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The Influence of Work Supervision and Employee Commitment on Work Achievement

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Abstract: In the development of the business world in Indonesia, companies are required to maintain and improve the quality of work and the quantity of service work. Organizations need people to run them If the company wants to get the desired goals, then one of the things that must be considered is the human being in it namely employees. This research was conducted at PT Multiguna Lestari Abadi Selensen Village. The purpose of this study was to determine the effect of work supervision and employee commitment on work achievement at PT Multiguna Lestari Abadi. Work Supervision and Employee Commitment as independent variables (X) while Work Achievement is the dependent variable (Y). The method used in this research is descriptive and quantitative statistics. The sample for this research was taken from as many as 53 respondents from the total population using the census sampling method. Data obtained from the results of the questionnaire were tested statistically through the SPSS program Statistics 24. The results of the tests conducted show that work supervision has a positive and significant effect on work achievement, employee commitment has a positive and significant effect on work achievement, and work supervision and employee commitment have a significant effect on work achievement.
Keywords: Employee Commitment; Work Achievement; Work Supervision.

INTRODUCTION

With the development of the business world in Indonesia today, companies are required to maintain and improve the quality of work and the quantity of service work. This is intended so that the company can compete with other similar companies, both at the national and international levels. One important part that plays a role in determining the success of the company is the development of a potential workforce. The company seeks and fosters employees with high enthusiasm, and creates and maintains human resource excellence that can compete. It is these human resources that ultimately become the backbone for the success of a company.

If a company wants to achieve the desired goals, then one of the things that must be considered is the human being in it, namely employees. Employees when working must produce something, be it for the company or themselves. From producing something, it can also be interpreted that an employee has achievements at work or has work achievements.

Work performance is a result of work achieved by a person by carrying out the tasks assigned to him based on skill, experience, sincerity, and time (Hasibuan, 2018). Meanwhile, according to (Sutisno, 2020) work performance is a result of work that has been achieved by a person from his work behavior in carrying out work activities. So based on this understanding, work performance can be concluded as the achievement of the work results obtained by employees from what they have done.

For this reason, it is very necessary to improve the work performance of an employee both individually and as a group to improve better work results, to get a good work result so that the work performance of employees is realized, good supervision is needed. For employees to work according to their functions and responsibilities, it is also necessary to have a monitoring system that is designed effectively, so that there will be no employees who do not carry out their work properly, because they feel they are being

watched and are afraid of making mistakes by violating the rules that have been set because breaking the rules is a crime. form of employee indiscipline in work and will result in sanctions or punishments. This supervision is carried out by the leadership or superiors as an effort to compare whether what is carried out is by the established plan. This also means that supervision is an action or activity of a leader who strives for the work to be carried out by the established plan or the desired work results.

According to (Siagian, 2019), supervision is monitoring employee work activities to keep the company moving towards achieving goals and making corrections if necessary. Supervision in general means control over planning whether it has been carried out according to the objectives or deviations from the desired objectives. If deviations occur, the management involved in supervision must provide instructions for carrying out work improvements, so that the planning standards do not deviate too much from the results obtained during implementation.

Furthermore, employee commitment is the willingness of employees to do their work sincerely and well and can be accounted for. Commitment is very important to develop the company. and the desire of employees to maintain work performance by trying to work hard to achieve target realization. Employees who are committed to work usually have a strong desire to remain members of the workforce and carry out their duties better (Hutagalung & Ritonga, 2018).

Employees who have high work performance will always be fully aware of their respective responsibilities and try to carry out all the tasks assigned to them properly according to their abilities to get maximum work results. By getting the results of a good job, so that the work performance of employees is realized, good supervision is required. This supervision is carried out by the leadership as an effort to compare whether what is carried out is by the established plan. Supervision alone is not enough to guarantee that an employee can achieve an optimal level of work performance, organizational commitment is still needed in the employee.

This research supports previous research conducted by Efendi (2021), Lumbanbatu et al. (2021), and Azhari et al. (2021), and it is known that simultaneously, work supervision and employee commitment have a positive and significant influence on employee performance. However, in this study, researchers will use research objects that are different from previous studies. With the background described above, the researcher is interested in conducting research with the title "The Influence of Work Supervision and Employee Commitment on Work Achievement".

METHODS

In this study, the authors used a quantitative descriptive method. The descriptive research model is to make a systematic and accurate description or description of the phenomenon under study. By using a research model in the form of explanatory research, namely research that explains the position of the variables to be studied and the relationship between one variable and another and tests the hypotheses that have been formulated previously (Sugiyono, 2019). This research was conducted in the selensen village, Indragiri Hilir district, Riau Province, with the object of research namely PT. MLA (Multiguna Lestari Abadi) is a private company that manages a limited liability company (PT) engaged in the receipt of fresh fruit bunches (FFB) from palm oil which is then processed into CPO (crude palm oil). The population used in this study were all employees in the production department of PT. Multiguna Lestari Abadi, Selensen Village, Indragiri Hilir, namely 53 people. In this study, total census/sampling was used as the sampling method. According to Arikunto (2019), if the subject is less than 100, then the entire population is the research sample. So the number of samples is 53.

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The types and sources of data that researchers use in this study are primary data and secondary data. Data collection techniques used in this study were questionnaires and interviews with informants. The form questionnaire used is a structured questionnaire with a closed-answer form where various alternative answers are provided for each statement.

The scale used in this study is the Likert scale, where the measured variables are converted into sub-variables and then converted back into variable indicators and translated into statements. Each instrument item was answered with a Likert scale in the form of a checklist by placing a tick in the column of the fifth choice, namely (5, 4, 3, 2, 1). The data obtained from the results of the questionnaire were tested statistically through two methods of data analysis techniques, namely descriptive analysis and quantitative analysis. Descriptive analysis Is an analysis that presents incoming data by grouping it in tabular form. Next is quantitative analysis, which is an analysis related to statistical calculations of the data obtained to measure research using several formulas. In quantitative analysis, research with statistical calculations was searched with the SPSS program. This quantitative method was carried out to find out how much influence the independent variables (work supervision and employee commitment) and the dependent variable (work achievement) had on Employees of the Production Department of PT. Multiguna Lestari Abadi, Selensen Village, Indragiri Hilir.

RESULTS AND DISCUSSION

The results of the descriptive research on the identities of 53 respondents based on gender revealed that 53 male employees (100%) were male respondents. Then the identity of the respondents based on age.

Table 1. Identity of the Respondents Based on Age

No	Age	Total	Percentage
1	25-27	18	33,96%
2	28-30	25	47,17%
3	31-33	10	18,87%
	Amount	53	100%

Source: Data that has been processed by the author (2022)

Based on age, there were 18 employees aged 25-27 years (33.96%), aged 28-30 years were 25 people (47.17%), and aged 31-33 years were 10 people (18.87%). The employee identity based on education level.

Table 2. Respondent Identity Based on the Education Level

No	Education level	Total	Percentage
1	SMA/equal	39	73,58%
2	S1	14	26,42%
	Amount	53	100%

Source: Data that has been processed by the author (2022)

Based on education, there were 39 employees (73.58%) with high school or vocational/equivalent education and 14 (26.42%) with bachelor's degrees. And finally, the identity of the respondent based on years of service.

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Table 3. Respondent Identity Based on years of Service

No	Years of service	Total	Percentage
1	1-2	24	45,28%
2	3-4	29	54,72%
	Amount	53	100%

Source: Data that has been processed by the author (2022)

Based on years of service, there were 24 people (45.28%) with 1-2 years of service, and there were 29 people (54.72%) with 3-4 years of service. Based on the descriptive analysis of work supervision there is a recapitulation of respondent's answers for each dimension, namely:

Table 4. recapitulation of Respondents to the Dimension of Work Supervision

No	Dimension	Total	Percentage (%)
1	Standards	416	25%
2	Measurement	428	25%
3	Compare	430	25%
4	Action	430	25%
	Amount	1.704	100%

Source: Data that has been processed by the author (2022)

From the results of the descriptive analysis of work supervision, a score of 1,704 was obtained which was included in the interval range 1,445-1,783, so it can be concluded that the majority of respondents stated the importance of work supervision in the "agree" category. Furthermore, the employee commitment.

Table 5. Recapitulation of Respondents to the Dimension of Employee Commitment

No	Dimension	Total	Percentage (%)
1	Affective Commitment	413	32%
2	Continuance Commitment	432	34%
3	Normative Commitment	433	34%
	Amount	1.278	100%

Source: Data that has been processed by the author (2022)

Variable obtained a score of 1,278 which is included in the interval range 1,083-1,337 so it can be concluded that the majority of respondents stated the importance of employee commitment in the "agree" category. Finally, the employee performance.

Table 6. Recapitulation of Respondents to the Dimension of Employee Performance

No	Dimension	Total	Percentage (%)
1	Work result	409	16%
2	Work knowledge	428	17%
3	initiative	415	17%
4	Mental dexterity	405	16%
5	Attitude	417	17%
6	Discipline of time and absence	429	17%
	Amount	2.503	100%

Source: Data that has been processed by the author (2022)

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Variable adds up the overall work achievement score of 2,503 which is included in the interval range 2,166-2,675 so it can be concluded that the majority of respondents stated that work achievement was in the "agree" category.

Table 7. Validity Test

Variable	Item	R Arithmetic	r Table	Description
Work Supervision (X_1)	X1.1	0.845	0.2706	Valid
	X1.2	0.822	0.2706	Valid
	X1.3	0.678	0.2706	Valid
	X1.4	0.787	0.2706	Valid
	X1.5	0.838	0.2706	Valid
	X1.6	0.587	0.2706	Valid
	X1.7	0.639	0.2706	Valid
	X1.8	0.639	0.2706	Valid
Employee Commitment (X_2)	X2.1	0.837	0.2706	Valid
	X2.2	0.764	0.2706	Valid
	X2.3	0.751	0.2706	Valid
	X2.4	0.581	0.2706	Valid
	X2.5	0.772	0.2706	Valid
	X2.6	0.816	0.2706	Valid
Work Achievement (Y)	Y.1	0.777	0.2706	Valid
	Y.2	0.884	0.2706	Valid
	Y.3	0.651	0.2706	Valid
	Y.4	0.632	0.2706	Valid
	Y.5	0.803	0.2706	Valid
	Y.6	0.774	0.2706	Valid
	Y.7	0.730	0.2706	Valid
	Y.8	0.735	0.2706	Valid
	Y.9	0.703	0.2706	Valid
	Y.10	0.650	0.2706	Valid
	Y.11	0.647	0.2706	Valid
	Y.12	0.784	0.2706	Valid

Source*: Data that has been processed by the author (2022)

The table 7 above shows the results of testing the validity of each statement item for the variables of Work Supervision, Employee Commitment, and Work Achievement for 26 instruments using the SPSS program stating that the statement items can be used. This can be seen from the r_{count} which is greater than the r_{table} ($r_{count} > r_{table}$) so that all statement instruments are declared valid and feasible to use. In addition to the validity test, a reliability test was also carried out on all samples, totaling 53 respondents. The technique for testing the reliability of the instrument is by using Cronbach's alpha method where the variables can be seen from the alpha and r table values. If the Cronbach alpha value > r_{table}, the research instrument is reliable, meaning that the measuring instrument used is correct or the reliability of a variable construct is said to be good if it has a Cronbach alpha value greater than 0.60.

Table 8. Reliability Test Results

No	Variable	Cronbach's Alpha	Reliability	Description
1	Work supervision (X_1)	0.873	0.60	Reliable
2	Employee commitment (X_2)	0.847	0.60	Reliable
3	Work achievement (Y)	0.921	0.60	Reliable

Source*: Data that has been processed by the author (2022)

It can be seen that the results of the reliability test on the variables show all Cronbach's alpha values > 0.60. For the variable Work Supervision (X_1) Cronbach's alpha value is 0.873, for the Employee Commitment variable (X_2) Cronbach's alpha value is 0.847 and for the Work Achievement variable (Y) Crobach's alpha value is 0.921. This shows that all variables, namely Work Supervision (X_1), Employee Commitment (X_2), and Work Achievement (Y) have met the cut-off criteria so that it can be concluded that the entire list of statements that are dimensions of all variables is reliable or acceptable.

Furthermore, multiple linear regression tests are used to analyze the relationship between the independent variables of Work Supervision and Employee Commitment with the dependent variable, namely Job Performance.

Table 9. Multiple Linear Regression Test Results

Model		Coefficients[a]			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	2.987	4.544		.657	.514
	Work supervision	.541	.167	.357	3.239	.002
	Employee commitment	1.115	.231	.531	4.822	.000
a. Dependent Variable: work achievement						

Source*:* Data that has been processed by the author (2022)

From the table above, a constant value of 2,987 can be interpreted if Work Supervision and Employee Commitment are assumed to be zero (0), then Work Achievement is 2,987, and the regression coefficient value of the Work Supervision variable is positive namely 0.541, this can mean that every increase in Supervision Work by 1 unit will increase work achievement by 0.541, then the regression coefficient value of the Employee Commitment variable is positive, namely 1.115. This can be interpreted that for every increase in Employee Commitment by 1 unit, it will increase Work Achievement by 1.115. The multiple determination coefficient tests (R_2) are a quantity to indicate the level of strength of the relationship between the independent variables of Work Supervision (X_1) and Employee Commitment (X_2) to the dependent variable of Work Achievement (Y), namely:

Table 10. The Test Result of the Coefficient of Determination (R^2) Multiple

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
			Model Summary	
1	.814[a]	.663	.649	5.723
a. Predictors: (Constant), Employee commitment, Work Supervision				

Source*:* Data that has been processed by the author (2022)

The results from the table above show that an R2 (R square) value of 0.663 or 66.3% was obtained. This shows the contribution of the influence of the Variables of Work Supervision and Employee Commitment to Work Achievement in the employees of the Production section of PT. Multipurpose Lestari Abadi, Selensen Village, amounted to 66.3% while the remaining percentage of 33.7% was influenced by other variables that were not included in this study. Finally, the F test is used to determine the effect of Work Supervision and Employee Commitment simultaneously on employee performance.

Table 11. F-Test Result

ANOVAᵃ					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	3215.135	2	1607.567	49.082	.000ᵇ
Residual	1637.620	50	32.752		
Total	4852.755	52			
A. Dependent Variable: work achievement					
B. Predictors: (Constant), Employee commitment, Work Supervision					

Source*:* Data that has been processed by the author (2022)

It can be seen that the results of testing the hypothesis test F_{count} show that the value of F_{count} = 49.082 > Ftable = 3.18 with a significance of 0.000. Thus it can be concluded that simultaneously Work Supervision and Employee Commitment have a significant effect on Work Achievement for employees in the Production section of PT. Multiguna lestrai abadi Village Selensen.

The results of research conducted on work supervision variables on work achievement show that the work supervision variable has a t_{count} of 7.222 with a significance value of 0.000 which is less than 0.05 and a regression coefficient of 1.078. Based on the acquisition of R2 (R Square) of 0.506 or 50,6%, it means that the percentage effect of work supervision on employee performance is 50,6%, while the remaining 49,4% is influenced by other variables not included in this regression model. This means that it is proven that work supervision has a positive and significant effect on employee performance. So the first hypothesis in this study can be accepted, that is, there is an influence of Work Supervision on Work Achievement in Employees of the Production Section of PT. Multiguna Lestari Abadi, Selensen Village, Indragiri Hilir. This research is in line with the theory put forward by Schermerhorn opinion in Indah et al. (2021) which explains that "supervision is a process in determining performance measurements or work achievements and taking actions that can support the achievement of the expected results according to the specified performance". Thus, if the performance is achieved, the employee will automatically achieve work achievement as well. Employee performance is not a coincidence, but many influencing factors, including enforced supervision and discipline. work achievement will be achieved if it is preceded by carrying out the assigned tasks by the rules and consequences. On this basis, it can be explained that the implementation of supervision carried out can increase high work performance. The results of this study are also in line with previous research conducted by Azhari et al. (2021) with the title "The Influence of Supervision, Work Environment, Work Facilities on Work Achievement of Employees of the Food and Agriculture Service of the City of Tanjungbalai" the results showed that the variable of Supervision has a positive effect on Achievement Employee Work at the Food and Agriculture Service of the City of Tanjung Balai.

The results of research conducted on the variable employee commitment to employee performance show that the variable employee commitment has a t value of 8.597 with a significance value of 0.000 which is less than 0.05 and a regression coefficient of 1.615. Based on the acquisition of R2 (R Square) of 0.592 or 59,2%, it means that the percentage effect of employee commitment on work achievement is 59,2%, while the remaining 40,8% is influenced by other variables not included in this regression model. This means that it is proven that employee commitment has a positive and significant effect on employee performance. So the second hypothesis in this study can be accepted, namely that there is an effect of employee commitment on work achievement for employees in the production division of PT. Multiguna Lestari Abadi,

Selensen Village, Indragiri Hilir. Research is in line with the theory put forward by (Riski et al., 2019) Commitment to the organization will show positive attitudes and behavior towards the institution. Employees will have the soul to continue to defend their organization, try to improve performance, and have definite beliefs to help achieve organizational goals. And with an increase in presence, employee satisfaction in the organization, involvement in work, and increased effort and awareness of the abilities that exist in him, it will be more encouraging in achieving high work performance. The results of this study are also in line with previous research conducted by Lumbanbatu et al. (2021) with the title "The Influence of Work Supervision, Employee Commitment and Communication on Employee Performance at PT. BPR Pijer Podi Kelengan Simpang Pos Medan" the results of the research can it can be concluded that the variable Employee Commitment has a positive effect on the work achievement of employees of PT. BPR Pijer Podi Kelengan Simpang Pos Medan.

From the simultaneous test results obtained an F_{count} of 49.082 with a significant value of 0.000 less than 0.05. This means that it is proven that the implementation of Work Supervision and Employee Commitment has a simultaneous effect on employee performance. Based on the acquisition of R2 (R Square) of 0.663 or 66.3%. This shows that the percentage of the influence of Work Supervision and Employee Commitment variables on employee performance is 66.3%, while the remaining percentage of 33.7% is obtained by other variables not included in this study. This means that it is proven that the implementation of Work Supervision and Employee Commitment affects employee performance simultaneously. So that The third hypothesis in this study can be accepted, namely that there is an influence of Work Supervision and Employee Commitment on work achievement in the Employees of the Production Department of PT. Multiguna Lestari Abadi, Selensen Village, Indragiri Hilir. The results of this study support previous research that was conducted by (Efendi, 2021) with the title "The Influence of Supervision, Work Discipline and Employee Commitment on Employee Performance at PT. Suraco Jaya Abadi Motor Masamba Branch" The results showed that the variables of Supervision and employee commitment had an effect significantly and simultaneously on Employee Performance at PT. Suraco Jaya Abadi Motor Masamba Branch.

CONCLUSION

Based on the results of data analysis, hypothesis testing, and discussion it can be concluded that there is a positive and significant influence of work supervision on employee performance and a positive and significant influence between employee commitment to employee performance of PT. Multiguna Lestari Abadi, Selensen Village, Indragiri Hilir and it is proven that the implementation of Work Supervision and Employee Commitment affects employee performance simultaneously. So it can be concluded that with the existence of work supervision of employees and good employee commitment, it will be able to increase employee performance in the Production Department of PT. Multiguna Lestari Abadi, Selensen Village, Indragiri Hilir.

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