual affected the auditor's performance. The findings will further the body of knowledge in auditing, particularly with regard to the impact of personal traits on an auditor's and an auditor's team's performance. Individual conduct has a major impact on performance, according to later research (Gandhi Sutjahjo, 2022) titled *Analysis of Individual conduct, Work Communication, and Motivation on Employee Performance*. Researchers are interested in investigating the relationship between individual conduct and employee performance under the heading *Improving Employee Performance via the Implementation of Individual conduct as an Effort to Create an Organization with Character*, based on the findings of earlier study. This approach combines quantitative methodologies with basic regression techniques. It is believed that this study's findings would aid in future investigations.

THEORETICAL FRAMEWORK

Thoah asserts in (Margareth Sylvia Sabarofek, 2017) that interactions between people and their surroundings shape human behavior. Organizational behavior, on the other hand, is mostly the outcome of interactions between members of the organization.

Individual conduct, according to Subkhi in (Gandhi Sutjahjo, 2022), is the activities or interactions that people take in their surroundings. Every person is

extremely unique, and their living environment has an impact on their behavior. Every person has distinct needs as a result of diverse behaviors.

Anwar Prabu defines performance as the outcome of an employee's work in terms of quality and quantity accomplished while carrying out his duties in line with the responsibilities he has been given in (Pristanto Ria Irawan et al., 2023).

Sometimes, in order to fully comprehend performance, we also need to comprehend a number of indicators that are linked to the performance criteria. As stated by (Debby Endayani Safitri, 2019) in Bangun, "Performance is the result of work achieved by a person based on job requirements." Quantity (amount of work), quality (quality of work), precision time (punctuality), attendance (attendance), and team work (ability to collaborate) are examples of performance indicators.

METHODS

The purpose of this quantitative descriptive study is to gain insight into the relationship between employee performance at PT. PLN Distribution for Greater Jakarta Area and individual behavior. According to (Arikunto, 2010) the quantitative approach is based on the use of numbers in all stages of the process—from data collection to interpretation to outcome presentation. Employees of PT. PLN Distribution for the Greater Jakarta Area make up the research population.

To acquire study results that can be accounted for, the samples taken in this research were employees in employee performance at PT. PLN Distribution for the Greater Jakarta Area, totaling 62 employees, with a sampling technique employing saturated sampling. A sample, in the words of (Lijan Sinambela, 2021) is a subset of the population's size and makeup.

The wording of the hypothesis test in this study explains the hypothesis as follows.

$H_1: \rho = 0$	There is a significant influence of individual behavior on employee performance
$H_0: \rho \neq 0$	There no is a significant influence of individual behavior on employee performance

Of course, you will be able to provide more insight by applying the operational definition of a variable if you grasp the two independent and dependent variables, each of which has a different operational definition. The operational definition of employee performance variables is as follows: 1) work quality, 2) work quantity, 3) work discipline, 4) thoroughness, 5) initiative, and efficiency. The operational definition of individual behavior variables is as follows: 1) biographical character, 2) ability, 3) personality, and 4) learning.

In order to provide a visual description, a research design was developed for this study. The picture below explains it; in this instance, employee performance is variable Y and individual behavior is variable X. Employee

performance (Y) is the dependent variable, and individual behavior (X) is the independent variable.

Regression analysis, according to Trianggana in (Almumtazah et al., 2021) is a statistical computation to determine how closely the variables are related. Simple linear regression is the most basic and often used type of regression analysis. One dependent variable, denoted by the symbol Y, and one or more independent variables, denoted by the symbol X, are involved in regression analysis.

RESULTS

A validity test was conducted on the individual behavior variable instrument (X) in this study. The results showed that 10 employee performance variables (Y) and 10 instrument items were deemed valid. The r table is equal to 0.246 since the test is two-sided and has a significance threshold of $\alpha = 0.05$. R count > R table is the test criterion used to determine if an item is valid.

With a significance level of $\alpha = 0.05$, the computation results indicate that every item that has been deemed valid is dependable, giving us r table = 0.60. It is reliable for the employee performance variable (Y) with r-count = 0.913 and the greater r-table = 0.60, and reliable for the individual behavior variable (X) with r-count = 0.848.

Table 2's coefficients demonstrate how the outcomes of a basic linear regression analysis may be understood in terms of the t-count value's magnitude, the significance level, and the regression formula. For the purpose of clarity, the results of the coefficients calculated with SPSS are as follows:

Table 2
Simple Linear Regression Analysis Table

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.874	4.396		1.109	.272
	X	.863	.101	.741	8.540	.000

a. Dependent Variable: Y
Source: Data processed from SPSS

The computation results for the regression equation, $Y' = 4.874 + 0.863x$, which can be used to predict variables through specific behavioral factors, are shown in the table above. Applying the t test as a foundation for decision-making, the following results can be observed:

1. Variable X has an impact on variable Y if the t-count value is greater than the t-table value.
2. If the t-count value is less than the t-table value, then variable X has no effect on variable Y.

The formula $t_{table} = t(\alpha/2; n-k-1)$ can be used to calculate the t-table, which has a significance of 5%. This yields the t-table value $t(0.025; 62-1-1) = t(0.025; 60) = 2.00$, from which t-count $8.540 > t\text{-table } 2.00$ can be obtained. the conclusion that there is a relationship between employee performance indicators and individual behavioral variables.

Table 3 of the estimated termination coefficient's calculation findings indicate that individual behavior variables account for 54.9% of the variance in employee performance variables, with the remaining 45.1% being influenced by factors not previously examined. Then, the r value of 0.741 – which is within the correlation coefficient interval of 0.60-0.799) – shows a significant positive influence from the single behavioral variable.

Table 3
 Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.741 ^a	.549	.541	3.153
a. Predictors: (Constant), X				

Source: Data processed from SPSS

DISCUSSION

The Swadharma Jakarta Cooperative's employee performance variable (Y) is influenced by the individual behavior variable (X), according to the test results. The fact that the t-count value of $8,540 > t\text{-table } 2.00$ and the sig values of 0.000 and 0.05 respectively support this. Thus, at PT. PLN Distribution for Greater Jakarta Area, employee performance is positively and significantly impacted by partial individual behavior.

Individual behavior in an organization, according to Suhendi in (Gandhi Sutjahjo, 2022), 2022, is a person's attitude and behaviors as a manifestation of his personality, perceptions, and mental attitudes, which can influence both his and the organization's (job) performance.

The Influence of Organizational Citizenship Behavior (OCB) or individual behavior in organizations on Job Satisfaction and Employee Performance is a study conducted in 2021 by (Anwar, 2021). The findings indicate that OCB significantly improves both job satisfaction and employee performance. Employee performance will improve with more job satisfaction. A portion of the association between OCB and employee performance is mediated by job satisfaction.

CONCLUSIONS AND RECOMMENDATIONS

The t-count value of $8,540 > t\text{-table } 2.00$ indicates that there is an influence between individual behavioral variables on employee performance variables, according to the test results and analysis of the relationship between variable X

and variable Y regarding individual behavior toward employee performance at PT. PLN Greater Jakarta Area Distribution.

The individual behavior variable then contributes 54.9% of the variance in employee performance, with the remaining 45.1% being influenced by factors that have not been studied. The individual behavior variable has a strong positive influence on the r value of 0.741 (located in the correlation coefficient interval 0.60-0.799). Moreover, it is evident that $Y' = 4.874 + 0.863x$ is the regression equation that can be utilized for prediction.

FURTHER STUDY

The researcher acknowledges that despite numerous time, financial, and opportunity constraints, this study is far from ideal and that more research is necessary. Nevertheless, the study's findings can undoubtedly help other researchers, particularly those studying related variables.

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