



## Identification of Productivity Factors in Increasing Economic Resilience in West Java

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### Abstrak

Dalam kegiatan sehari - hari karyawan diperlukan produktivitas, produktivitas sangat berpengaruh pada hasil yang diinginkan perusahaan. Penelitian ini bertujuan untuk mengetahui faktor- faktor yang berpengaruh pada produktivitas dalam rangka meningkatkan pertumbuhan ekonomi Jawa Barat. Karyawan yang memiliki keterlibatan pada perusahaan akan mengerti dan paham tentang tujuan mereka, dimana, dan bagaimana mereka cocok dengan tujuan perusahaan tersebut, dengan demikian karyawan tersebut akan mampu meningkatkan produktivitasnya untuk mencapai tujuan yang telah diketahui bersama. Penelitian ini menggunakan metode penelitian deskriptif-kualitatif dengan melakukan kajian teoritis deskriptif untuk mengumpulkan, meringkas dan menginterpretasikan data yang diperoleh dari penelitian sebelumnya, jurnal dan tinjauan literatur. Data diperoleh dengan cara menyebarkan kuisioner kepada responden, responden mengisikan skor angka 10 semakin penting dan angka 1 semakin tidak penting, kemudian hasilnya dijumlahkan dan dibagi rata dengan jumlah responden sehingga diperoleh nilai kepentingan dari faktor- faktor produktivitas. Hasil analisis ini kemudian diolah kembali agar dapat menggambarkan kondisi atau fakta di lapangan sehingga dapat dihasilkan gambaran permasalahan yang jelas, terarah dan komprehensif. Selanjutnya dari hasil dapat dilihat terdapat faktor- faktor yang mendapat nilai diatas 8, yaitu: 1. Upah 2. Jaminan sosial dan Kesehatan 3. Keterampilan dan Pengalaman Kerja 4. Motivasi 5. Kerjasama antar karyawan 6. Jenjang Karier 7. Nilai dan Penghargaan. Dari hasil FGD terdapat 23 faktor yang menentukan produktivitas. Dari 23 faktor tersebut terdapat 7 faktor yang memiliki nilai tertinggi, yaitu upah, jaminan sosial dan Kesehatan, keterampilan dan pengalaman kerja, motivasi, Kerjasama antar karyawan, jenjang karier, nilai dan penghargaan. Sesuai dengan teori yang dikemukakan, faktor – faktor pendukung produktivitas

**Kata kunci:** Faktor Produktivitas, Ketahanan Ekonomi

### **Abstract**

*In employees' daily activities, productivity is needed; productivity greatly influences the results desired by the company. This study aims to determine the factors affecting productivity to increase West Java's economic growth. Employees in the company will understand their goals, where, and how they match the company's goals. Thus these employees will be able to increase their productivity to achieve goals that are known together. This research used descriptive-qualitative research methods by conducting descriptive theoretical studies to collect, summarize, and interpret data obtained from previous research, journals, and literature reviews. Data was obtained by distributing questionnaires to respondents, respondents entered a score with the number 10 being more important and number 1 being less important, then the results were added up and divided equally by the number of respondents to obtain the importance value of the productivity factors. The analysis results are then reprocessed to describe conditions or facts in the field so that a clear, focused, and comprehensive picture of the problem can be produced. Furthermore, from the results, it can be seen that there are factors that received a score above 8, namely: 1. Wages 2. Social security and health 3. Skills and work experience 4. Motivation 5. Collaboration between employees 6. Career path 7. Value and appreciation from FGD results show 23 factors that determine productivity. Of the 23 factors, 7 factors have the highest value, namely wages, social security and health, skills, and work experience, motivation, cooperation between employees, career path, values, and awards. According to the theory put forward, factors support productivity.*

**Keywords:** *Productivity Factors, Economic Resilience*

## **1 Introduction**

Human resources in a company are one of the factors that affect the company's overall performance (Pramono et al., 2020). Employees and service actors within a company are critical to organizational success (Nasution, 2022). Employees and service providers are critical to the company's overall success (Antony & Nainggolan, 2021). Employees and service providers act outside work as productive individuals who can contribute to society (Rismayadi & Maemunah, 2020).

Productive human resources can maximize company profits (Nasution, 2022). Employees are crucial for success (Rismayadi & Maemunah, 2020). They ensure the company stays active and builds new products (Jumaedi, 2001). Companies must also hire the best employees to compete with other businesses in the market (Pratiwi 2021). In a competitive economy, employees are essential to any business.

The recruitment process up to the placement of employees must receive special attention to produce good-quality employees (Lucky & Rosmadi, 2018). Employees' daily activities require productivity, which is very influential on the company's desired results. Employees involved in the company will understand their goals, where, and how they fit with the company's goals. Thus the employee will be able to increase his productivity to achieve the goals that are known together.

In addition to concerns about the quantity of employee output, companies must pay attention to the productivity and quality of employee work (Nyoman, Triani, Arissana Yeni; Made 2019). Work efficiency must be considered when employees complete assigned tasks (Pratiwi 201,8).

When employees focus only on quantity or speed regardless of quality, the result is a low-quality product that wastes resources (Akbar, 2021). The required productivity focuses on the quality of work so that the company's goals are quickly achieved.

Productivity, in general, is the ability of every person, system, or company to produce something they want by utilizing resources effectively and efficiently (Ahmad, 2019). Various approaches to increase productivity have been put forward by many experts. Productivity can be influenced by work environment factors, leadership, and culture (Almaamari & Alaswad, 2021). In addition, productivity can be influenced by company management, labor, and external issues such as economic factors, labor unions, and law (Shinde & Hedao, 2017). Research also says productivity can increase with a wage system (Mukti & Asmaroni, 2020).

The number of workers in West Java is 22,616,717 people (BPS, 2022), with details of workers as follows:

Table 1: Number of West Java workers

<b>Main Employment Status</b>	<b>Amount</b>
Entrepreneur	4 415 090
Assisted Non-Permanent Workers/Unpaid Laborers	2 832 047
Assisted Permanent Worker/Paid Worker	863 283
Labor/Employee	10 231 278
Free Labor in Agriculture	1 101 989
Free Workers in Non-Agriculture	1 339 583
Unpaid Worker	1 833 447
<b>Total</b>	<b>22.616.717</b>

Source: BPS, 2022

The total workforce is the sum of the various main job statuses, with the level of laborer/employee/employee accounting for 45% of the total number. It shows that the economic resilience rate in West Java is dominated by the status of workers/employees. Moreover, high productivity is needed to increase financial resilience (Jannah, 2018).

With this large number, Indonesia's productivity rate is 74.4% (Nindyati, 2017); this figure is still considered low compared to other countries in Asia, such as the Philippines (86.3 percent), Singapore (82.7 percent), Thailand (80.1 percent), and Vietnam (80 percent). With this comparison, Indonesia has not been able to show good productivity. Improvement in labor conditions is marked by an increase in the Labor Force Participation Rate (TPAK). And a decrease in the Open Unemployment Rate (TPT). TPAK in February 2022 reached 66.31%, an increase of 1.48 percentage points compared to February 2021, which was 64.83%. Meanwhile, the open unemployment rate (TPT) in February 2022 was 8.35%, an improvement of 0.57 percentage points compared to February 2021, which was 8.92%, and a gain of 1.47 percentage points when compared to August 2021, which recorded 9.82% (Bps, 2022).

Experts often express many factors supporting productivity. Factors supporting productivity are education, work environment, health, skills, motivation, and technology. Meanwhile, according to Martono, factors supporting productivity are management, motivation, discipline, skills, income, health, and work environment. The high productivity of employees is expected to increase economic resilience in Indonesia (R. Tanzil, Fawaiq, Sayyaf; R, Iqbal, 2022). Economic resilience can make Indonesia stronger and better at realizing people's welfare (Di et al., 2022).

To find other supporting factors apart from those suggested by experts, the authors are interested

in analyzing and identifying the factors that affect productivity in West Java to provide the best results for Indonesia's economic resilience.

## **2 Theoretical Basis**

### **2.1 Productivity**

The concept of productivity can be seen from two dimensions (Pramono, 2020): individual and company. Productivity is a mental attitude of producing everything to improve good work results. According to Hasibuan (2008), work productivity is a "Comparison between output and input, where the output must have added value and better processing techniques." According to Handoko (2008): "Productivity is the relationship between inputs and outputs of a productive system. According to Sinungan (2005), productivity is generally, defined as the relationship between tangible and physical results (goods or services).

### **2.2 Economic Resilience**

Economic resilience is a driver of a country's financial life (R. Tanzil, Fawaiq, Sayyaf; R, Iqbal 2022); strong and able to develop national strength against all threats, obstacles, barriers, and challenges, both foreign and domestic, to ensure the prosperity of the state and nation (Ferdiana, Diki; Laksmi, 2018). Efforts to increase economic resilience are driven by a creative economy that carries a new economic concept by increasing creativity in the form of ideas and ideas that can be developed to improve the economy (Di et al., 2022).

### **2.3 Solow Growth Model**

According to Solow (1956), an economy's long-term growth depends on the growth of production factors (capital and labor) and the level of technology. Solow divides it into two components: growth caused by the accumulation of factors of production (capital and labor) and growth caused by technological progress. In the long run, according to this theory, economic growth depends on the level of capital accumulation and technological development. However, increasing productivity can also encourage economic growth in the short term.

### **2.4 Endogenous Theory of Economics**

Endogenous Economic Theory holds that economic growth can be triggered by internal factors in an economy, such as innovation, research and development, investment in education, and human capital development. In this theory, increased productivity can occur due to economic decisions taken by individuals or companies, which can be a source of economic growth.

### **2.5 Human Accumulation Theory**

Human Accumulation Theory emphasizes the importance of investment in education and human skills as factors influencing productivity and economic growth. According to this theory, increased productivity can occur through increasing levels of education and training, which will improve people's skills and work abilities.

### **2.6 Human Capital Theory**

Gary Becker and Theodore Schultz developed this theory. According to this theory, wages are determined by an individual's investment in education, training, and skill development.

Individuals with higher human capital (skills, knowledge, and experience) tend to earn higher wages.

### 3 Method

This research uses a descriptive-qualitative research method (Sugiyono, 2017) by conducting descriptive, theoretical studies to collect, summarize, and interpret data obtained from previous studies, journals, and literature reviews. The results of this analysis are then processed again to describe conditions or facts in the field so that a clear, directed, and comprehensive picture of the problem can be produced (Suharsaputra, 2012). Collecting data using interview methods and filling out questionnaires to calculate the magnitude of the critical factors. Data was obtained by distributing questionnaires to respondents. Then, the respondent enters a score, with the number 10 being more critical than others and the number 1 being less significant. After that, the results are added and divided equally by the number of respondents to determine the importance of the productivity factors.

### 4 Results And Discussion

In this study, the main actors in industrial development were invited as resource persons to examine the main factors affecting labor productivity. This research was conducted by conducting in-depth interviews where the actors could provide opinions and suggestions based on experience in the field. Correspondents who participated were: 1. Trade union representatives 2. Company representatives 3. Government representatives FGD.

The results and discussion can display data in tables and images. Results must be supported by related references or can be compared with previous research. The FGDs were conducted twice. After the first FGDs, information was collected from workers and employers on how to increase productivity. The second FGD included distributing questionnaires to the parties involved to ensure the results aligned with our initial findings. The FGD was conducted by inviting informants the composition of 13 people from the Labor Union, 5 (five) from company management, and 3 (three) from the government.

From the results of the FGD, 23 (twenty-three) factors were found to support productivity. These 23 (twenty-three) factors gave a score. This scoring was carried out using a rating scale we distributed through a questionnaire. The rating scale is 1-10, where scale 1 is the lowest regarding the influence of factors that impact labor activity. Furthermore, the scale with a more significant value of up to 10 is the most influential on labor activity.

Fifteen people from the representatives filled out the questionnaire to do the scoring. The composition that did the scoring consisted of 8 people from the Labor Union, 5 (five) from management or office representatives, and 2 (two) from the government.

Table 2: Scoring results for productivity factors

No	Factor	Scoring Scale										Total	Average
		1	2	3	4	5	6	7	8	9	10		
1	Grades and Rewards			1		1		2	5	1	5	121	8,07

No	Factor	Scoring Scale										Total	Average
		1	2	3	4	5	6	7	8	9	10		
2	Wages									1	14	149	9,9
3	Working Atmosphere		1	1		1	2	1	5	3	1	106	7,07
4	Working Period		3			1	4	1	2	3	1	95	6,33
5	Education		1		1	1	1	2	5	1	3	110	7,33
6	Skills and Work Experience				1		1	1	4	4	4	125	8,33
7	Motivation			1			1	1	2	7	4	125	8,33
8	Company Regulations			1	1	1		2	4	2	4	116	7,73
9	Working Environment			1			1	2	6	2	3	119	7,93
10	Collective Labor Agreement			1	1	1	1	1	1	4	5	119	7,93
11	Social and Health Security				1	1		2	2	1	8	128	8,53
12	Boss			1		1	1	2	4	3	3	117	7,80
13	Cooperation between Employees			1				2	6	2	4	123	8,20
14	Communication			1		1		3	6	1	3	116	7,73
15	Absence		1		1		2	1	4	2	4	115	7,67
16	Career Path			1				3	5	1	5	123	8,20
17	Controlling, monitoring, evaluating and sanctions			2				5	5	2	1	109	7,27
18	Job Promotion			1			3	1	5	3	2	115	7,67
19	Sports Facilities	1		2			3	3	5		1	96	6,40
20	Transportation	1		2			1	3	5	2	1	102	6,80
21	Good Industrial Relations			3				1	4	3	4	115	7,67
22	Family support	1		1		1	1	2	4	3	2	108	7,20
23	Technology	1		1				3	5	2	3	113	7,53

From the table above, it can show that there are factors that score above 8, namely:

1. Wages  
 Wages are given as compensation by employers to employees. These wages to achieve prosperity are regulated by law and continuously monitored by the government to avoid employers who are unfair in wages. The wages expected by employees are by the work done by employees. Employees with high skills tend to get higher wages. Companies should improve the skills of their employees. Apart from being in the form of money, it includes allowances for workers/laborers and their families for work and/or services that have been or will be carried out. These benefits will make employees feel more valued in doing their job at the company. Wages are one of the main motivations for an employee to work. If the employer can fulfill this, the employee will feel fulfilled.
2. Social and Health Security  
 UU no. 3 of 1992 concerning Workers' Social Security clearly and explicitly stipulates

social security programs that must be facilitated by employers/employers for workers/workers, including (a) health insurance; (b) work accident insurance; (c) old age security; (d) pension guarantee; and (e) life insurance (Septyono Kurniawan; Eny Sulistyaningrum, 2016). Employees have obtained employee education regarding social security and health and understand this; it guarantees that employees feel safe at work. Employees will benefit from social security if there is a risk to employees. What is most expected from employees is employment social security, health social security, and pension security; these three things show the high awareness of employees about their security while working.

3. Skills and Work Experience

Work skills are essential to employees because they can reduce mistakes in carrying out work and increase productivity. Work skills can be obtained by learning theoretically and then applied in their work or obtained directly from working in the field.

Work experience is gained by the passage of time that employees run in the company. Employee skills will be more proficient with the work experience gained by these employees. Employees state that work experience is essential in determining the wages received by employees because they are increasingly adept at doing work.

4. Motivation

Motivation is the driving force/motor of a person's activities towards a specific goal and involves various capabilities to achieve it (Indi, Ramadhani; Tine, Badratin; Lucky, Radi 2021). The motivation that encourages employees to produce productivity in addition to the material provided by the employer is also motivation other than material. The behavior desired by employees is good and not harsh treatment, rewarding employees for big and small achievements and being involved in every company activity to form a sense of belonging for the company.

5. Cooperation among employees

In a collaboration among employees, employees feel what can be given to the team to increase productivity. Collaboration between employees is expected to ensure harmony in work and reduce disputes to increase productivity. Each individual understands his role and tries to give the best part to his team.

6. Career Path

Employees assessing the career path is essential for productivity. In the career path, employees hope to improve their abilities and get more compensation from higher careers. Companies that consider employees will make career paths a reference for increasing positions to higher ones. Ideally, an employee's career path rises all the time spent working at the company. Employees already know the importance of career paths. And they feel that improving their careers requires better and more complex skills.

7. Grades and Rewards

Grades and rewards are one level of the hierarchy of human needs where there is a desire to be recognized and rewarded if one succeeds in achieving an achievement at work. Employees feel that if the company appreciates the job, it will increase productivity. Then if it does not give appreciation, employees feel unappreciated.

## 5 Conclusions and Suggestions

From the results of the FGD, 23 factors determine productivity. Of the 23 (twenty-three) factors, 7 (seven) elements have the highest score: wages, social security, health, skills, work experience, motivation, cooperation between employees, career paths, values, and awards. By the theory put forward, many factors support productivity

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