EFFECT OF WORK ENGAGEMENT AND KNOWLEDGE MANAGEMENT ON WORK PRODUCTIVITY

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Abstract
Work Engagement and Knowledge Management on Work Productivity”. The research method used in this study is associative with a sample of 83 respondents, and the data analysis method used is with test t and test F. Based on the study results in the following results: There is an influence between work engagement and work productivity. There is the influence of knowledge management on work productivity partially. There is an influence jointly between work involvement and knowledge management on work productivity. Simultaneously 72.9% and the remaining 27.1% are affected by other variables. The implication of this research is work involvement. In this case, the Company is expected to pay more attention to providing feedback on employee work results so that employees are always motivated to do their work well. The company needs to provide clear and challenging tasks and targets.

Keywords: Work Engagement, Knowledge Management, and Work Productivity

INTRODUCTION
Employee productivity is very important for the company. Every year the company wants to increase its production. Productivity is a measure of productive efficiency. According to (Belcher & Atchison, 1987) in the book (Wibowo, 2016) states, "Work productivity is the relationship between the results or outputs of the company and the inputs needed by the company." Meanwhile, (Yuniarsih & Suwatno, 2013) said that "Work productivity is a real result (product) produced by individuals or groups within a certain period in the work process." The existence of productivity causes more goods and services to be produced. High work productivity is not only to benefit the company, but increased work productivity can also benefit yourself because the higher a person's productivity, the higher the income obtained. Thus, productivity plays an important role in economic development in Indonesia.

PT. Sumatra Prima Fibreboard manufactures wooden boards (MDF) and industrial plantations (HTI) PT. 60% of Sumatra Prima Fibreboard (SPF) is used for the domestic
market, and the rest is for export. The domestic market is mainly sold to the island of Java, such as Jakarta and Surabaya, while the export market is sold to China and Vietnam. PT. Sumatra Prima Fiberboard (SPF) has been standardized from the European MDF Board (EMB), Japanese Industrial Standard (JIS), and the California Aird Control Board (CARB).

The variables that affect work productivity are assumed to work involvement variables. Job involvement is a person’s psychological condition that positively impacts and influences the work he does. The company certainly involves its workforce in deciding by combining their ideas to aim to advance the company. If the force in a company is not applied, it will cause a decrease in their performance and reduce their self-confidence. Furthermore, the variable that is thought to affect work productivity is Knowledge management. Knowledge management is a knowledge management process that is used as a strength by identifying, acquiring, distributing.

Work productivity can also be influenced by other variables, namely, work motivation and work discipline. To achieve company goals, it is appropriate for a leader to motivate or encourage employees to have work enthusiasm and increase work productivity. This is in line with research by (Rachmawati, 2017). Motivation has a positive effect on work productivity and (Mulyadi, 2010). Work motivation has a positive impact on the work productivity of PT. Galamedia Bandung Mighty.

Furthermore, according to (Samsudin, 2019), work discipline suggests that "Motivation refers to the process of influencing or encouraging someone or a workgroup so that they want to do what has been determined." (Hasibuan, 2007) defines "The motivation to strive to achieve the best organizational goals, which is influenced by the ability to strive to meet the needs of several individuals." This is in line with (Bagus & Wahyuni, 2019) that there is a significant influence of work discipline variables on work productivity, and (Ariani, 2020) Work Discipline has a positive and significant effect on Work Productivity.

**LITERATURE REVIEW**

**Work productivity**

The concept of productivity is divided into two dimensions, namely the organizational dimension and the individual dimension. Questions that come from the personal dimension are questions related to the personality characteristics of each person. (Kusnendi, 2011) reveals that "Everyone knows that today’s life must be better than yesterday, and tomorrow must be better than today." Meanwhile, from the organizational point of view, it is a productivity concept that aims to achieve the quality and quantity of activities related to the economy, which uses the input resources to get the best output. (Kusnendi, 2011) states that "the concept of productivity has a framework of technical relationships between inputs and outputs."
Work Engagement

Employee participation in the company is one of the factors that support the success of company productivity. All employees in the organization or company must participate in the work that has been assigned to them, and everyone must pay attention to the work to achieve company goals. Propose new things in the surrounding environment to be more useful and add value so that people who behave innovatively will try to solve problems more effectively. Companies should involve employees more often in various activities, provide opportunities for employees to provide a forum for their opinions or participate in decision-making, and develop their work performance to be more committed to their work and improve their performance. According to (Robbins & Judge, 2011) says that "Work involvement is a measure of the extent to which a person supports work psychologically and believes that the level of performance achieved is the level of self-esteem." According to the above definition, job involvement refers to the degree to which employees participate in their work roles and physical, emotional, and cognitive participation, and stand on the side of the organization, and believe that the work is very important to them so that employees can be stimulated and immersed in their work.

Knowledge Management

Knowledge Management (KM) can be classified based on two aspects, namely operationally and strategically. From an operational point of view, knowledge management means the activities of a company or organization in which knowledge is developed and utilized. In contrast, strategic knowledge management means that steps to strengthen any organization or company as knowledge based. Company, (Laudon & Laudon, 2006) reveals that “Knowledge Management is a set of processes developed within an organization. This process is used to create, collect, store, maintain, and disseminate knowledge. (Bateman & Snell, 2011) reveal that "Knowledge Management is an activity designed to utilize the intellectual resources contained in an organization.”

Framework of thinking

![Diagram showing the relationship between Work Engagement, Knowledge Management, and Work Productivity]

Figure 1
Thinking Framework
Information:
X1 = Independent variable 1/independent 1 (Work Involvement)
X2 = Independent variable 2/independent 2 (Knowledge Management)
Y = Dependent/dependent variable (Work Productivity)

Based on the background and theoretical basis above, a framework can be taken as follows. This study aims to provide insight to business owners/organizations that the period of work involvement affects work productivity, and this is proven based on the results of previous research conducted by (Mamahit et al., 2016) that "Most of the work participation of the UPTD Taman Budaya Ministry of Culture and Tourism has a positive and important impact on work productivity."

Knowledge management influence on work productivity is proven based on the results of previous research conducted previously by (Diana, 2009) that "The influence of knowledge management on ability is positive and important, and ability has a positive effect on the work efficiency of employees of PT. Bank Jabar Banten Tbk."

From the two studies above, it can be concluded that work involvement and knowledge management positively affect work productivity. This study was conducted to determine whether work involvement and knowledge management affect the work productivity of PT. Sumatra Prima Fiberboard.

**Hypothesis**
1. There is an effect of work involvement on work productivity at PT. Sumatra Prima Fiberboard.
2. There is an influence of Knowledge Management on Work Productivity at PT. Sumatra Prima Fiberboard.
3. There is an effect of Work Involvement and Knowledge Management together on Work Productivity at PT. Sumatra Prima Fiberboard.

**RESEARCH METHODS**

This research is associative research. According to the statistical method used, the data obtained from the sample of the research population are analyzed and then explained. The variables used in this study are independent variables and dependent variables. Samples were taken based on the probability sampling technique. In this study, the authors used a questionnaire (questionnaire), interviews, and observations. The data analysis technique in this study used the help of the Statistical Package for Social Science (SPSS) computer program for Windows Release 22.0. The method used is associative hypothesis testing, namely knowing the relationship between two or more variables where the variable x (independent variable) is work motivation (X1) and career development (X2). In contrast, the variable Y (the dependent variable) is job satisfaction.
RESULT AND DISCUSSION

Result
Data analysis is a way to process data into information so that the characteristics of the data can be understood and useful for solving problems that occur.

Multiple Linear Regression Analysis
Multiple linear regression analysis was conducted to determine the effect of the independent variables, namely work involvement and knowledge manager as a whole, on the dependent variable, namely work productivity. To achieve the research objectives, the data that has been obtained needs to be analyzed. This study using multiple linear regression analysis models (multiple regression analysis). This model is used to determine the effect of work involvement and knowledge management on work productivity. The multiple regression formula used is as follows:

\[ Y = a + b_1X_1 + b_2X_2 \]

Information:

Y : Work Productivity
a : Constant (Y value if X = 0)
b : Regression Coefficient (shows the number of increase or dependent variable based on the relationship with the value of the variable (independent)
X1 : Work Engagement
X2 : Knowledge Management
X2 : Career Development

By testing the SPSS 22 Software for Windows, the following tests are obtained:

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>T</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>-9.234</td>
<td>3.949</td>
<td>-2.339</td>
<td>.022</td>
</tr>
<tr>
<td>Work Engagement</td>
<td>.560</td>
<td>.086</td>
<td>.508</td>
<td>6.542</td>
</tr>
<tr>
<td>Knowledge</td>
<td>.330</td>
<td>.064</td>
<td>.403</td>
<td>5.181</td>
</tr>
</tbody>
</table>
Based on table 1 above, the regression equation is obtained as follows:

\[ Y = -9.234 + 0.560X_1 + 0.330X_2 + \varepsilon \]

The regression equation can be explained as follows:

The regression coefficient for work involvement is 0.560, meaning that if the other independent variables have a fixed value and work involvement has increased by 1, then work productivity will increase by 0.560.

The coefficient is positive, meaning that work involvement affects work productivity. The higher the work involvement, the higher the work productivity.

The knowledge management regression coefficient is 0.330, meaning that if the other independent variables have a fixed value and career development increases by 1, then work productivity (Y) will increase by 0.330. The coefficient is positive, meaning that knowledge management affects work productivity. The more knowledge management increases, the more work productivity increases.

**Coefficient of Determination Analysis**

Analysis of the Coefficient of Determination (Adjusted R2) was conducted to determine how big the percentage of variation in the independent variable, namely work involvement and knowledge management, was used in this regression model to explain the variation in the dependent variable, namely work productivity.

**Table 2**

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of Estimate</th>
<th>Durbin-Watson</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.893a</td>
<td>.729</td>
<td>.720</td>
<td>1.916</td>
<td>1.593</td>
</tr>
</tbody>
</table>

*Predictors: (Constant), Knowledge management, Job Engagement*  
*b. Dependent Variable: Work Productivity*

From table 2, it can be seen that the coefficient of determination (R Square) is 0.729, this identifies that the magnitude of the effect of work productivity is 72.9% which is influenced by work involvement and knowledge management. The remaining 27.1% is determined by other variables not included in this study, such as work motivation and work discipline.
Hypothesis test

Table 3

<table>
<thead>
<tr>
<th>Model</th>
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</tr>
<tr>
<td>Knowledge management (X2)</td>
<td>.330</td>
<td>.064</td>
</tr>
</tbody>
</table>

*a. Dependent Variable: Work Productivity

Source: Data processed by SPSS*

Hypothesis testing was conducted to see whether there was a correlation and the influence of independent variables, namely work involvement and knowledge management, significantly on work productivity.

**Partial hypothesis testing (t statistical test)**

In this study, the t-test is used to test whether or not there is a partially significant effect of each independent variable with the dependent variable, namely, work involvement and knowledge management, on work productivity. This test is carried out by comparing t count with t table with the following conditions:

If the probability (sig t) > (0.05), then Ho is accepted and Ha is rejected, meaning that there is no partially significant effect of the independent variable on the dependent variable.

If the probability (sig t) < (0.05) Maha Ho is rejected and Ha is accepted, it means that there is a partially significant effect of the independent variable on the variable.

**Hypothesis Testing Together (F statistic test)**

Joint testing was carried out with the F statistical test to determine whether work motivation and career development significantly affected job satisfaction. The F test was used to see all independent variables’ impact on the dependent variable in this study. The significance level used is 0.05 or 5% with degrees of freedom df = (nk-1), where n = the number of observations and k = the number of variables. The results of the F statistical test processed with the IBM SPSS Statistics V.22 program can be seen in the following table:
The F test calculation results show that Fcount > Ftable (70.452 > 3.110) with a significance value of 0.000, which is smaller than 0.05 or 5%. So it can be concluded that Ho is rejected and Ha is accepted, meaning that the variables of work involvement and knowledge management together affect work productivity.

RESULT AND DISCUSSION

The Effect of Work Involvement on Work Productivity
Partial testing was carried out with t-test statistics to determine whether the work involvement variable affected work productivity. From the results of the t-test above, it can be seen that t Count > t table (6.542 > 1.98969) with a significant value of the work involvement variable of 0.000, which is smaller than 0.05 or 5% and has a positive coefficient direction. So, it can be concluded that Ho is rejected, and Ha is accepted, meaning that work involvement affects work productivity.

The Effect of Knowledge Management on Work Productivity
Partial testing was carried out with a statistical t-test to determine whether the knowledge management variable affected work productivity. From the results of the t-test above, it can be seen that t Count > t table (5.281 > 1.98969) with a significant value of the variable knowledge management of 0.000 is smaller than 0.05 or 5% and has a positive coefficient direction. So, it can be concluded that Ho is rejected, and Ha is accepted, meaning that knowledge management affects work productivity.

The Effect of Work Involvement and Knowledge Management Together on Work Productivity
Joint testing is carried out with the F test statistic to determine whether the variables of work involvement and knowledge management together affect work productivity. From the F test calculation results, it can be seen that Fcount > Ftable (70.452 > 3.110) with a significance value of 0.000 less than 0.05 or 5%. So it can be concluded that Ho is rejected and Ha is accepted, meaning that the variables of work involvement and knowledge management together affect work productivity.
CONCLUSIONS AND SUGGESTIONS

Based on the discussion that has been presented in the previous chapter, the author can draw the following conclusions:

1. There is a positive and significant influence between work involvement on work productivity of employees of PT. Sumatra Prima Fiberboard. The results of the t-test can prove this.
2. There is a positive and significant influence between knowledge management on the work productivity of PT. Sumatra Prima Fiberboard. The results of the t-test can prove this.
3. There is a joint and significant influence between work involvement and knowledge management on the work productivity of PT. Sumatra Prima Fiberboard.

Recommendation

Based on the results of the research discussion and the conclusions above, the following suggestions can be given. For Companies PT. Sumatra Prima Fiberboard.

Based on the results of research conducted at PT. Sumatra Prima Fibreboard, in terms of work involvement, the company needs to increase employee work involvement. Companies are expected to pay more attention to providing feedback on employees' work. Employees are always motivated to do their jobs well, and companies need to provide clear and challenging tasks and targets. This can be done so that employee productivity is even better.

Based on the results of research conducted at PT. Sumatra Prima Fiberboard work involvement has the greatest influence on work productivity. So, the advice that can be given to the company is that the company needs to provide opportunities for work involvement to employees so that employees can be placed according to their abilities. And companies need to create a good atmosphere for employees to create a good relationship between employees and superiors so that employee work productivity is even better.

For Further Researchers

Because the correlation coefficient of knowledge management is smaller than job involvement, the knowledge management variable can be re-examined on a different object.

The variables studied are not only work involvement and knowledge management that affect work productivity, so look for other variables that affect work productivity.
REFERENCES


