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The Effect of Coordination and Employee Spirit on Employee Work Productivity at The Indonesian National Army Health Education Center Army

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Abstract: The aim of this study is the influence of individual characteristics on work productivity, the influence of work enthusiasm on employee work productivity and to determine the influence of coordination and work enthusiasm simultaneously on employee work productivity at the Indonesian Army Health Education Center. The calculated t value for Coordination (X_1) is 5.726, the t_{table} value for $N = 50$ is 2.009. So $5.726 > 2.009$, then H_0 is rejected and H_a is accepted, that Coordination (X_1) has a significant effect on Work Productivity (Y), the calculated t_{value} Work enthusiasm (X_2) is 7.761, the t_{table} value for $N = 50$ is 2.009. So $7.761 > 2.009$, then H_0 is rejected and H_a is accepted, it can be partially that Work enthusiasm (X_2) has an effect on Work Productivity (Y). test ANOVA is 317,608 While F table ($\alpha 0.05$) for $N = 50$ is 2.79. So $F_{count} >$ from F_{table} ($\alpha 0.05$) or $317,608 > 2.79$ that Coordination (X_1) and Work Spirit (X_2) together influence Work Productivity (Y). Adjusted R Square (R^2) value is 0.931. This shows that 93.1% of Coordination (X_1) and Work Spirit (X_2) simultaneously influence Employee Work Productivity (Y) while the remaining 6.9% is influenced by other factors not studied.

Keyword: Coordination, Employee Spirit, Employee Work Productivity.

INTRODUCTION

Human resources (HR) are a strategic factor in every organization, including military organizations such as the Indonesian Army (TNI AD). In a military work environment, the effectiveness and efficiency of task execution are determined not only by technological sophistication and completeness of facilities, but also by the quality of coordination between divisions. and 3 of each soldier and employee involved in it.

One of the key institutions under the Indonesian Army (TNI AD) that has significant responsibility for developing military health human resources is the Indonesian Army Health

Education Center (Pusdikkes TNI AD). Pusdikkes TNI AD functions to provide education, training, and development of military health personnel to support the TNI AD's operational tasks in maintaining and improving the health of soldiers.

The Indonesian Army Health Education Center (Pusdikkes TNI AD) is a civil service educational institution under the command of the Indonesian Army Health Development Command (Kodiklat TNI AD), tasked with providing education and training for military health personnel, such as military doctors, field nurses, paramedics, and health administration personnel. Through its education and training activities, the Indonesian Army Health Center (Pusdikkes TNI AD) is expected to produce health personnel who are not only technically skilled but also possess a fighting spirit, discipline, and high loyalty to the Indonesian Army and the Unitary State of the Republic of Indonesia.

Good coordination can create a harmonious work environment, facilitate the flow of information, and enhance cooperation between employees. Meanwhile, high work morale fosters a sense of responsibility and dedication to tasks. The combination of these two factors is believed to significantly increase employee productivity. Previous research supports this view. For example, Prawirosentono (2018) stated that coordination and work morale positively influence productivity because they both encourage efficiency and collaboration. Rivai (2019) also emphasized that work morale serves as the primary driving force in improving employee performance and productivity.

Thus, the weak coordination and declining work morale of employees in the Indonesian Army Health Education Center (Pusdikkes TNI AD) are important issues that need to be studied more deeply scientifically. Within the framework of human resource management in the military environment, work effectiveness and productivity are not only measured by the quantity of results, but also by timeliness, quality of performance, discipline, and synergy between departments. Therefore, understanding how coordination and work morale affect employee productivity is very important to be used as a basis for formulating employee development strategies in the Indonesian Army Health Education Center (Pusdikkes TNI AD). This study was conducted to analyze the influence of coordination and work morale on the work productivity of Indonesian Army Health Education Center employees, both partially and simultaneously, and to provide recommendations for performance improvement policies based on strengthening internal coordination and fostering employee work morale.

METHOD

Types of research

This research uses a quantitative approach. A quantitative approach emphasizes the meaning, reasoning, and definition of a particular situation (in a specific context), focusing more on aspects related to everyday life. A qualitative approach, furthermore, emphasizes the process over the end result; therefore, the sequence of activities can vary depending on the conditions and the number of symptoms encountered.

Sample population

Definition of population according to Sugiyono (2019) is a generalization area consisting of objects or subjects that have certain characteristics determined by the researcher to be studied and then conclusions drawn. Meanwhile, a sample is a small part of a population, so the population in this study is 50 personnel of the Indonesian Army Health Education Center. In this study, the sampling technique used was saturated sampling (census). According to Sugiyono (2017), the saturated sampling technique is a sample determination technique when all members of the population are used as samples of 50 Indonesian Army Health Education Centers.

Method of collecting data

In accordance with the quantitative research approach and the data sources to be used, the data collection techniques used are observational analysis and questionnaires. Collecting data in research activities requires specific methods or techniques to ensure the research process runs smoothly. This relates to the data collection process.

To support theoretical or conceptual ideas regarding the variables or conceptual regarding the variables of this research, the author uses library research techniques, which in this case are supported by data collection tools through textbooks or literature which are used as study material in this research.

Meanwhile, observation, namely data collection carried out by the author in the form of direct observation of the object being studied, namely the influence of coordination and work discipline. together on the effectiveness of the work of members of the Indonesian National Police's Propam Division:

1. Questionnaire

The questionnaire was given to respondents to determine the influence of coordination (X_1), employee work enthusiasm (X_2), and work productivity (Y).

Assessment of a series of research questionnaire statements that have been answered by respondents using the following research norms:

A question is positive if the answer is:

- a) Strongly Agree Score 5
- b) Agree Score 4
- c) Quite Agree Score 3
- d) Disagree Score 2
- e) Strongly Disagree Score 1

Likert scale. The Likert scale is used to measure an individual's or group's attitudes, opinions, and perceptions about social events or phenomena. In this research, these social phenomena have been specifically defined by the researcher, and are hereinafter referred to as research variables.

2. Research Instruments

Instrument research on coordination variables (X_1), employee work enthusiasm (X_2), and work productivity (Y) is a questionnaire with a Likert scoring model filled out by respondents on the distributed questionnaire. The Likert scale consists of 5 (five) scales, namely Strongly Agree (SS), Agree (S), Quite Agree (CS), Disagree (TS) and Strongly Disagree (STS).

Analysis Method

The analysis technique used in this study was quantitative analysis using statistics. Furthermore, to obtain and expedite data input, statistical software was used to support this research. The software used to support this research was SPSS (Statistical Product and Service Solutions) version 29. In SPSS, raw data that had been processed into numbers was input into SPSS, making it easier for the author to conduct this research.

Validity Testing

The basis for decision making in validity testing is as follows:

- a) If the r value is positive and the $r_{\text{result}} > r_{\text{table}}$, then the item or variable is valid.
- b) If the r value is negative and $r_{\text{result}} < r_{\text{table}}$ or r result is negative $> r_{\text{table}}$ then the item or variable is invalid.

A questionnaire is declared valid if the r value obtained from the calculation results (r_{xy}) is greater than the table r value (5%).

Instrument Reliability Test

According to Arikunto (2020), reliability refers to the degree to which an instrument is sufficiently reliable to be used using the Cronbach's Alpha formula. The basis for decision making in the reliability test in this study is as follows:

- a) If the r alpha value is positive and $r\ \alpha > r\ \text{table}$, then the item or variable is reliable.
- b) If the r alpha value is negative and $r\ \alpha < r\ \text{table}$ or $r\ \alpha$ is negative $> r\ \text{table}$, then the item or variable is not reliable.

Multiple Regression Analysis

Sugiyono (2019) proposed multiple linear regression analysis used to make predictions, how the value of a variable changes dependent if the value of the independent variable is increased or decreased. This analysis is used by involving two or more independent variables between the dependent variable (Y) and the independent variables (X_1 and X_2), This method is used to determine the strength of the influence between several factors. independent variables simultaneously with the dependent variable.

$$\mu_{Y/X_1, X_2, \dots, X_n} = A + B_1X_1 + B_2X_2 + \dots + B_nX_n$$

Technique used in this study was multiple linear regression. The analysis was conducted computerized using the computer program Statistical Product and Service Solutions (SPSS) Version 29 for Windows.

Coefficient of Determination

The definition of the coefficient of determination according to Supangat (2018) is: "The coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percentage (showing how much percentage of the diversity of y can be explained by the diversity of x), or in other words how much x can contribute to y."

Kuncoro (2021), according to him, the coefficient essentially measures the extent to which a model is able to explain variations in the dependent variable. The value of the coefficient of determination is between zero (0) and one (1). A small r^2 value means that the ability of the independent variables to explain the variable's variation is very limited. If the value is close to one, it means that the independent variables provide almost all the information needed to predict variations in the dependent variable.

The magnitude of the relationship between the variables " X_1 " and " X_2 " with the variable " Y " can be determined by using the coefficient of determination analysis, which is obtained by squaring the correlation coefficient. Based on the definition above, the coefficient of determination is part of the total diversity of the dependent variable that can be calculated by the diversity of the independent variable calculated with the coefficient of determination with the basic assumption that other factors outside the variable are considered fixed or constant. To determine the value of the coefficient of determination, it can be calculated using the formula:

$$K_d = r^2 \times 100\%$$

Information:

- Kd = Value of coefficient of determination
- r = Correlation coefficient value

Hypothesis

The calculations or analysis in this study utilize the SPSS computer program for Windows 29.0. The test statistics used are:

a. t-test

To determine the influence of the independent variable individually (partially) on the dependent variable, the decision is to use a partial test (t-test) with the test decision being:

- 1) H_0 is accepted if $t_{count} < t_{table}$.
- 2) H_0 is rejected if $t_{count} > t_{table}$.

b. F test

The F test statistic is used to determine simultaneously (multiple) the influence between coordination (X_1) and employee work enthusiasm (X_2), and work productivity (Y), with the test result being:

- 1) H_0 is accepted if $F_{count} < F_{table}$.
- 2) H_0 is rejected if $F_{count} > F_{table}$.

RESULTS AND DISCUSSION

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that the researcher has conducted, becomes the average value of coordination (X_1), employee work enthusiasm (X_2), and work productivity (Y) and analyzed using parametric statistics with the program SPSS Release 29.00 For Windows, namely to find out whether each variable studied has a positive influence on work productivity or vice versa. The data was analyzed using the regression analysis command (option) found on the SPSS main menu. The values in each SPSS output are described as follows:

a. Multiple Linear Regression Test

Table 1. Results of the Regression Equation Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,460	1,849		1,871	,068
Coordination (X_1)	,437	,076	,425	5,726	,000
Work enthusiasm (X_2)	,568	,073	,576	7,761	,000

a. Dependent Variable: Employee Work Productivity (Y)

a. Hypothesis Testing

1) t test

a) The Influence of Coordination (X_1) on Employee Work Productivity (Y)
 The coefficients table above, the calculated t value for the Coordination variable (X_1) is 5.726 while the t table value for N = 50 is 2.009. So $5.726 > 2.009$, then H_0 is rejected and H_a is accepted, it can be stated that Coordination (X_1) has a significant effect on Employee Work Productivity (Y).

b) The Influence of Work Spirit (X_2) on Employee Work Productivity (Y)
 Based on the table coefficients above, the calculated t value for the Work Spirit variable (X_2) is 7.761, while the t table value for N = 50 is 2.009. So $7.761 > 2.009$, then H_0 is rejected and H_a is accepted, it can be concluded that partially the Work Spirit variable (X_2) has an effect on Employee Work Productivity (Y).

2) F test

From the analysis results in the table below above is the test ANOVA obtained a calculated F value of 317.608. Meanwhile, the F table ($\alpha 0.05$) for N = 50 was 2.79. So the calculated $F >$ from the F table ($\alpha 0.05$) or $317.608 > 2.79$ with a significance level of 0.000 because $0.000 < 0.05$, it can be said that Coordination (X_1) and Work Spirit (X_2) together have a positive influence on Employee Work Productivity (Y).

b. Coefficient of Determination

The results of the R value (large) show that the combined relationship between the two independent variables X_1 and X_2 on the dependent variable Y is 0.931. This shows that 93.1% of Coordination (X_1) and Work Spirit (X_2) simultaneously influence Employee Work Productivity (Y) while the remaining 6.9% is influenced by other factors not examined in this study.

CONCLUSION

1. Coordination (X_1) has a significant effect on Employee Work Productivity (Y). The partial test results show that the calculated t value is greater than the t table at a significance level of 0.05, so the alternative hypothesis is accepted .
2. Work Spirit (X_2) has a significant effect on Employee Work Productivity (Y). The results of the partial test show that work spirit has a positive and significant effect on work productivity .
3. Coordination (X_1) and Work Morale (X_2) simultaneously have a positive and significant effect on Employee Work Productivity (Y). The results of the simultaneous test (ANOVA) show that the calculated F value is much greater than the F table with a significance level below 0.05. The Adjusted R Square value of 0.931 indicates that 93.1% of the variation in Employee Work Productivity is can be explained simultaneously by the Coordination and Work Morale variables. Meanwhile, the remaining 6.9% is influenced by other factors not examined in this study, such as leadership, compensation, work environment, organizational culture, and employee competence.

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