

## **THE INFLUENCE OF SKILLS AND CREATIVITY ON EMPLOYEE PERFORMANCE AT PT. PERKEBUNAN NUSANTARA II SEI SEMAYANG GARDEN**

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### **ABSTRACT**

The purpose of this research is to determine and analyze the influence of skills on employee performance, to determine and analyze the influence of creativity on employee performance and to determine and analyze the influence of skills and creativity on employee performance at PTP Nusantara II Kebun Sei Semayang . The research approach used in this research is a quantitative approach. The population and sample in this study were the number of employees at PT. Perkebunan Nusantara II Kebun Sei Semayang numbered 79 people. The data collection technique in this research uses a questionnaire technique. Data analysis techniques in this research use classical assumption tests, multiple linear regression, hypothesis testing (t test and F test) and coefficient of determination and path analysis. Data processing in this research used the SPSS ( Statistical Package for the Social Scientists ) software program version 23.00. The research results show that skills have a positive and significant effect on employee performance, creativity has a positive and significant effect on employee performance and skills and creativity have a positive and significant effect on employee performance at PT. Perkebunan Nusantara II Sei Semayang Gardens.

**Keywords: Skills, Creativity, Employee Performance**

### **INTRODUCTION**

The success of an organization in maintaining its survival is largely determined by the achievement of organizational performance. Achievement or performance is closely related to the results obtained by an organization after making certain sacrifices, such as spending a certain amount of budget to pay for the quality possessed by employees. Achievement or success in achieving goals will encourage organizations to have strengths that can enable them to survive amidst the current intense competition. Human resource problems are a challenge for company management because the success of management depends on the quality of human resources. Employee performance is one of the factors that influences the company's level of success. Performance is the work result that can be achieved by a person or group of people in a company both quantitatively and qualitatively, in accordance with their respective authority and duties, in an effort to achieve the goals of the company in question legally, without violating the law and in accordance with morals or ethics ( Moeheriono, 2015:96-97). If the work environment is created well, either with leaders, fellow employees, or with the objects around them, then the work environment will feel comfortable and their performance will also increase. If the individuals in the company, namely its human resources, can run effectively,

the company will still run effectively. In other words, the continuity of a company is determined by the performance of its employees. Employee performance itself is influenced by several factors, namely: work skills, creativity, work experience, work environment and other factors. The success or failure of a company in maintaining the company's existence starts with the people themselves in maintaining the company in increasing maximum effectiveness and efficiency. Performance is a description of the level of achievement of an activity program or policy in realizing an organization's goals, objectives, vision and mission as outlined through an organization's strategic planning. Performance can be known and measured if an individual or group of employees has criteria or benchmark success standards that have been set by the organization. Therefore, without goals and targets set in measurement, it is impossible to know a person's performance or organizational performance if there is no benchmark for success. Employee performance is the result of work in terms of quality and quantity achieved by an employee in carrying out their duties in accordance with their responsibilities. Performance is a function of motivation and ability. Employee performance is very important in the company's efforts to achieve its goals. Higher performance implies an increase in efficiency, effectiveness, or higher quality of completing a series of tasks assigned to an employee in an organization or company. This is supported by the opinions of Reza, Haikal Fahrul and Setiawan, Heru (2022), Subekti., I Ketut Surabagiarta and Sutama Wisnu Dyatmika (2019), who state that skills and creativity influence performance simultaneously or together.

To improve employee performance, one of them is skills. Skills are defined as the skills to recognize and respond appropriately to the feelings, attitudes and behavior, motivations and desires of other people. How we are able to build harmonious relationships by understanding and responding to humans or other people is part of interpersonal skills (Pusdiklatwas, 2017). To build relationships with other people, we must first master the abilities and skills in getting to know ourselves, then then the skills in getting to know other people. Our ability to build relationships with other people is an important factor in building an atmosphere. In the world of work and business, high interpersonal skills will bring success at work which will later influence performance. In the banking world, where employees have a lot of contact with customers, work partners, colleagues and leaders, good communication skills are very necessary in establishing cooperation. This is supported by the opinion of Tolo, Indri. Sepang, Jantje L. and Dotulong, Lucky OH (2016), Marlina, Neni (2018) which states that skills can improve employee performance. Apart from skills, creativity is one of the things that is important and valuable for the survival of a company. To survive and be successful, companies must be able to turn creativity into innovation through research and development activities, because innovation does not happen by itself but must be supported and managed so that it develops. so creative people are needed. Although creativity and innovation are highly valued in many companies, this is not always communicated to employees. Companies often do not even provide space for their workers to be creative and innovate. This is supported by the opinions of Wibowo , Agus Styoro Cahyo (2013) and Dani , Aditia Rachman and Mujanah , Siti (2021), Muhti et al (2017), Lakoy (2015) , Lengkey et al (2021) state that creativity improves employee performance.

**LITERATURE REVIEW****The Influence of Skills on Employee Performance**

Skills here include technical skills , human skills , conceptual skills , such as the ability to take advantage of opportunities, accuracy, and use of equipment owned by the company to achieve goals. So, skills are the ability to carry out a certain task both physically and mentally (Soetjipto, 2018:87). Based on the research results, it was concluded that there was Tolo , Indri. Sepang, Jantje L. and Dotulong , Lucky OH (2016), Marlina, Neni (2018) positive relationship between skills and employee performance.

**The Influence of Creativity on Employee Performance**

Creativity is not just luck but is conscious hard work. Failure for creative people is only a confounding variable for success. Creative people use the knowledge we all have and make leaps and bounds, they see things in new ways. Creativity enables new discoveries in the fields of science and technology, as well as in all fields of human endeavor. One of the main conceptual obstacles to the study of creativity is the understanding of creativity as a trait that is inherited/inherited by people who are extraordinarily talented or genius, creativity, besides being meaningful both for self-development and for the development of society, is also one of the basic human needs, namely the need for realization. self as one of the highest needs for humans. One of the keys to increasing competitiveness in a company is to encourage the pace of innovation in a company so that it can compete, both at the local, national and global levels. But this theoretical statement is not easy to apply at the empirical level. Innovation is not something simple and also not something that can be obtained easily by every organization which has the same symptoms, namely low competitiveness. Based on the research results of Wibowo, Agus Styoro Cahyo (2013), Dani, Aditia Rachman and Mujanah, Siti (2021) who concluded that there is a positive relationship between creativity and employee performance.

**The Influence of Skills and Creativity on Employee Performance**

Skills here include technical skills, human skills, conceptual skills, such as the ability to take advantage of opportunities, accuracy, use of equipment owned by the company to achieve goals. So, skills are the ability to carry out a certain task both physically and mentally (Soetjipto, 2018:87). Based on the research results of Reza, Haikal Fahrul and Setiawan, Heru (2022) concluded that there is a positive relationship between skills and creativity on employee performance.

**METHOD**

This research was conducted using a quantitative research design. The survey instrument is a self-completed questionnaire consisting of three parts of each variable. Using a five-point Likert scale, all items were rated from 1 (strongly disagree) to 5 (strongly agree). Perception constructs from as suggested by previous research. The research sample was all employees in the production section of PTP Nusantara II Kebun Sei Semayang totaling 79 people. Data collection was carried out by distributing survey questionnaires to employees. Data was collected through an online survey distributed on social media channels. Cluster analysis was carried out to group participants into groups based on age, education, marital

status, employee status. Then it is represented in a path diagram and estimated using the PLS Structural Equation Modeling (SEM) technique.

## RESULTS AND DISCUSSION

### Validity test

The validity test is carried out to measure whether the data obtained after the research is valid data with the measuring instrument used (questionnaire). Validity and reliability testing in this research uses the help of Statistical Package and Social Science (SPSS) software, as follows:

**Table 1. Validity Test Results**

<b>Item-Total Statistics</b>				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	24.4051	24,552	,581	,883
VAR00002	24.5063	23,484	,649	,875
VAR00003	24.4177	23,554	,604	,881
VAR00004	24.5570	21,199	,803	,855
VAR00005	24.5696	22,530	,794	,859
VAR00006	24.6076	22,139	,658	,876
VAR00007	24.5823	22,990	,692	,870

Source: Processed data, 2023.

In Table I, it can be seen that the correlation between each indicator/item for the skill, creativity and employee performance variables is  $n = 79$  with a confidence level of 95% (0.201). So it can be concluded that each indicator/question item in this research variable is valid.

### Reliability Test Results

Reliability tests are used to measure whether respondents' answers to statements in the questionnaire are consistent or stable over time. In this study, the reliability test was carried out using the Cronbach's Alpha statistical test . According to Nunnaly (2014 ) , a variable or construct is said to be reliable if the Cronbach's Alpha value for each variable is  $> 0.60$  (Ghozali, 2013). In the following table, the results of the reliability test are presented.

**Table 2. Reliability Test Results**

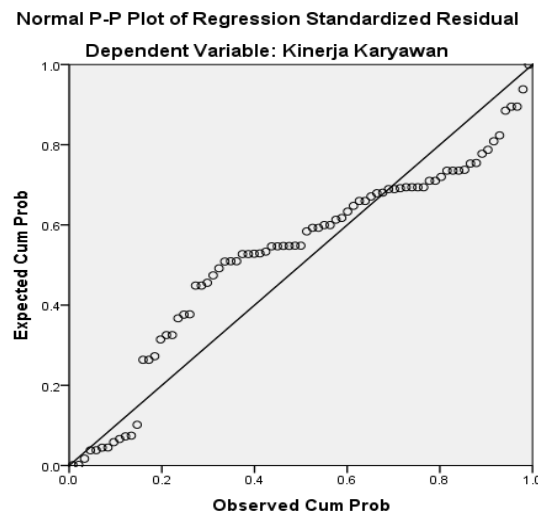
<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
,888	7

Source: Processed data, 2023.

Table 2 shows that the Cronbach's Alpha value is  $> 0.60$  for each variable in this study. This means that the variables of skill, creativity and employee performance are reliable.

**Classic assumption test**
**Data Normality Testing**

The normality test aims to test whether in the regression model, the dependent variable and independent variables have a normal distribution. Normality testing in this research was carried out by means of graphic analysis .



Source: Processed data, 2023.

From the graphic image above, it can be seen that the points are spread around the line and follow the diagonal line, so the residual value is normal. Apart from using graphs, the data normality test also uses a histogram test which can be seen in the following histogram.

**Multicollinearity Testing**
**Table 3. Multicholine ea rity Test Results**

Coefficients <sup>a</sup>							
Model	Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
	B	Std. Error	Beta	t	Sig.	Toleranc e	VIF
1 (Constant)	-1,194	3,724		-.321	,749		
Skills	,727	,084	,683	8,636	,000	,994	1,006
Creativity	,264	,105	,199	2,510	,014	,994	1,006

a. Dependent Variable: Employee performance

Source: Processed data, 2023.

In Table 3 , the results of the multicollinearity test above, the results of the tolerance value calculation show that there are no independent variables that have a tolerance value of less than 0.1. The results of calculating the VIF value also show the same thing, there is not one independent variable that has a VIF value of more than 10. So it can be concluded that there is no multicollinearity between the independent variables in the regression model.

**Multiple Linear Regression Analysis**

Based on the calculation of multiple linear regression analysis carried out through statistics, the following results were obtained:

**Table 4. Multiple Linear Regression Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-1,194	3,724		-.321	,749
Skills	,727	,084	,683	8,636	,000
Creativity	,264	.105	,199	2,510	.014

a. Dependent Variable: Employee Performance

Source: Processed data, 2023.

Based on the SPSS output above, the following regression equation is obtained:  $Y = -1.194 + 0.135X_1 + 0.001X_2 + e$ .

The model shows the meaning that: 1) . Constant = -1.194. If the variables of skill and creativity are assumed to remain constant, employee performance will decrease by -1.194. 2) . Skill Coefficient  $X_1$  The skill coefficient value is 0.727 . States that every 1 unit increase in skills will be followed by an increase in employee performance of 0.727 units . 3) . Creativity Coefficient  $X_2$  The creativity coefficient value is 0.264 . States that every 1 unit increase in creativity will be followed by an increase in employee performance of 0.264 units .

**Test (t Test)**

In these coefficients, the partial influence of skills and creativity on employee performance can be seen,

**Table 5 . t Test Results Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-1,194	3,724		-.321	,749
Skills	,727	,084	,683	8,636	,000
Creativity	,264	.105	,199	2,510	.014

a. Dependent Variable: Employee Performance

Source: Processed data, 2023.

The t-calculated value for  $X_1 > t$ -table ( 8.636 > 1.991) and Sig value. (0.000 < 0.05) , then  $H_0$  is rejected and  $H_a$  is accepted. This shows that partially there is a positive and significant effect of skills on employee performance at PT. Perkebunan Nusantara II Sei Semayang Gardens .



**Simultaneous Test (F Test)**

Simultaneous tests are used to determine the influence of the independent variables skills and creativity on the dependent variable employee performance together. Based on testing with SPSS version 23, the ANOVA output is obtained in the following table:

**Table 6. F Test Results**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1428,350	2	714,175	42,433	,000 <sup>b</sup>
	Residual	1279.119	76	16,831		
	Total	2707.468	78			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Creativity, Skills

Source: Processed data, 2023.

From the F test results above, it can be seen that  $F_{\text{calculated}} > F_{\text{table}}$  ( $42.433 > 3.11$ ) or  $\text{sig } F < 5\%$  ( $0.000 < 0.05$ ). Because the significant probability is much smaller than 0.05,  $H_0$  is rejected and  $H_a$  is accepted. This shows that simultaneously, there is a significant influence of skills and creativity on employee performance at PT. Perkebunan Nusantara II Sei Semayang Garden.

**Coefficient of Determination**

To find out the magnitude of the contribution of skills and creativity to employee performance at PT. Perkebunan Nusantara II Kebun Sei Semayang can be identified simultaneously based on the R Square value in the following table:

**Table 7. Coefficient of Determination**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,726 <sup>a</sup>	,528	,515	4,10250

a. Predictors: (Constant), Communication, Work Discipline, Motivation

b. Dependent Variable: Employee Performance

Source: Processed data, 2023.

From the table above, an R Square value of 0.528 or 52.8 % is obtained, which means the influence of skills and creativity on employee performance at PT. Perkebunan Nusantara II Kebun Sei Semayang was 52.8%, while the remaining 47.2 % were other variables not examined by this research, for example compensation, work environment and other variables.

**DISCUSSION**
**The Influence of Skills on Employee Performance**

The results of the regression test showed that the t-count value for  $X_1 > t\text{-table}$  ( $8.636 > 1.991$ ) and the Sig. ( $0.000 < 0.05$ ), then skills have a positive and significant effect on employee performance. Skills here include technical skills, human skills, conceptual skills, such as the ability to take advantage of opportunities, accuracy, use of equipment owned by

the company to achieve goals. So, skills are the ability to carry out a certain task both physically and mentally (Soetjipto, 2018:87). The results of this research are in line with the results of research conducted by Tolo, Indri. Sepang, Jantje L. and Dotulong, Lucky OH (2016), Marlina, Neni (2018) which states that there is a significant positive influence between skills on employee performance.

### **The Influence of Work Discipline on Employee Performance**

The results of the regression test showed that the t-count value for X2, the t-count value  $> t$ -table ( $2.510 < 1.991$ ) and the Sig. ( $0.014 > 0.05$ ), thus work discipline has a significant positive effect on employee performance. Creativity is not just luck but conscious hard work. Failure for creative people is only a confounding variable for success. Creative people use the knowledge we all have and make leaps and bounds, they see things in new ways. Creativity enables new discoveries in the fields of science and technology, as well as in all fields of human endeavor. One of the main conceptual obstacles to the study of creativity is the understanding of creativity as a trait that is inherited/inherited by people who are extraordinarily talented or genius, creativity, besides being meaningful both for self-development and for the development of society, is also one of the basic human needs, namely the need for realization. self as one of the highest needs for humans. One of the keys to increasing competitiveness in a company is to encourage the pace of innovation in a company so that it can compete, both at the local, national and global levels. But this theoretical statement is not easy to apply at the empirical level. Innovation is not something simple and also not something that can be obtained easily by every organization which has the same symptoms, namely low competitiveness. The results of this research are in line with the results of research conducted by Wibowo, Agus Styoro Cahyo (2013), Dani, Aditia Rachman and Mujanah, Siti (2021) who concluded that there is a significant positive influence between creativity and employee performance.

### **The Influence of Skills and Creativity on Employee Performance**

The results of the regression test showed that the value of Fcount  $> F$ table ( $42.433 > 3.11$ ) or sig F  $< 5\%$  ( $0.000 < 0.05$ ). This means that the skill and creativity variables have a significant effect on employee performance variables. Skills here include technical skills, human skills, conceptual skills, such as the ability to take advantage of opportunities, accuracy, use of equipment owned by the company to achieve goals. So, skill is the ability to carry out a certain task both physically and mentally (Soetjipto, 2018: 87). Creativity is not just luck but is conscious hard work. Failure for creative people is only a confounding variable for success. Creative people use the knowledge we all have and make leaps and bounds, they see things in new ways. Creativity enables new discoveries in the fields of science and technology, as well as in all fields of human endeavor. One of the main conceptual obstacles to the study of creativity is the understanding of creativity as a trait that is inherited/inherited by people who are extraordinarily talented or genius, creativity, besides being meaningful both for self-development and for the development of society, is also one of the basic human needs, namely the need for realization. self as one of the highest needs for humans. The results of this research are in line with the results of research conducted by Reza, Haikal Fahrul and Setiawan, Heru (2022) concluding that there is a positive influence between skills and creativity on employee performance.



**CONCLUSION**

Based on data obtained in research regarding the influence of skills and creativity on performance mediated by employee performance at PT. Perkebunan Nusantara II Sei Semayang Garden. The number of respondents in this study was 60 respondents, then analyzed, it was concluded as follows: There is a positive and significant influence of skills on employee performance, this shows that partially there is a significant influence of skills on employee performance. There is an influence of the creativity variable on employee performance, this shows that partially there is a significant influence of creativity on employee performance. There is a positive and significant influence of skills and creativity on employee performance, this shows that simultaneously there is a significant influence of skills on employee performance. Work skills still need to be improved with more detailed explanations from management to non-permanent employees regarding the work achievements that have been achieved so far. If each work team gets a description of this, then the description will provide constructive criticism and suggestions for non-permanent employees, so that they have more skills to maintain and improve their performance during this time. It is best for company leaders to supervise, enforce regulations and provide strict sanctions for employees, so that employees can be more disciplined, diligent and effective in using their work time to do their work. For other researchers who wish to conduct research on employee performance, they should be able to develop research and add to the shortcomings in this research, thereby further enriching knowledge about variables that can influence employee performance.

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