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## Analysis of Management Behavior on Employee Performance Employee Performance at PT Abcd

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**Abstract:** This research will analyze the relationship between management behavior and employee performance at PT ABCD. This study aims to understand how management behaviors, such as leadership, motivation, and communication, affect employee performance. The purpose in this study is to analyze management behavior on employee performance at PT ABCD. This research uses a qualitative descriptive method with primary data sources through data collection techniques of interviews, observation and documentation. The results in this study indicate that the research conducted an analysis of management behavior at PT Abcd is appropriate or good. Judging from the performance of human resources section, all of which have been systemized and measured clearly and in detail at PT Abcd. clear and detailed at PT Abcd, management behavior analysis in measuring employee performance has a good role in measuring employee performance. measurement of employee performance has a good role in realizing conducive work situation and the implementation of a good and healthy corporate governance system. good and healthy corporate governance system. And is expected to provide useful insight for management of PT ABCD in improving employee performance through improved management behavior. management behavior.

**Keyword:** Management Behavior Analysis, Employee Performance, Behavior Management.

### INTRODUCTION

Every company that exists in an increasingly advanced business era, both companies engaged in services, trade, and industry, will compete with each other in order to maintain the business being run so that it continues to move forward and not lose competitiveness. In this case, companies that pay attention to their business well will also pay attention to the Human Resources owned by the company. Human Resources or HR is the main driver of the activities of a company. This is what makes human resources an important concern of the company in the successful running of the business owned by the company. According to Hasibuan, defining Human Resources (HR) management is the science and art of regulating the relationship and role of labor to effectively and efficiently help realize the goals of the

company, employees, and society. The success of a company in running its business is determined by the performance of its employees. A company can be said to be good at running its business if the company is able to empower its human resources or employees effectively. With the existence of performance measurement, the company can find out the performance of all employees owned by the company.

According to Fahmi, "the benefits obtained from this performance appraisal are mainly a guideline in taking evaluation actions for the formation of the organization in accordance with the expectations of various parties, namely both management and company commissioners." The optimization of a company in performance measurement can have a positive impact on the progress of the company. Besides that, management behavior can help performance measurement to obtain more optimal results.

In this performance measurement, it plays an important role, especially management behavior in the control aspect. In the control aspect, there are important components that can be applied in performance measurement, namely communication and information components. According to Ompusunggu and Solomon, controlling is one of the management functions of an organization. management function that is carried out to ensure that the organization is still running in the the right direction in accordance with organizational goals.

At PT Abcd, it is a company that produces logal trophies and door handles or pulls, in measuring this performance, the company applies management behavior control aspects, especially in the communication and information component. With good service, of course, it can increase company revenue, with increased revenue it can guarantee the company's activities.

PT Abcd operates in a dynamic and competitive business environment where organizational performance plays a critical role in sustaining growth and maintaining competitive advantage. In recent years, PT Abcd has expanded beyond traditional financial measures to include behavioral aspects that influence individual and organizational performance. Management behavior examines how psychological and social factors influence the decision-making process, efficiency and success of entire organizations. Understanding these behavioral aspects can provide valuable insights to improve performance and achieve strategic goals. By integrating management behavior into its management strategy, PT Abcd aims to create a work environment that encourages positive behavior, increases employee motivation, and improves overall organizational performance. This approach recognizes that employees are not just resources, but individuals with unique skills, motivations, and behaviors that can have a significant impact on the company's success.

Therefore, analysis of management behavior is very important in supporting employee performance at PT Abcd which aims for company success. Based on the background above, the formulation of this research problem is: How is the analysis of management behavior on employee performance at PT Abcd. The purpose of this study was to determine and analyze the analysis of management behavior on employee performance at PT Abcd.

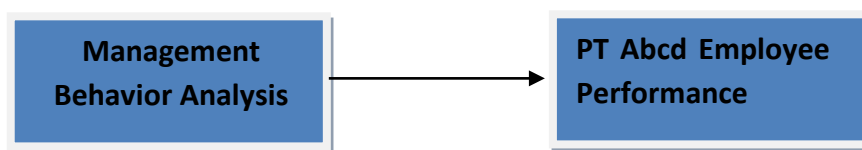
## **METHOD**

### **Research Type and Object Overview**

The type of research used in this research is descriptive research using a qualitative approach. Qualitative approach is one that uses data in the form of written or oral sentences, behavior, phenomena, events, knowledge, and objects of study observed by the research.

In this study, researchers tried to describe a clear picture of the phenomena that occurred in the analysis of management behavior on employee performance at PT Abcd. Therefore, this research is a depiction of a phenomenon, so it is also considered phenomenological research which refers to Moelong's opinion, which states that qualitative research is research that uses research that uses a variety of methods. states that qualitative

research is research that uses naturalistic approach to seek and find understanding or understanding of phenomena in a setting that has understanding of phenomena in a special contextualized setting.



### Data Collection Technique

The data sources used in this study are primary data and secondary data, according to Sugiyono, primary data is a data source that directly provides data to data collectors. Primary data can be obtained from interviews or documentation directly to informants who are related to the source of the problem that is happening. In this study, informants who are related to the source of the problem that is happening. In this study, the informants concerned are the company owner and employees at PT Abcd.

According to Sugiyono, secondary data is a data source that does not directly provide data to data collectors such as books related to research. as for the data collection techniques used to support this research using interviews and documentation. According to Sugiyono, an interview is a meeting of two people to exchange information and ideas through questions and answers so that meaning can be constructed in a certain topic. while documentation is a record of events that have already taken place.

### Data Analysis Technique

In this study, the data technique used is descriptive analysis, which is a method of discussing problems that use, describe and compare one data or situation and describe and explain a situation so that conclusions can be drawn. Data analysis is the process of selecting, sorting, discarding and classifying data to be able to answer two main problems, namely about what problems exist in this data and to what extent this data helps the problem.

## RESULTS AND DISCUSSION

### Description of the Research Area

PT Abcd is a distributor of jackets and bags processing from raw materials into finished products that are usually marketed to a tournament, competition, etc. The entrepreneur markets products through the marketplace because it is easier to access and reach. PT Abcd is located in Banyumas City. Where PT Abcd has the following vision and mission:

#### A. Vision

The vision of Abcd is as follows:

- Provide the best quality products
- Competitive price
- Customer satisfaction with products and services

#### B. Mission

The mission of Abcd is as follows:

- Highly sensitive to market and customer orientation
- Sell quality and high quality products
- Improve service and quality
- Expanding and adding customers

## Analysis and Discussion

Based on this research, it provides significant results regarding the analysis of management behavior on employee performance at PT Abcd. In determining management behavior, namely in determining work, it is adjusted to the vision and mission of PT Abcd. This emphasizes that the company's vision and mission are applied as standards in the implementation of employee work results.

Employees are involved in measuring performance at work by PT Abcd, namely to always be involved in measuring performance in the company. Analysis of management behavior towards employee performance at PT Abcd always approaches employees, such as provide motivation so that employees are more active in working happily without any obligation.

Relationship analysis of management behavior in measuring employee performance at PT Abcd to be more assertive towards its employees. Internal control plays a very important role in achieving company goals. The internal control profession continues to develop to meet the demands of the ever-evolving business world. Internal control is an examination by the company's internal audit department of the company's financial statements and records, compliance with established management guidelines, government regulations and rules governing applicable professional relationships.

Internal control plays a very important role in achieving the set business objectives. The position of the internal control body in the company determines the degree of freedom in carrying out its duties as an auditor and affects the breadth of activities and the degree of independence in carrying out its duties as an auditor.

In its development, management information systems (SIM) and human resources (HR) are interrelated and support each other in carrying out business performance. So that the management information system cannot be separated from the human resources in charge of managerial operations. The integration between SIM and HR allows organizations to optimize the use of human resources and technology to achieve business goals.

Employees who are not based on good behavior will have a negative impact on their work. Behavioral aspects consisting of psychological and social psychological aspects, especially in employee attitudes, motivation and emotions, are one of the things that must be considered by the company. Companies that do not pay attention to these things indirectly affect their financial statements and companies in choosing employees, especially for financial management. The risk that arises is the misuse or misappropriation of data and information which can result in financial losses for the company and damage to the company's image. Personnel and equipment successfully convert data into information. This information is communicated to various decision makers. Digital and online information is increasingly used in today's systems. Organizations must prioritize these systems and consider systems and people as relevant factors when setting up their accounting systems. Management behavior cannot be separated from the human resources in charge of operating the role of company management. Although considered technically superior and supported by a high level of technical progress, errors in the placement of human resources can lead to errors in the resulting or expected output. Therefore, behavioral aspects must be considered when designing, analyzing and implementing management behavior.

Because it aims to examine how management behavior at various levels of villages, districts, and provinces in Indonesia in the company. The results of this review show that management behavior is sufficiently used in optimizing the use of human resources. With this in mind, experience in determining a policy designed must be effective, efficient and carried out in accordance with its objectives.

Employee and owner behavior is a key factor in determining the success of the company. In particular, in a growing company, employees are adjusted to their field of work

and must pay more attention to whether their behavior, especially in carrying out the assigned tasks, is in accordance with the procedures or systems implemented by the company, the company itself must pay attention and understand the role played by both and optimize the use of human resources and technology, the organization can achieve business goals and increase competitiveness in the market.

## DISCUSSION

Performance comes from the word work output which is also known as actual performance, work results or actual work performed by an employee. although there are many professional definitions or notions of performance, one definition of performance is the work done by individuals or groups of individuals in an organization in accordance with their authority and responsibility to achieve organizational goals. Not violating the law or violating morals and ethics.

Employee performance is the level of work of an employee that meets the requirements given. Employee performance can also be interpreted as the amount of work done by an employee in completing tasks in accordance with the responsibilities given.

Analysis of management behavior on employee performance at PT Abcd using the Human Resources Scorecard (HRSC). This is because the company interacts directly with other employees in the business. The company's HRSC becomes a benchmark for employee performance. employee performance through this management behavior analysis, the company specifically in order to be able to control communication and information elements.

The Human Resources Scorecard (HRSC) provides an important step in managing human resources strategy. HRSC is a type of human resources measurement that describes in detail the role of human resources that have been considered intangible and measures the extent to which they play a role in achieving the company's vision, mission and strategy.

## CONCLUSIONS AND SUGGESTIONS

### Conclusions

Based on the research that has been done, the researcher is able to draw conclusions about the analysis of management behavior on employee performance at PT Abcd is appropriate or good. Through the managerial and employee performance of PT Abcd, it is hoped that it can be measured systematically, clearly and in detail. When implementing management behavior at PT Abcd plays an important role in achieving a pleasant work environment. important in achieving a pleasant work environment and implementing a good and healthy corporate governance system.

### Suggestions

The advice given by the researcher to PT Abcd is to continue to implement behavioral acumen practices, integrate them into management strategies and include employees in training and development to improve understanding and analysis of behavioral management principles. This way the company can improve its performance and better achieve its long-term goals.

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