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HUMAN RESOURCE MANAGEMENT | RESEARCH ARTICLE

The Impact of Skills and Personality on Employee Work Productivity: Case Study from PT. Sumber Permata Mineral, North Morowali Site, Indonesia

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Abstract: This study examined the effect of skill and personality on employee productivity at PT Sumber Permata Mineral Site North Morowali. The research uses a quantitative approach, with a sample selected through non-probability sampling techniques involving 76 respondents. Data was collected through observation, interviews, and the distribution of questionnaires directly to the respondents. The quality of the research instruments was tested using validity and reliability tests. The analytical method employed is multiple linear regression analysis, followed by hypothesis testing using partial tests (t-statistical test), simultaneous tests (F-statistical test), and the coefficient of determination to determine the contribution of independent variables to the dependent variable. The results of the study indicate that (1) Skill has a significant partial effect on work productivity, (2) Personality has a partial and significant effect on work productivity, and (3) Skill and personality simultaneously have a significant effect on work productivity. However, the combined contribution of skill and personality to employee work productivity is relatively weak, with a percentage of 47.7%. This suggests that other factors, accounting for 52.3%, may also influence employee work productivity at PT Sumber Permata Mineral Site North Morowali.

Keywords: Skill, Personality, Work Productivity.

JEL Classification Code: J24, M12, M54.

1. INTRODUCTION

Human resources are a critical component of any company. The capacity of human resources is reflected in the productivity of their work and the quality of the output they produce. A company's success depends on the excellence of its human resources, not just its natural resources. When a company's workforce has a high level of knowledge and skills, the company's competitiveness increases significantly. The success of an organization is primarily determined by its people's quality rather than quantity. Therefore, the driving force behind the organization must come from its employees. If employees demonstrate good productivity, the organization will naturally benefit from their contributions. Human power is crucial in any organization, as humans are planners, thinkers, organizers, and movers (Hasibuan, 2020). Quality work productivity means that each employee can complete their assigned tasks efficiently and effectively, ultimately leading to positive outcomes for company management. According to Wibowo (2016), an organization is considered productive when it achieves its goals by converting inputs into outputs at a low cost. Productivity is a measure of performance, encompassing both effectiveness and efficiency.

One of the factors influencing productivity is providing employees with opportunities to develop their skills. Skills are essential for employees to perform their work efficiently, making completing tasks easier. Competent skills are necessary for career advancement, and organizations must prioritize

skill development when considering career growth. Additionally, employees are expected to complete assignments according to the standards set by the company.

Another factor affecting performance is personality. A person's personality influences how they perceive and handle challenges such as stress and pressure in the workplace, ultimately impacting their work's effectiveness. Empirical research conducted by Fauzan (2022) shows that personality significantly affects employee performance, with work effectiveness as an indicator. Employees who perform their tasks to the best of their ability and utilize tools and facilities optimally contribute to work effectiveness and overall performance. Islam is a comprehensive religion that governs all aspects of human life, both spiritual and material, including the issue of work. Many verses in the Qur'an encourage people to work hard, such as in Surah Al-Insyirah 7-8:

فَإِذَا فَرَغْتَ فَانصَبْ،وَإِلَى رَبِّكَ فَارْغَب

Meaning: Then when you have finished (from one affair), work earnestly (on another), and only to your Lord should you hope. (QS Al-Inshirah 7-8).

This verse encourages humans, especially Muslims, to motivate themselves to work diligently and strive as much as possible, aiming for success in their worldly and afterlife endeavors. It emphasizes the importance of working diligently and adequately to produce high-quality work and provide the best community service. A person is considered professional when skilled in their work, earning their livelihood from their organization. PT Sumber Permata Mineral holds an Exploration Mining Business License (IUP) in the Molino Village area, East Petasia District, North Morowali Regency, Central Sulawesi Province. The IUP was granted with the approval of the Regent of Morowali, as per decision No. 540.2/SK.034/DESDM/II/2010, dated February 25, 2010. Since obtaining the IUP, several activities have been conducted, such as surface geological mapping, hand auger drilling, 100-meter spaced core drilling, and ongoing 50-meter spaced core drilling in the prospect block. At PT Sumber Permata Mineral, a phenomenon has emerged where employees are not fully maximizing their tasks due to insufficient skills. Many employees are hired without the necessary expertise in their field, leading to suboptimal task completion, often due to procrastination. This, of course, affects overall employee productivity. PT Sumber Permata Mineral's business scope includes two primary areas:

1. Mining Contracting: The company provides comprehensive mining services to mine owners, including stripping, overburden removal, excavation, transportation, infrastructure preparation, and reclaiming former mining areas. Contractor companies collaborating with PT Sumber Permata Mineral include PT Tri Daya Jaya, PT Sumber Sultra Perkasa, PT Rockstone Mining Indonesia, PT Natural Persada Mandiri, and PT Multi Bangun Abadi.
2. Nickel Transportation Services: This involves transporting mined nickel, one of the valuable minerals, and requires heavy equipment such as Dumptrucks, Bucket Wheel Excavators, Loaders, Graders, Rollers, Barges, and Port/Jetty facilities for shipping and raw ore sales to smelter factories.

Additionally, many PT Sumber Permata Mineral employees display inefficiency, often making mistakes, arriving late, or facing miscommunication issues that hinder cooperation. These challenges stem from inadequate personality traits, such as a lack of responsibility, perseverance, and emotional management in stressful situations, leading to difficulties completing tasks and fostering poor social interactions among colleagues. After conducting preliminary observations and reviewing relevant theories, the author is motivated to address this issue through a study titled The Effect of Skill and Personality on Employee Productivity at PT Sumber Permata Mineral Site North Morowali. This study seeks to answer the following research questions:

1. To what extent does skill individually affect employee productivity at PT Sumber Permata Mineral, North Morowali Site?
2. To what extent does personality affect employee productivity at PT Sumber Permata Mineral, North Morowali Site?

3. How do skill and personality collectively influence employee productivity at PT Sumber Permata Mineral, North Morowali Site?

Based on the problem formulation, this study aims to (1) Examine the partial effect of skills on employee productivity at PT Sumber Permata Mineral, North Morowali Site, (2) Examine the partial effect of personality on employee productivity at PT Sumber Permata Mineral, North Morowali Site (3) Examine the simultaneous effect of skills and personality on employee productivity at PT Sumber Permata Mineral, North Morowali Site.

2. LITERATURE REVIEW

2.1. Skill Theory

According to Lengkong et al. (2019), Skill is the ability to use reason, mind, ideas, creativity, and innovation in doing, changing, or making something more meaningful, thus producing value from the work. Furthermore, Istiqomah et al. in Saputri (2023) state that skills are a person's ability to complete assigned tasks and include technical skills, human skills, and conceptual skills, such as the ability to seize opportunities, accuracy, and the use of company-owned equipment to achieve goals. Robbins offers another perspective in Husna (2022), who defines skill as the ability to work by understanding and motivating others, individually and in groups. Based on the descriptions above, the author concludes that skills are tasks or jobs completed quickly and accurately. These skills require experience gained through formal and informal education and can be developed through training. Skills are essential in the work process as they affect a person's ability to complete tasks, ultimately impacting the effectiveness and efficiency of the work.

2.2. Factors Influencing Skills

According to Notoadmodjo, as cited in Saputri (2022), several factors influence work skills:

1. Level of Education- Higher education enhances an individual's knowledge, making it easier to understand and absorb new information. Additionally, education improves problem-solving abilities when encountering new challenges.
2. Age- As a person ages, both physical and psychological changes occur. Increased age is often associated with greater maturity, leading to better decision-making and work performance.
3. Experience- Experience serves as a foundation for continuous improvement and a valuable source of knowledge in seeking truth. The knowledge gained through experience enhances an individual's ability to think critically and make well-informed decisions.

These three factors-education, age, and experience-play a crucial role in shaping an individual's skills, making them more competent and adaptable in the workplace.

2.3. Types of Skills

According to Harry (2019), skills can be classified into the following types:

1. Conceptual Skills refer to a manager's ability to comprehensively integrate various objectives and challenges. Conceptual skills involve breaking down complex problems into specific components, understanding their relationships, and analyzing their impact on one another.
2. Human Skills – Interpersonal skills refer to a manager's ability to interact effectively with employees and fellow managers. Strong human skills enable managers to build relationships, understand others' emotions, and maintain self-awareness, facilitating effective communication and teamwork.
3. Technical Skills are specialized abilities or expertise required to perform specific tasks. Professions such as accounting and programming rely heavily on technical skills. Lower-level

managers, in particular, need a strong command of relevant technical skills as the demand for such expertise decreases at higher managerial levels.

2.4. Skill Indicators

According to Mulyadi, as cited in Halawa (2019), work skills can be measured using the following indicators:

1. Determining the appropriate method for completing tasks or jobs.
2. Identifying the best procedures for task execution.
3. completing tasks.
4. Establishing the optimal size or volume of tasks that can be accomplished.
5. Defining the best quality standards for completed work.
6. Predicting the outcomes of task execution.

Meanwhile, Yiniarsih and Suwatno, as cited in Johnathan (2019), identify several skill indicators, including:

1. Proficiency in mastering work.
2. Ability to complete tasks efficiently.
3. Accuracy and thoroughness in task completion.
4. Confidence in executing tasks.
5. Commitment to work.

Based on these perspectives, the author concludes that the skill indicators used in this study include determining how to complete tasks, identifying the best procedures for execution, completing assignments, establishing the optimal size or volume of functions, defining the best quality standards for completed work, and predicting task execution outcomes.

2.5. Definition of Personality

Personality refers to the inherent traits and characteristics that distinguish an individual. According to Nadirah (2020), Personality is a term derived from the Latin word persona, meaning 'mask,' which suggests that how a person presents themselves to others may not always reflect their true self. Irwansyah et al. (2021) define personality as how an individual reacts and interacts with others, both in organizational settings and within the broader community. Meanwhile, as cited in Sidin and Della (2021), Champoux describes personality as a collection of traits, characteristics, and tendencies that influence how an individual adapts to different environments. Based on these perspectives, personality can be understood as a set of unique traits that define an individual's behavior and shape their responses to various situations.

2.6. Healthy/Normal Personality

According to Hurlock, as cited in Nadirah (2020), a healthy or normal personality is characterized by the following traits:

1. Realistic self-assessment – Individuals with a healthy personality can objectively evaluate themselves, recognizing their strengths and weaknesses. This includes assessments of physical attributes (such as posture, facial features, and overall health) and abilities.
2. Realistic assessment of situations – They can face life circumstances with a pragmatic mindset, accepting them as they are without unrealistic expectations of perfection.
3. Balanced perspective on achievements – Individuals do not become arrogant, boastful, or develop a superiority complex when achieving success. Likewise, they do not react with frustration when facing failure but instead maintain an optimistic attitude.

4. Acceptance of responsibility – They are confident in their ability to handle life's challenges and take responsibility for their actions.
5. Independence (autonomy) – They think and act independently, make decisions with confidence, direct their personal growth, and constructively adapt to societal norms
6. Emotional control – They regulate emotions and maintain composure in different situations.
7. Goal-oriented mindset – They set personal goals based on rational and mature considerations rather than external pressures. They actively work toward achieving these goals by developing insights and skills.
8. Outward orientation – They show respect and empathy for others, are concerned about societal issues, and demonstrate flexible thinking.
9. Social acceptance – Others perceive them positively, actively engage in social activities, and maintain friendly relationships.
10. Philosophy of life – They have guiding beliefs and values that shape their actions and decisions.
11. Happiness – Their happiness is influenced by personal achievements, acceptance by others, and feelings of being loved and valued.

2.7. Work Productivity

The philosophy and essence of productivity have existed since the earliest days of human civilization. At its core, productivity reflects the continuous human effort to enhance the quality of life and well-being in all areas. Work productivity has been defined in various ways by different scholars. To gain a better understanding, the following perspectives are presented:

1. According to Wijaya and Manurung (2021), Work productivity is the ratio between the results achieved and the total resources used (input). It is closely linked to a productive mindset, which includes aspects such as attitude, motivation, discipline, creativity, innovation, dynamism, and professionalism.
2. Similarly, Kusrianto, as cited in Sutrisno (2020), defines work productivity as the comparison between the results achieved and the contribution of labor per unit of time, with labor serving as a resource user efficiently and effectively.

Based on these definitions, work productivity can be understood as a measurable work process assessed in quantity and quality. It involves optimizing the ratio of output to input while utilizing available resources as efficiently and effectively as possible. Work productivity is a key indicator of an organization's success or failure to achieve performance efficiency. It can be evaluated at individual, group, and organizational levels.

2.8. Factors Influencing Work Productivity

Work productivity is closely linked to how efficiently and effectively an individual performs their tasks. Employees tend to be more productive when they receive support from various factors. According to Busro (2018), several factors influence work productivity, including work motivation, education and training, discipline, occupational safety and health, competence, attitudes and work ethics, teamwork, compensation, work environment, technology, production resources, social security, management and leadership, and achievement opportunities. Similarly, Sedarmayanti (2018) identifies the following key factors affecting work productivity:

1. Mental Attitude – Includes motivation, work discipline, and work ethics, which drive employees to perform efficiently.
2. Education – Higher education levels provide broader knowledge and a deeper appreciation of productivity.
3. Skills – Skilled employees can perform tasks more effectively and make better use of work facilities. Adequate skills and experience significantly enhance productivity.
4. Management – Effective management fosters high employee morale, motivating them to be more productive.

5. Income Level – Fair and adequate compensation enables employees to focus on their tasks, maximizing their performance and productivity.
6. Nutrition and Health – Employees with proper nutrition and good health have higher energy levels and enthusiasm, leading to increased productivity.
7. Social Security – Providing employees with benefits enhances job satisfaction, encouraging them to perform at their best.
8. Work Environment and Climate – A comfortable and conducive work environment fosters responsibility and improved performance, ultimately boosting productivity.
9. Production Facilities – High-quality equipment and well-maintained production facilities help minimize waste and improve efficiency. Regular maintenance is essential to sustaining productivity.
10. Technology – Modern technology optimizes work processes, reduces production time, and minimizes resource waste compared to manual labor.
11. Achievement Opportunities – Clear career advancement opportunities motivate employees to improve their performance and strive for higher positions, positively impacting their productivity.

2.9. Conceptual Framework

The research framework illustrates the relationship between Skill and Personality as independent variables (X) and Work Productivity as the dependent variable (Y). The H1 pathway represents the impact of Skill on Work Productivity, while the H2 pathway represents the impact of Personality on Work Productivity. Meanwhile, the H3 pathway indicates the combined effect of Skill and Personality on Work Productivity.

2.10. Hypothesis

Based on the above description, the research hypotheses are as follows:

1. Skill positively and significantly affects employee productivity at PT Sumber Permata Mineral Site North Morowali.
2. Personality positively and significantly affects employee productivity at PT Sumber Permata Mineral Site North Morowali.
3. Skill and Personality simultaneously significantly affect employee productivity at PT Sumber Permata Mineral Site North Morowali.

3. RESEARCH METHOD AND MATERIALS

3.1. Location and Time of Research

This research was conducted at PT Sumber Permata Mineral in Mohoni Village, East Petasia District, North Morowali Regency, Central Sulawesi Province. The timeline and stages of the research are presented in the table below:

Table 1. Research Implementation Timeline

No	Research Phase	Implementation Time
1.	Initial Observation	June-July 2024
2.	Proposal Preparation	July-August 2024
3.	Proposal Seminar and Revisions	August 2024
4.	Data Collection & Data Analysis	August-September 2024
5.	Thesis and Research Results Preparation	September 2024
6.	Results Seminar and Revision of Research	September-October 2024
7.	Final Exam	October 2024

3.2. Type and Source of Data

a. Qualitative Data
According to Sunarsi (2021), Qualitative data refers to non-numerical data, such as gender, intelligence, blood type, yes or no, etc., typically expressed in words. In this study, qualitative data includes the profile or history of the research subject and the outcomes of brief interviews with respondents.

b. Quantitative Data

c. Sunarsi (2021) explains that quantitative data consists of absolute numbers (parametric data) that allow for the determination of a specific value. This study's quantitative data includes the tabulated results from questionnaires and the data processed using SPSS.

d. Primary Data According to Sunarsi (2021), Quantitative data refers to data presented in absolute numbers (parametric), making it possible to determine exact values. In this study, quantitative data consists of questionnaire tabulations and data processing results using SPSS.

e. Secondary
Data According to Hardani et al. (2020), Secondary data refers to information obtained indirectly from other sources, such as individuals, institutions, or organizations, in the form of reports, profiles, manuals, or literature.

f. Sample
According to Hardani et al. (2020), A sample consists of a subset of the population selected using specific sampling techniques. This study employs a non-probability sampling technique with a purposive sampling method defined by Sugiyono (2019): sampling based on particular criteria or considerations. Based on this approach, the sample in this study includes only individuals from the population with representative characteristics. Therefore, the sample size for this research is set at 76 employees working at PT Sumber Permata Mineral Site North Morowali.

3.3. Data Collection Techniques

To ensure the accuracy and relevance of data in this research, the following data collection methods were employed:

1. Observation
Observation involves examining the research object directly to understand ongoing activities (Sudaryono, 2021). This study conducted observations by monitoring and recording employees' workplace behaviors, habits, and actions. Additionally, the study observed objects, attributes, and equipment used by employees while performing their tasks.

2. Interview
According to Sudaryono (2021), an interview is a data collection method to obtain information directly from the source. Interviews are conducted when researchers need to perform a preliminary study to identify research problems or seek in-depth information from respondents. This study employs an open-ended interview approach, where the interviewer engages in a free-flowing discussion with respondents rather than adhering to a strict set of predetermined questions. Instead, the interviewer uses research objectives as a guide to extract relevant information (Sudaryono, 2021). These interviews gather initial insights into existing issues, helping researchers define the key problems and variables to be studied.

3. Questionnaire
A questionnaire is a data collection technique in which respondents are given a set of written questions or statements to answer without direct interaction with the researcher (Sudaryono, 2021). In this study, respondents provided their answers by marking a checklist in the designated answer column. Each response option in the questionnaire was assigned a corresponding score to facilitate data analysis.

Table 2. Scoring for Questionnaire Responses

No	Response	Score
1	Strongly Agree (SS)	5
2	Agree (S)	4
3	Neutral (KS)	3
4	Disagree (TS)	2
5	Strongly Disagree (STS)	1

3.4. Data Processing and Analysis Techniques

3.4.1. Research Instrument Test

1. Validity Test
   According to Ghozali (2021), The validity test aims to determine whether the statements in the questionnaire are valid. A questionnaire is considered valid if its statements accurately measure what they are intended to measure. Validity testing compares the Pearson correlation coefficient (r-count) with the critical value from the Product Moment table (r-table). The significance level used in this study is 5% (0.05). The Statistical Product and Service Solutions (SPSS) analysis tool obtains the r-count. Meanwhile, to determine the r-table value, the following steps are taken:

   - Set the significance level.
   - Determine the degrees of freedom (df) using the formula:

   $$df = N - 2$$

   Info:
   N = Number of samples
   2 = Number of independent variables
   Decision-Making Criteria for Validity Testing:
   If r-count > r-table, the research instrument is valid.
   If r-count < r-table, the research instrument is invalid.

2. Reliability Test
   An instrument is considered reliable if it consistently produces the same results regardless of who conducts the measurement or how often it is repeated. According to Ghozali (2021), The reliability test aims to assess whether a questionnaire provides consistent and stable responses over time as an indicator of a variable. Decision-Making Criteria for Reliability Testing:

   - If Cronbach's Alpha > 0.60, the instrument is reliable.
   - If Cronbach's Alpha < 0.60, the instrument is not reliable.

3.4.2. Data Analysis Test

This study used multiple linear regression analysis for data analysis, as there are two independent variables (skill and personality) and one dependent variable (work productivity). According to Ghozali (2021: 145), The analytical method used to test the hypothesis is multiple regression, which determines the extent to which independent variables influence the dependent variable. The multiple linear regression model is applied to examine the impact of independent variables on the dependent variable, considering more than one independent variable. Multiple Regression Equation:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Info:
Y = Work Productivity
α = Constant

X_1 = Skill
X_2 = Personality
β_1, β_2 = Regression Coefficients
e = Error Term

3.5. Hypothesis Test

1. Partial Test (t-Test)

   According to Ghozali (2021), The t-test determines the extent to which an individual independent variable explains variations in the dependent variable. Partial testing compares the calculated t-value (t-count) with the critical t-value (t-table). The t-count is obtained from the regression analysis coefficient results, while the t-table is determined based on the degrees of freedom (df) using a 5% significance level (0.05). The critical value is then obtained from the t-distribution table. Formula for t-Table:

$$^{table} = 2/\alpha, \ df = N-K-1$$

   Info:

   - α = Significance Level
   - N = Number of Samples
   - K = Number of Independent Variables
     Decision-Making Criteria:

   For Partial Effect:

   - If t-count > t-table, the independent variable partially affects the dependent variable.
   - If t-count < t-table, the independent variable has no partial effect on the dependent variable.

   For Significance:

   - If Sig > 0.05, the effect is not significant.
   - If Sig < 0.05, the effect is significant.

(2) Simultaneous Test (F-Test)

   According to Ghozali (2021), The F-test is used to determine whether the independent variables, when considered together, have a simultaneous effect on the dependent variable. The F-test compares the calculated F-value (F-count) with the critical F-value (F-table). The F-count is obtained from the Analysis of Variance (ANOVA) regression results in the SPSS output. Meanwhile, the F-table value is determined by calculating the degrees of freedom (df). Formula for F-Table:

$$DF1 = K-1$$
$$DF2 = N-K$$

   Info:

   - N = Number of Samples
   - K = Number of Independent Variables

   This test uses a 5% significance level (0.05).

   Decision-Making Criteria:

   For Simultaneous Influence:

   - If F-count > F-table, the independent variables jointly influence the dependent variable.
   - If F-count < F-table, the independent variables have no simultaneous effect on the dependent variable.

   For Significance:

   - If Sig < 0.05, the effect is significant.
   - If Sig > 0.05, the effect is not significant.

(3) Coefficient of Determination Analysis (R^2 Test)

According to Ghozali (2021), The coefficient of determination (R^2) measures the extent to which the model can explain the variation in the dependent variable. The R^2 value ranges between 0 (zero) and 1 (one).

- If the R^2 value is close to 0, it indicates a low contribution, meaning the independent variables cannot explain variations in the dependent variable.
- If the R^2 value is close to 1, it signifies a high contribution, meaning the independent variables provide most of the necessary information, indicating a stronger relationship between the variables.

4. RESULTS AND DISCUSSION

4.1. Research Results

The respondents in this study were employees of PT Sumber Permata Mineral, North Morowali Site, with 76 participants.

4.1.1. Respondent Identity by Gender

Table 3. Respondent Characteristics by Gender

Gender	Frequency (F)	Percentage (%)
Male	68	89%
Female	8	11%
Total	76	100%

Table 3 presents the characteristics of respondents based on gender. Seventy-six PT Sumber Permata Mineral Site North Morowali employees participated in this study. The data shows that 68 respondents (89%) are male, while 8 (11%) are female. Based on these findings, it can be concluded that most research respondents are male.

4.1.2. Identity of Respondents by Age Category

Table 4. Respondent Characteristics Based on Age Category

Age Category	Frequency (F)	Percentage (%)
20 to 27 Years	34	45
28 to 35 Years	17	22
36 to 45 Years	21	28
More than 45 Years	4	5
Total	76	100

Table 4 presents the distribution of respondents based on age categories. The total number of respondents at PT Sumber Permata Mineral Site North Morowali is 76. Among them, 34 respondents (45%) are between 20 and 27 years old, 17 respondents (22%) are between 28 and 35 years old, 21 respondents (28%) are between 36 and 45 years old, and four respondents (5%) are over 45 years old. Based on this data, it can be concluded that most employees at PT Sumber Permata Mineral Site North Morowali fall within the 20 to 27-year age category.

4.1.3. Identity of Respondents by Education Level

Table 5. Characteristics of Respondents Based on Education Level

Education Level	Frequency (F)	Percentage (%)
High School / Equivalent	44	58
Diploma	2	3
Bachelor	30	39

Education Level	Frequency (F)	Percentage (%)
Other	0	0
Total	76	100

Table 5 presents the distribution of respondents based on their education level. The total number of respondents at PT Sumber Permata Mineral Site North Morowali is 76. Among them, 44 respondents (58%) have a high school or equivalent education, 2 respondents (3%) have a diploma, and 30 respondents (39%) hold a bachelor's degree. No respondents reported having an education level beyond a bachelor's degree. Based on this data, it can be concluded that most employees at PT Sumber Permata Mineral Site North Morowali have a high school or equivalent education.

4.1.4.   Identity of Respondents by Length of Service

Table 6. Characteristics of Respondents Based on Tenure

Length of Service	Frequency (F)	Percentage (%)
1 to 10 Years	72	95
11 to 20 Years	4	5
21 to 30 Years	0	0
Above 30 Years	0	0
Total	76	100

Table 6 presents the characteristics of respondents based on their length of service. Out of 76 respondents at PT Sumber Permata Mineral Site North Morowali, 72 employees (95%) have a 1 to 10 years tenure, while 4 employees (5%) have worked for 11 to 20 years. No respondents reported a tenure of 21 years or more. Based on this data, it can be concluded that most employees at PT Sumber Permata Mineral Site North Morowali have a working tenure of 1 to 10 years.

4.2. Description of Respondents' Responses

The description of respondents' responses represents the results of their feedback on the statements in the questionnaire, aligned with the indicators of each research variable. The following table illustrates the respondents' responses:

4.2.1.   Respondents' Responses Regarding the Skill Variable Statement (X1)

Table 7. Respondents' Responses to the First Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	31	155	40.79%
Agree (S)	4	45	180	59.21%
Neutral (KS)	3	0	0	0%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total	-	76	335	100%
Average	-	-	4.41	-

Based on Table 7, the respondents' responses regarding the first statement on the skill variable, I master the completion of each task and responsibility assigned to me, show that out of 76 respondents, the total response score is 335, with an average response of 4.41. This indicates that 100% of respondents agree or strongly agree with the statement, demonstrating a dominant level of agreement.

Table 8. Respondents' Responses to the Second Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	21	105	27.63%
Agree (S)	4	54	216	71.05%

Category	Scale	Frequency (F)	Weight	Percentage (%)
Neutral (KS)	3	1	3	1.32%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total	-	76	324	100%
Average	-	-	4.26	-

Based on Table 8, respondents' responses to the second statement on the skill variable, I can always complete my duties and responsibilities properly and thoroughly, indicating that out of 76 respondents, the total response score is 324, with an average response of 4.26. This suggests that 100% of respondents agree or strongly agree with the statement, showing a dominant level of agreement.

Table 9. Respondents' Responses to the Third Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	18	90	23.68%
Agree (S)	4	45	180	59.21%
Neutral (KS)	3	13	39	17.11%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total	-	76	309	100%
Average	-	-	4.07	-

Table 9 presents respondents' responses to the third statement on the skill variable, In completing work, various experiences support me. Among the 76 respondents who participated in the study, the total response score was 309, with an average response of 4.07. This indicates that 100% of respondents agree or strongly agree, reflecting a dominant level of agreement.

Table 10. Respondents' Responses to the Fourth Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	23	115	30.26%
Agree (S)	4	48	192	63.26%
Neutral (KS)	3	5	15	6.58%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total	-	76	322	100%
Average	-	-	4.24	-

Table 10 presents respondents' responses to the fourth statement on the skill variable, When there is a lot of work, I can always control myself. Among the 76 respondents who participated in the study, the total response score was 322, with an average response of 4.24. This indicates that 100% of respondents agree or strongly agree, reflecting a high level of agreement with the statement.

Table 11. Respondents' Responses to the Fifth Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	27	135	35.53%
Agree (S)	4	46	184	60.53%
Neutral (KS)	3	3	8	3.95%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total	-	76	328	100%
Average	-	-	4.32	-

Table 11 presents respondents' responses to the fifth statement on the skill variable: I am always confident in completing work as a PT Sumber Permata Mineral Site North Morowali team member. Among the 76 respondents, the total response score was 328, with an average score of 4.32. The data

indicates that 100% of respondents either agree or strongly agree, reflecting a strong confidence level among employees in completing their tasks.

Table 12. Respondents' Responses to the Sixth Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	17	85	22.37%
Agree (S)	4	49	196	64.47%
Neutral (KS)	3	9	27	11.84%
Disagree (TS)	2	1	2	1.32%
Strongly Disagree (STS)	1	0	0	0%
Total	-	76	310	100%
Average	-	-	4.08	-

Table 12 presents respondents' responses to the sixth statement on the skill variable. Previously, I had experience in this job. Among the 76 respondents, the total response score was 310, with an average score of 4.08. The data indicates that the majority of respondents either agree or strongly agree with the statement, demonstrating that most employees have prior experience relevant to their current job.

4.2.2.   Respondents' Responses to the First Statement on Personality Variable (X2)

Table 13. Respondents' Responses to the First Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	44	220	57.89%
Agree (S)	4	32	128	42.11%
Neutral (KS)	3	0	0	0%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total		76	348	100%
Average			4.58	

Table 13 presents the distribution of respondents' responses regarding the first statement on the personality variable: I like to socialize with colleagues. Out of 76 respondents, the total response score was 348, with an average score of 4.58. The data indicates that all respondents either agree or strongly agree with the statement, highlighting a strong tendency among employees to engage in social interactions with their colleagues.

Table 14. Respondents' Responses to the Second Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	35	174	46.05%
Agree (S)	4	40	160	52.63%
Neutral (KS)	3	1	4	1.32%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total		76	338	100%
Average			4.45	

Table 14 presents the distribution of respondents' responses regarding the second statement on the personality variable: I always show a friendly attitude while working at the company. Among the 76 respondents, the total response score was 338, with an average score of 4.45. The data indicates that most respondents either agree or strongly agree with the statement, demonstrating a prevalent friendly attitude among employees in the workplace.

Table 15. Respondents' Responses to the Third Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	30	150	39.47%

Category	Scale	Frequency (F)	Weight	Percentage (%)
Agree (S)	4	46	184	60.53%
Neutral (KS)	3	0	0	0%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total		76	334	100%
Average			4.39	

Table 15 presents the distribution of respondents' responses regarding the third statement on the personality variable: I am always ready to carry out the tasks and responsibilities given carefully. Among the 76 respondents, the total response score was 334, with an average score of 4.39. The data indicates that most respondents agree or strongly agree with the statement, reflecting employees' high level of readiness and responsibility.

Table 16. Respondents' Responses to the Fourth Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	35	175	46.05%
Agree (S)	4	41	164	53.95%
Neutral (KS)	3	0	0	0%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total		76	339	100%
Average			4.46	

Table 16 presents the distribution of respondents' responses regarding the fourth statement on the personality variable: I feel happy doing work in this company. Among the 76 respondents, the total response score was 339, with an average score of 4.46. The results indicate that all respondents agreed or strongly agreed with the statement, suggesting high job satisfaction among employees.

Table 17. Respondents' Responses to the Fifth Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	28	140	36.84%
Agree (S)	4	47	188	61.84%
Neutral (KS)	3	1	3	1.32%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total		76	331	100%
Average			4.18	

Table 17 presents the distribution of respondents' responses regarding the fifth statement on the personality variable: I like to help my colleagues with their tasks in the company. Among the 76 respondents, the total response score was 331, with an average score of 4.18. The results indicate that most respondents agreed or strongly agreed with the statement, reflecting a strong sense of employee teamwork and collaboration.

Table 18. Respondents' Responses to the Sixth Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	37	185	48.68%
Agree (S)	4	37	148	48.68%
Neutral (KS)	3	2	6	2.63%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total		76	339	100%
Average			4.46	

Table 18 presents the distribution of respondents' responses regarding the sixth statement on the personality variable: I contribute to creating a lively and engaging work atmosphere during work processes. Among the 76 respondents, the total response score was 339, with an average score of 4.46. The results indicate that most respondents agreed or strongly agreed with the statement, suggesting a positive and dynamic work environment.

4.2.3. Respondents' Responses to Work Productivity Variable Statements (Y)

Table 19. Respondents' Responses to the First Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	33	165	43.42%
Agree (S)	4	43	172	56.58%
Neutral (KS)	3	0	0	0%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total		76	337	100%
Average		4.43		

Table 19 presents the distribution of respondents' responses regarding the first statement on the work productivity variable: The tasks and responsibilities assigned by the company align with my abilities. Among the 76 respondents, the total response score was 337, with an average score of 4.43. The results indicate that most respondents agreed or strongly agreed with the statement, suggesting that employees feel their tasks match their competencies well.

Table 20. Respondents' Responses to the Second Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	19	95	25%
Agree (S)	4	57	228	75%
Neutral (KS)	3	0	0	0%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total		76	323	100%
Average		4.25		

Based on Table 20, the distribution of respondents' responses regarding the work productivity variable for the second statement, I never complain or feel burdened by the workload that is my responsibility, indicates that out of 76 respondents who completed the questionnaire, the total response score was 323, with an average score of 4.25. This suggests that the majority of respondents agree with the statement, as reflected in a 100% agreement rate.

Table 21. Respondents' Responses to the Third Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
Strongly Agree (SS)	5	26	130	34.21%
Agree (S)	4	49	196	64.47%
Neutral (KS)	3	1	3	1.32%
Disagree (TS)	2	0	0	0%
Strongly Disagree (STS)	1	0	0	0%
Total		76	329	100%
Average		4.33		

Based on Table 21, the distribution of respondents' responses regarding the work productivity variable for the third statement, The company always provides opportunities for employees to be creative in performing their tasks properly, indicates that out of 76 respondents who completed the questionnaire, the total response score was 329, with an average score of 4.33. This result suggests that most respondents agree with the statement, as reflected in a 100% agreement rate.

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Table 22. Respondents' Responses to the Fourth Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
S S (Strongly Agree)	5	20	100	26.32
S (Agree)	4	56	224	73.68
K S (Neutral)	3	0	0	0
T S (Disagree)	2	0	0	0
S T S (Strongly Disagree)	1	0	0	0
Total		76	324	100
Average		4.26		

Based on Table 22, the distribution of respondents' responses regarding the work productivity variable for the fourth statement, My work results so far are by the quality standards set by the company, indicates that out of 76 respondents who completed the questionnaire, the total response score was 324, with an average score of 4.26. This result suggests that the majority of respondents agree with the statement, as reflected in a 100% agreement rate.

Table 23. Respondents' Responses to the Fifth Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
S S (Strongly Agree)	5	24	120	31.58
S (Agree)	4	51	204	67.11
K S (Neutral)	3	1	3	1.32
T S (Disagree)	2	0	0	0
S T S (Strongly Disagree)	1	0	0	0
Total		76	327	100
Average		4.30		

Based on Table 24, the distribution of respondents' responses regarding the work productivity variable for the fifth statement, I consistently maintain timeliness and ensure the perfection of the work results that are my responsibility, indicates that out of 76 respondents who completed the questionnaire, the total response score was 327, with an average score of 4.30. This result suggests that the majority of respondents agree with the statement, as reflected in a 100% agreement rate.

Table 24. Respondents' Responses to the Sixth Statement

Category	Scale	Frequency (F)	Weight	Percentage (%)
S S (Strongly Agree)	5	30	150	39.47
S (Agree)	4	41	164	53.95
K S (Neutral)	3	5	15	6.58
T S (Disagree)	2	0	0	0
S T S (Strongly Disagree)	1	0	0	0
Total		76	329	100
Average		4.33		

Based on Table 24, the distribution of respondents' responses regarding the work productivity variable for the sixth statement, The time used to complete a job aligns with predetermined standards, indicates that out of 76 respondents who completed the questionnaire, the total response score was 329, with an average score of 4.33. This result suggests that the majority of respondents agree with the statement, as reflected in a 100% agreement rate.

4.3. Validity Test

Based on the Product Moment table for the degree of freedom (df) = N - 2, where the number of samples (N) is 76, the calculation is 76 - 2 = 74, resulting in an r-table value of 0.226.

Table 25. Validity Test Results

No	Instrument Item	Value of $r_{calculated}$	Value of r_{table}	Decision
1	Statement X1.1	0.680	0.226	Valid
2	Statement X1.2	0.592	0.226	Valid
3	Statement X1.3	0.743	0.226	Valid
4	Statement X1.4	0.786	0.226	Valid
5	Statement X1.5	0.683	0.226	Valid
6	Statement X1.6	0.719	0.226	Valid
7	Statement X2.1	0.817	0.226	Valid
8	Statement X2.2	0.765	0.226	Valid
9	Statement X2.3	0.706	0.226	Valid
10	Statement X2.4	0.758	0.226	Valid
11	Statement X2.5	0.707	0.226	Valid
12	Statement X2.6	0.611	0.226	Valid
13	Statement Y.1	0.834	0.226	Valid
14	Statement Y.2	0.828	0.226	Valid
15	Statement Y.3	0.738	0.226	Valid
16	Statement Y.4	0.741	0.226	Valid
17	Statement Y.5	0.654	0.226	Valid
18	Statement Y.6	0.735	0.226	Valid

Based on Table 25, all statements related to the skill, personality, and work productivity variables are valid, as each r-calculated value is greater than the r-table value (0.226).

4.4. Reliability Test

Table 26. Reliability Test Results

Variables	Cronbach's Alpha	Threshold	Description
Skill (X1)	0.753	0.60	Reliable
Personality (X2)	0.700	0.60	Reliable
Work Productivity (Y)	0.645	0.60	Reliable

Based on Table 26, the Cronbach's Alpha values for all variables exceed the threshold of 0.60, indicating that all statement elements used in this study are reliable and can serve as valid research measurement instruments.

4.5. Multiple Linear Regression Test

The following is an explanation of the multiple linear regression analysis results:

Table 27. Multiple Linear Regression Results

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	8.935	2.194		4.072	.000
Skill	.396	.079	.498	5.010	.000
personality	.261	.091	.284	2.852	.006
a. Dependent Variable: Productivity_Work					

Based on Table 27, which presents the multiple linear regression analysis output using SPSS version 24.0, the resulting regression equation is as follows:

$$Y = a + b1X1 + b2X2 + e$$

$$Y = 8.935 + 0.396X1 + 0.261X2 + e$$

Referring to the multiple linear regression equation, the interpretation is as follows:

1. The constant value (a) of 8.935 represents the value of work productivity (Y) when the independent variables (skill and personality) have no influence. This means that if there is no change in the independent variables, the work productivity at PT Sumber Permata Mineral Site North Morowali remains at 8.935.
2. The regression coefficient of the skill variable ($b_1 = 0.396$) indicates a positive influence of skill on work productivity. This means that for every one-unit increase in the skill variable (X_1), work productivity (Y) increases by 0.396, assuming other variables remain constant.
3. The regression coefficient of the personality variable ($b_2 = 0.261$) indicates a positive influence of personality on work productivity. This means that for every one-unit increase in the personality variable (X_2), work productivity (Y) increases by 0.261, assuming other variables remain constant.

4.6. Partial Hypothesis Testing Results (t-Test)

The t-test is conducted to determine the extent of the influence of each independent variable on the dependent variable. This test is performed by comparing the t-calculated value with the t-table value. To obtain the t-calculated value, we refer to the regression analysis coefficient table. Meanwhile, to determine the t-table value, the following steps are taken:

1. Determine the degree of freedom (df), which is calculated using the formula: df=N–kdf = N - kdf=N–k where N represents the sample size, and k is the number of independent variables plus the intercept.
2. Use a significance level of 5% (0.05).
3. Refer to the t-distribution table to find the corresponding t-table value.

Equation formula t table: Sig   : a/2   Df: N - K - 1
                                      : 0,05/2: 76 - 2 - 1
                                      : 0,025: 73 table values= 1.993

The decision-making criteria for the level of influence are as follows:

*   If the value of t (count) > t table=   partial effect
*   If the value of t (count) < t table=   has no partial effect

The basis for deciding the level of significance is using the significance probability number, namely:

*   If the probability of significance <0.05=Significant
*   If the probability of significance > 0.05 = Not Significant

Table 28. t-Test Results (Partial Hypothesis Testing)

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	8.935	2.194		4.072	.000
Skill	.396	.079	.498	5.010	.000
personality	.261	.091	.284	2.852	.006
a. Dependent Variable: Productivity_Work					

Referring to the data analysis in Table 28, the results of the partial hypothesis testing (t-test) can be interpreted as follows:

1. The partial test results for the skill variable show a t-calculated value of 5.010, which is greater than the t-table value of 1.993. This indicates a partial effect of the skill variable. The significance value (0.000) is less than 0.05, meaning the effect is statistically significant. Based on this analysis, it can be concluded that:

Skill has a significant partial effect on employee work productivity at PT Sumber Permata Mineral Site North Morowali.

2. This finding supports the researcher's initial assumption, confirming that the first hypothesis in this study is accepted.

The partial test results for the personality variable show a t-calculated value of 2.857, which is greater than the t-table value of 1.993. This also indicates a partial effect of the personality variable. The significance value (0.006) is less than 0.05, confirming a statistically significant effect. Based on this analysis, it can be concluded that:

Personality has a significant partial effect on employee work productivity at PT Sumber Permata Mineral Site North Morowali.

4.7. Simultaneous Hypothesis Testing Results (F-Test)

Simultaneous statistical testing evaluates the combined effect of all independent variables included in the model on the dependent variable. This test aims to determine the overall explanatory power of the independent variables in influencing the dependent variable.

$$F \text{ value }_{(table) \, DF1} = K - 1 \qquad DF2 = N - K$$
$$= 3 - 1 \qquad\qquad = 76 - 3$$
$$= 2 \qquad\qquad\quad = 73$$
$$F_{table} = 3.122$$

Table 29. F-Test Results (Simultaneous Testing)

ANOVAa					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	114.741	2	57.371	33.341	.000b
Residuals	125.614	73	1.721		
Total	240.355	75			
a. Dependent Variable: Productivity_Work					
b. Predictors: (Constant), Personality, Skill					

The results of the simultaneous testing of the Skill and Personality variables in Table 30 show that the F-calculated value is 33.341, more significant than the F-table value of 3.122. This indicates that the independent variables simultaneously influence the dependent variable. The significance value (0.000) is less than 0.05, confirming the effect is statistically significant. These findings support the researcher's initial assumption that Skill and personality significantly affect employee productivity at PT Sumber Permata Mineral Site North Morowali. In conclusion, H_0 is rejected, and H_3 is accepted, meaning that the third hypothesis proposed in this study is supported.

4.8. Test Results of the Coefficient of Determination (R^2 Test)

The coefficient of determination (R^2) measures the proportion of variance in the dependent variable that can be explained by the independent variables (predictors). This test determines how much the independent variables contribute to predicting the dependent variable (Narimawati et al., 2020). The coefficient of determination (R^2) can be found in the Model Summary table, specifically in the R Square column. The calculation follows the equation:

R2 = R Square x 100

Decision parameters for testing the coefficient of determination (R^2):

R2, which is close to 1, is considered a substantial contribution.

R2 close to 0 is considered a weak contribution.

Table 30. Test Results of the Coefficient of Determination (R²)
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.691ᵃ	.477	.463	1.31177

a. Predictors: (Constant), Personality, Skill

Table 30 presents the coefficient of determination analysis in the Model Summary. The R Square value is 0.477, which, when converted into a percentage (0.477 × 100), results in 47.7%. This indicates that Skill and Personality contribute 47.7% in explaining the variation in Work Productivity, which is considered moderate. However, the remaining 52.3% (100% - 47.7%) is influenced by other factors not examined in this study that may also impact the Work Productivity of employees at PT Sumber Permata Mineral Site North Morowali.

4.9. Discussion

Human resources play a crucial role in an organization, as they are the key drivers of organizational growth and development. The availability of employees within a company must be carefully assessed by considering the workload and the ratio of employees needed to ensure efficiency. An appropriate employee-to-job ratio significantly impacts the effectiveness and efficiency of task completion. Inaccurate workforce allocation can lead to inefficiencies, ultimately affecting the company's ability to achieve optimal work productivity—a fundamental objective for any organization or business.

4.9.1. The Effect of Skill on Employee Productivity at PT Sumber Permata Mineral Site North Morowali

The results of data analysis in this study, using partial statistical tests, indicate a significant relationship between skill and work productivity. The obtained t-value (5.010) is greater than the t-table value (1.993), demonstrating that skill partially affects work productivity. The regression coefficient is also positive (0.396), suggesting that higher skill levels increase team member productivity. The significance level (0.000) is smaller than the critical value (0.05), confirming that the relationship is statistically significant. Every employee within an organization possesses experience and knowledge, which they utilize through individual strategies to perform their tasks professionally. Employees' ability to manage their work efficiently is directly influenced by their skill levels, which are crucial in maintaining professionalism and ensuring that tasks are carried out according to established standards and procedures. According to Istiqomah et al., cited in Saputri (2023:22), Skill is a person's ability to complete assigned tasks, encompassing technical, human, and conceptual skills, such as the ability to seize opportunities, maintain accuracy, and effectively use company equipment to achieve goals. Skills enable employees to perform tasks with ease and precision. They are developed through formal and informal education and can be further enhanced through training programs. Skills are essential for improving efficiency and effectiveness in the workplace, ultimately impacting overall work productivity.

4.9.2. The Influence of Personality on Employee Productivity at PT Sumber Permata Mineral Site North Morowali

The results of data analysis in this study, using partial statistical tests, indicate a significant relationship between personality and work productivity. The t-value (2.852) is greater than the t-table value (1.993), showing that personality partially affects work productivity. Additionally, the regression coefficient is positive (0.261), suggesting that employee productivity also increases as personality improves. The significance level (0.006) is smaller than the critical value (0.05), confirming that the relationship is statistically significant. Personality is a unique combination of psychological traits that influence how an individual reacts and interacts with others. According to Irwansyah et al. (2021:48), Personality is the overall way an individual reacts and interacts with others in various environments, including both organizational and social settings. A person's personality

traits define their behavior and approach to handling situations, affecting how they perform in the workplace. An upbeat personality can contribute significantly to increased work productivity, as it influences how employees engage with their tasks and interact with colleagues and the organization.

4.9.3. The Effect of Skill and Personality on Employee Productivity at PT Sumber Permata Mineral Site North Morowali

The results of this study indicate that both skill and personality serve as predictor variables for employee productivity at PT Sumber Permata Mineral Site North Morowali. In other words, skill, and personality simultaneously significantly impact work productivity. This conclusion is supported by the results of simultaneous statistical testing, where the calculated F-value (33.341) is greater than the F-table value (3.122), and the significance level (0.000) is less than 0.05, confirming that the relationship between the two variables and work productivity is statistically significant. Further analysis through the coefficient of determination (R^2) test shows that the combined influence of skill and personality on employee productivity is relatively weak, accounting for only 47.7% of the variance. This means that 52.3% of the variation in employee productivity remains unexplained, suggesting that other factors not covered in this study may contribute to the increase in work productivity at PT Sumber Permata Mineral Site North Morowali.

5. CONCLUSION

Based on the previous discussion and the results of the data analysis, the researcher draws the following conclusions that are aligned with the problem formulation: (1) Skill has a significant partial effect on the work productivity of employees at PT Sumber Permata Mineral Site North Morowali, meaning that the proposed hypothesis is accepted (2) Personality has a significant partial effect on the work productivity of employees at PT Sumber Permata Mineral Site North Morowali, meaning that the proposed hypothesis is accepted (3) Both skill and personality simultaneously have a significant effect on the work productivity of employees at PT Sumber Permata Mineral Site North Morowali, meaning that the proposed hypothesis is accepted.

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