



Effect of Job Description on Employee Performance at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru

Bunga Desi Sari¹, Septian Wahyudi²

^{1,2}Administrasi Bisnis, Fakultas Ilmu Sosial dan Ilmu Politik, Universitas Islam Riau
Email: bungadesisari@gmail.com

Abstract

Job description acts as an independent variable (X) and employee performance acts as the dependent variable (Y) in this study. At PT Pertamina Patra Niaga Fuel terminal Sei Siak Pekanbaru, the purpose of this study was to determine the effect of job description on employee performance. This research relies on primary data collected through questionnaires. The hypothesis of this research is that the performance of employees of PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru is influenced by job description. To determine the effect of these variables used simple linear regression, the coefficient of determination (R²) and hypothesis testing (t test) using SPSS. Based on the analysis using simple linear regression statistical method $Y = -7.599 + 0.872X$ which shows the effect of job description (X) on employee performance is positive. Furthermore, the results of hypothesis testing, t test amounted to 7.267 with sig 0.000. Obtained t table of 2.021 in other words t count greater than t table (7.267 > 2.021). So it can be concluded that Ho is rejected and Ha is accepted, or it can be interpreted that job description affects employee performance at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru. The amount of the coefficient of determination (R²) is 0.569 (56.9%) which means that the job description has an influence of 56.9% on employee performance and 43.1% is influenced by other factors.

Keywords: Job Description, Employee Performance.

1. Introduction

The oil and gas industry is known in Indonesia, initially managed by the Dutch or in collaboration with other foreign companies around 1890, then in 1960 began to be cultivated and managed by the Indonesian people. Where the results of oil and gas have been relied upon for sources of foreign exchange, so that its role is still menonjol in national development. By following the development and technological changes in the oil and gas industry in Indonesia, many have grown in various regions in Indonesia. The oil and gas industry has been progressing every year. This can be seen from the magnitude of the community's need for the use of natural gas and petroleum in everyday life. The categorization of oil and gas is the task of PT Pertamina. PT Pertamina also has a vision and mission in producing and managing oil and gas in Indonesia. The vision of PT Pertamina is "To become a world-class national energy company" while the mission of PT Pertamina is "To run oil, gas, and new and renewable energy businesses in an integrated manner, based on strong commercial principles."

One of the distribution of PT Pertamina in Indonesia is at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru which is located on Jalan. Tanjung Datuk No.348, Tanjung Rhu, Kec. Lima Puluh, Pekanbaru, Riau. PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru was established on March 9, 1979, with the first director being Handayanono, while the current director in

2023 is Muhammad Ardi Yudha. Employees who work at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru can help carry out their duties to be able to move as expected in achieving their target goals. With the division of positions in the job description (Job Description), each employee needs to be placed according to their expertise in order to achieve employee performance results according to the company's vision and mission.

Job description according to Hasibuan (2009, 33) mentions written information that describes the duties and responsibilities, working conditions, work relationships, and aspects of work in a position in the organization. Job Description of each position has different duties and responsibilities, and employees also have different division of working hours depending on their position which has been determined by PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru. The following is the List of Employee Distribution Attendance (August - December) PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru 2023.

Table 1. List of employee attendance (August-December) PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru 2023

| No | Years 2023 | Employees | Daftar Absensi | | | | | | | |
|----|------------|-----------|----------------|------|---------|-------|---------------|-----|--------|-----|
| | | | Intime | Late | Permits | Leave | Business trip | Ill | Others | Off |
| 1. | Agustus | 42 | 426 | 497 | 1 | 39 | 49 | 1 | 17 | 298 |
| 2. | September | 42 | 447 | 440 | 0 | 18 | 47 | 3 | 18 | 317 |
| 3. | Oktober | 42 | 468 | 424 | 1 | 49 | 42 | 11 | 20 | 308 |
| 4. | November | 43 | 418 | 390 | 3 | 80 | 60 | 2 | 20 | 307 |
| 5. | December | 42 | 415 | 435 | 0 | 58 | 30 | 18 | 20 | 331 |

Source: Pertamina patra niaga fuel,2023.

Based on table 1. above, it can be seen that employees at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru the level of employee attendance varies which is different every month, the level of employee attendance at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru tends to be a level of discipline that is not on time or not in accordance with the predetermined work schedule, of course, also affects the results of employee performance.

This level of undisciplined employee attendance can be caused because there are still employees who work not according to working hours, and there are still employees who work beyond the work limit or work overtime. Overtime work can occur if employees experience fatigue at work because a job will feel complicated due to employees not understanding the job description in their position. Lack of understanding of employees' responsibilities with their duties results in performance that is not completed on time according to company working hours and that is one of the difficulties for employees to maintain performance quality. So to pursue the target of his performance tasks, an employee works beyond his working hours or overtime to be able to achieve maximum performance results.

2. Literature Review

1. Job Description

Job description, according to several experts, refers to a written document outlining the duties, responsibilities, working conditions, job relationships, and various aspects related to a specific position within an organization. According to Hasibuan (2009), a job description is a detailed written account that explains the tasks and responsibilities, working conditions, and job relationships tied to a particular role. Similarly, Garry Dessler (2010) defines job description as a comprehensive list of tasks, responsibilities, reporting relationships, working conditions, and concerns related to a job, which is derived from job analysis. In line with this, Rivai (2004) describes job description as the result of job analysis, a process that gathers and processes job-related information. It serves as a primary output of systematic job analysis, presenting a structured summary of tasks and responsibilities associated with a role.

2. Employee Performance

Employee performance, according to various experts, refers to the results or outcomes achieved by an employee in fulfilling their duties and responsibilities. According to Mangkunegara (2017), performance is the quality and quantity of work accomplished by an employee in carrying out their tasks in accordance with their given

responsibilities. Hasibuan (2005) defines performance as the work results achieved by an individual when completing assigned tasks, based on their skills, experience, diligence, and time management. Handoko (2008) explains performance as the process by which an organization evaluates or assesses the work achievements of its employees. Simanjuntak (2005) further states that performance is the level of achievement of specific tasks aimed at realizing objectives, as cited in Meilisa Syelviani (2017).

3. Research Methods

Research type

The type of research used in this research is associative research using quantitative analysis methods. According to Sugiyono (2003; 11) associative research is research that aims to determine the effect or relationship between two or more variables. Meanwhile, the quantitative method according to Sugiyono (2016; 9) states as a research method based on the philosophy of positivism, used to research certain populations or samples, with the aim of testing predetermined hypotheses.

Research Location

This research was conducted at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru, which is located at JL Tanjung Datuk No.348, Tanjung Rhu, Kec. Lima Puluh, Pekan Baru, Riau.

Sample and Population

Population according to Sugiyono (2018: 72) quoted in Rosmala Dewi (2021: 21) states Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions. The population in this study were all employees at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru, divided from 19 permanent employees and 23 contract employees. While the sample according to (Sugiyono, 2016: 81) is part of the number and characteristics possessed by the population. In this study the authors took all the population sampled, namely 42 employees of PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru. The type of sampling technique used by researchers in this study is a sampling technique that does not provide equal opportunities or opportunities for each element or member of the population to be selected as a sample, called Non Probability Sampling (Sugiyono; 2008). In this study the authors determined to use a sampling technique using the census method technique or saturated sampling. According to Sugiyono (2012), saturated sampling is a sampling technique when all members of the population are used as samples.

Data Type and Source

The types and sources of data used in this research

are as follows:

- a) Primary data is a data source obtained from empirical field survey results to direct actors or those directly involved in the data collection process. This primary data can be in the form of data collection methods through distributing questionnaires distributed to samples, documentation and direct observation by the author.
- b) Secondary data Is a source of data obtained from results that are not directly from the parties involved, secondary data in the form of data that supports the needs of primary data in the form of information obtained from literature books, the internet, journals, and other readings related to this research.

Data Analysis Technique

The data collection techniques used by researchers in this study are as follows:

- a) Observation is the process of collecting data through systematic recording of subject behavior, objects, or events without any questions or communication with the individual under study.
- b) The questionnaire is a method of data collection technique where respondents are given a series of questions or written statements to answer. Respondent participants in this study were employees of PT Pertamina Patra Fuel Terminal Sei Siak Pekanbaru.
- c) Documentation is one of the data collection techniques by storing or documenting activities during research. Documents can be in the form of writings, images, or monumental works of a person with a conversation of two or more people.

4. Results and Discussions

Validity Test

The validity test is used as a measuring tool to measure whether a valid or invalid should be measured in a questionnaire. To measure the validity test of the instrument, the authors used an analysis using SPSS. The validity test is carried out by comparing the calculated value of r_{count} with r_{table} in the decision-making provisions which include the following:

- a) If r_{count} is positive and $r_{count} > r_{table}$ then the question item is valid.
- b) If r_{count} is negative and $r_{count} < r_{table}$ then the question item is invalid.

Table 2. Job Description Validity Test Results (X) and Employee Performance (Y)

| No | Variabel | Item | r_{hitung} | r_{tabel} | Result |
|----|--------------------------|-----------------|--------------|-------------|--------|
| 1. | Job Description (X) | X ₁ | 0,380 | 0,304 | Valid |
| | | X ₂ | 0,541 | 0,304 | Valid |
| | | X ₃ | 0,617 | 0,304 | Valid |
| | | X ₄ | 0,424 | 0,304 | Valid |
| | | X ₅ | 0,593 | 0,304 | Valid |
| | | X ₆ | 0,529 | 0,304 | Valid |
| | | X ₇ | 0,638 | 0,304 | Valid |
| | | X ₈ | 0,675 | 0,304 | Valid |
| | | X ₉ | 0,744 | 0,304 | Valid |
| | | X ₁₀ | 0,668 | 0,304 | Valid |
| | | X ₁₁ | 0,597 | 0,304 | Valid |
| | | X ₁₂ | 0,767 | 0,304 | Valid |
| | | X ₁₃ | 0,691 | 0,304 | Valid |
| 2. | Employee Performance (Y) | Y ₁ | 0,635 | 0,304 | Valid |
| | | Y ₂ | 0,659 | 0,304 | Valid |
| | | Y ₃ | 0,707 | 0,304 | Valid |
| | | Y ₄ | 0,650 | 0,304 | Valid |
| | | Y ₅ | 0,844 | 0,304 | Valid |
| | | Y ₆ | 0,874 | 0,304 | Valid |
| | | Y ₇ | 0,797 | 0,304 | Valid |
| | | Y ₈ | 0,690 | 0,304 | Valid |
| | | Y ₉ | 0,863 | 0,304 | Valid |
| | | Y ₁₀ | 0,781 | 0,304 | Valid |

Source: SPSS,2024

Based on table 2. above, it can be concluded that the results of the validity test on each question indicator on the job description variable (X) by having 13 questions and Employee Performance (Y) by having 10 questions. then in this study it can be seen that it is declared valid and it can be seen that the r_{count} is greater than the r_{table} where $n = 42$, $df = n-2 = 40$ with a significant level of 5%, namely 0.304.

Reliability Test

The method for evaluating a questionnaire as an indicator of a variable or construct is called reliability testing. The reliability of an instrument indicates that its measurement results are free from measurement error (error file) and free, thus ensuring stable and consistent measurements over time and at various points in the instrument. To determine the reliability of an instrument, the following conditions must be met:

- a) If the Cronbach Alpha value is greater than 0.6, it indicates that the observation instrument is considered reliable.
- b) If the Cronbach Alpha value is less than 0.6, it indicates that the observation instrument is considered unreliable.

Table 3. Results of Job Description Reliability Test (X) and Employee Performance (Y)

| No | Variabel | Cronbach Alpha's | Condition | Result |
|----|--------------------------|------------------|-----------|----------|
| 1. | Job Description (X) | 0,878 | >0,60 | Reliable |
| 2. | Employee Performance (Y) | 0,922 | >0,60 | Reliable |

Source: SPSS,2024

Based on table 3.2 above, it can be seen that Cronbach Alpha is greater than 0.60 so it can be concluded that the job description variable (X) and employee performance (Y) so that the indicators used.

Simplified Linear Regression

Table 4. Simplified Linear Regression

| Model | Coefficients ^a | | | | |
|-----------------|-----------------------------|------------|---------------------------|--------|------|
| | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| | B | Std. Error | Beta | | |
| 1 (Constant) | -7.599 | 7.181 | | -1.058 | .296 |
| Job Description | .872 | .120 | .754 | 7.267 | .000 |

a. Dependent Variable: Employee Performance

Source: SPSS,2024

Based on the results in table 6, it is known that the level of importance is $0.000 < 0.05$, so the regression model can be used to predict the supporting factors or thus there is an influence of job description (X) on employee performance (Y). In addition, the simple linear regression equation is: $Y = -7,599 + 0,872X$

The equation can be interpreted as follows:

- The constant value (a) is -7.599, this can be interpreted if the Job Description value is 0, then the employee performance level is -7.599. thus if there is no job description, there is no increase in employee performance.
- The regression coefficient value of the Job Description variable (b) is positive, namely 0.872, this means that every increase in job description by 1, the level of employee performance will also increase by 0.872.

Determination Coefficient Test (R2)

Table 5. Determination Coefficient Test (R2)

| Model | Model Summary ^b | | | |
|-------|----------------------------|----------|-------------------|----------------------------|
| | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .754 ^a | .569 | .558 | 3.596 |

a. Predictors: (Constant), Job Description
b. Dependent Variable: Employee Performance

Source: SPSS, 2024

Based on table 3.4 above, it can be concluded that the coefficient of determination (R2) between the independent variable (Y) and the dependent variable (X) is 0.569 or 56.9%. Thus it can be concluded that there is a relationship between employee performance and Job Description at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru which has a relationship of 56.9% while the remaining ($100\% - 56.9\% = 43.1\%$) of 43.1% is influenced by other factors that have not been studied by the author such as salary, work safety, job satisfaction, work environment, workload, organizational culture and so on.

Table 6. T Test

| Model | Coefficients ^a | | | T | Sig. |
|-----------------|-----------------------------|------------|---------------------------|--------|------|
| | Unstandardized Coefficients | | Standardized Coefficients | | |
| | B | Std. Error | Beta | | |
| 1 (Constant) | -7.599 | 7.181 | | -1.058 | .296 |
| Job Description | .872 | .120 | .754 | 7.267 | .000 |

a. Dependent Variable: Employee Performance

Source : SPSS,2024

Based on table 3.4 above, the t count result of Job Description is 7.267 with a significant level of 0.000. The value of r table $n - k - 1 = 42 - 1 - 1 = 40$ with a confidence level of 5% or alpha 0.05 is 2.021. Then the t table is obtained at 2.021 so it can be concluded that the t value of the job description variable (X) is greater than the t table, namely $7.267 > 2.021$ and with a significant $0.000 < 0.05$, H_0 is rejected and H_a is accepted. So that way it can be said that the job description variable (X) has a significant influence on employee performance (Y). So it can be concluded that the hypothesis proposed: "It is suspected that Job Description has a significant effect on Employee Performance at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru" is correct and can be proven by statistical analysis.

5. Conclusion

Based on the results of this study that the job description has been implemented properly and has a significant effect on employees at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru. So the better the job description in a company PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru, the more the results of employee performance in the company will increase. Based on the results of this study that the performance of employees at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru is included in the very good category, which means that the performance of employees has been achieved well and in accordance with the provisions of PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru. In this study the results can show that the variable (X) Job Description has a positive effect on the variable (Y) employee performance at PT Pertamina Patra Niaga Fuel Terminal Sei Siak Pekanbaru.

Reference

- Hasibuan, M. S. (2009). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Mangkunegara, A. P. (2017). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya.
- Riedel, A. G., Lengkong, V. P., & Trang, I. (2019). Pengaruh Humas Relation, Job Satisfaction, Job Description Terhadap Kinerja Karyawan Manado Quality Hotel. *E-Jurnal UNSRAT*, Vol 7(3), 2961.
- Salmah, P. (2013). Pengaruh Job Description dan Job

- Specification terhadap Kinerja Proses. Jurnal akuntabel, Vol 10(1).
- Sugiono, 2012. Metode Penelian Bisnis
- Sylviani, M. (2017). Pengaruh Deskripsi Pekerjaan Terhadap Kinerja Pegawai Negeri Sipil pada Kantor Camat Tembilahan. Journal of Economy, Business And Accounting (COSTING) , Vol 1(1), 45 & 48-49.
- Wello, S. K., Rauf, R., & Yafet. (2019). Pengaruh Job Description Terhadap Kinerja Karyawan pada PT. Sinar Lima Samudra. Jurnal Mirai Management, 4(2), 367.