The Influence of Work Ability and Workload on The Effectiveness of Employee In The East Cempaka Putih Village Central Jakarta

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ABSTRACT

This study aims to determine the effect of workability and workload on the effectiveness of employee work in the East Cempaka Putih Village, Central Jakarta. This research method uses survey techniques with quantitative and correlational approaches with a sampling technique of 32 respondents. The sampling technique uses simple random sampling and data analysis techniques to use multiple linear regression.

Based on the results of research that has been done shows that the ability of workers to the effectiveness of employee work in the East Cempaka Putih Village, Central Jakarta has a positive, strong and significant effect, this means that the effectiveness of employee work is determined by workability. Workload variable on the effectiveness of employee work in the East Cempaka Putih Village, Central Jakarta has a positive, moderate and significant influence, this means that the effectiveness of employee work is determined by the workload. Variable workability and workload together on employee work effectiveness in East Cempaka Putih Village, Central Jakarta has a positive, strong, and significant influence. This means that together the effectiveness of employee work is determined by workability and workload.

KEYWORDS: Work Ability, Workload and Employee Effectiveness

Introduction

An organization or institution has various activities that must be carried out to achieve its objectives. Various activities carried out by the organization will not be separated from human resources. Human resources are important resources for the organization compared to other resources. This is due to human resources can affect the effectiveness and efficiency of the organization.

Effectiveness indicates the level of achievement of a goal. Work effectiveness is very important for the organization because if work effectiveness is carried out, the process of achieving goals will be better, the process of analysis and policy formulation will be achieved, the preparation of the program will be right, the implementation of the program will be effective and efficient. Also, the achievement of work effectiveness must be supported by other factors that support each other.

One of the factors that influence employee effectiveness is workability. Ability is a trait that is carried from birth or learned that allows someone to have the skills to complete a job. The ability to show one's potential to carry out work. The ability of employees to carry out their duties is a manifestation of their knowledge and skills.

The success of an organization is that there are employees who are capable and skilled and have high morale, so it can be expected that the work achieved will be satisfying. Not all employees have the ability and skills and work spirit following organizational expectations. An employee who has the ability following organizational expectations sometimes does not have high morale so that the performance is not as expected.

Besides workability, the workload is also related to employee effectiveness. Planning in organizations to achieve work success requires targets that must be achieved, so the employee workload increases. The workload is an employee demand when receiving requests, orders, or demands that will produce a form and level of job satisfaction. A workload that is too light means there is excess labor. This excess causes organization to have to pay more employees with the same job satisfaction, resulting in cost inefficiency. Conversely, if there is a labor shortage or a large number of jobs with a small number of employees employed, it can cause physical and psychological fatigue for employees. Eventually, the employees became unproductive because they were too tired which resulted in employee job dissatisfaction. The distribution of workload is very important for an organization. By providing an effective workload, it can determine the extent to which employees can be given a maximum workload and the extent of its effect on the effectiveness of the employee's work itself.

Based on the results of data and observations made by researchers at East Cempaka Putih Village, Central Jakarta, there are visible problems in the effectiveness of employee work, especially in the ability and workload of employees who are still not maximized. There is still a lack of work skills such

as a lack of understanding of the efficient use of work facilities, lack of initiative in working due to employees' lack of understanding of what needs to be done, causing delays in work that hamper employee performance.

In addition to workability, workload problems are also a matter of employee effectiveness. According to research data, East Cempaka Putih Village has a high enough work pressure and suggests that there should be additional employees to reduce the amount of work done. Some employees sometimes lack discipline in carrying out tasks given by the leadership, so that the work becomes piled up and increases the amount of work that has not been completed. Delay in completing this task is sometimes not done by one or two employees, but some employees seem to lack the ability and skills to complete the work given by the leadership. So, it can be said that the quality of employee resources in East Cempaka Putih Village, Central Jakarta is not in line with expectations, which in turn will hamper the achievement of the quality of work produced, in this case especially those related to public service tasks.

As an apparatus of the government servants of the state and public servants who have an important role in organizing the government, mobilizing and facilitating in the field of government to realize national development goals, because every employee is required to work effectively and efficiently in supporting the desired goals, so that employees can work effectively, efficiency, quality and quantity must be by needs. Employees who are less able, less capable, and unskilled can result in work not being completed on time. For this not to happen, the work to be completed must be carried out as effectively as possible.

Effectiveness is communication in which the process of achieving the planned objectives by the budgeted costs, the time determined and the number of personnel determined. While at the same time, the community is increasingly demanding the effectiveness of the work of civil servants, because the Village Apparatus is the closest representation of the people to realize government policies, both at the central and regional levels.

Literature Review

Workability

Ability is synonymous with creativity has been expressed by many experts based on different views. Supriadi (2001:16), argues that: Every person has creative abilities with different levels. No one has no ability or creativity and what is needed is how to develop that creativity.

Robbins cited by Ardana, et al (2008:11), argues that the ability is a capacity possessed by an individual to carry out various tasks of a job. Devito was quoted by Riduwan (2004:252), arguing that "creativity" is an ability possessed by everyone born with creative potential, and this potential can be developed or nurtured. Semiawan (2000:8), means that: Creativity is the ability to make new combinations between data elements or things that already existed before. elaborating (developing, working on, and detailing) an idea.

Robbins (2001:46), argues that the ability is an individual's capacity to carry out various tasks in a job. All one's abilities are essentially composed of two sets of factors, namely intellectual ability and physical ability, intellectual ability is the ability needed to perform mental activities, while the physical ability is the ability needed to perform tasks that require stamina, dexterity, strength, and similar skills. Winardi (2007:201), argues that ability, is a trait inherent in humans or that is learned that enables a person to carry out an action or mental or physical work.

Riduwan (2007:42), states that the ability consists of five indicators, namely: knowledge, creative ideas generated, skills, provide reinforcement, and hold variations. Based on the various theories it can be concluded that the ability is the ability of an employee to carry out work tasks to produce goods or services as expected, or the state of an employee who can carry out work tasks based on the existing provisions, to achieve goals, with indicators including 1) knowledge, 2) creative ideas that produce and skills, 3) also provide reinforcement, and 4) make variations in a job.

Workload

The workload is one aspect that must be considered by every organization because the workload is one of the factors that can improve employee performance. According to Sunyoto (2013:64), the workload is too much to cause tension in a person, causing stress. This can be caused by the level of expertise required is too high, the speed of work may be too high, the volume of work may be too much, and so on.

Meanwhile, according to Munandar (2013:375), workloads are tasks assigned to workers or employees to be completed at a certain time by using the skills and potential of the workforce. According to Irwandy (2006:54), the workload is the average frequency of activities of each job within a certain period.

Meanwhile, Tarwaka (2010:15), explains the workload can be defined as a difference between the capacity or ability of workers with the work demands that must be faced. Since human work is both mental and physical, each has a different level of loading. The level of loading that is too high allows excessive energy usage and overstress occurs, whereas the intensity of loading that is too low allows boredom and boredom or under stress.

Sudiharto (2001:67), basically explained that workload is one of the elements that must be considered for a workforce to get harmony and high work productivity in addition to the additional burden due to the work environment and work capacity.

Schultz and Schultz (2006: 62), define workload as the amount of work at a time or doing work that is too difficult for employees. Workloads are the burden of mental, physical, and social activities carried out by workers and must be completed

within the targeted timeframe according to the expertise and limitations of the worker.

According to Komaruddin in Putra (2012:6), workload analysis is the process of determining the number of hours worked by people used or needed to complete a job within a certain time, or in other words, the workload analysis aims to determine how many personnel and how many responsibilities or the right workload is assigned to an employee.

From the above understanding it can be concluded that workload is a process of activities carried out by a person in completing the tasks of a job or group of positions carried out under normal circumstances within a certain period, with indicators including 1) physical condition, 2) psychological condition, 3) the number of employees, and 4) quality of employees.

Work Effectiveness

The word effective comes from the English "effective", which means it works, something done well. Robbins cited by Tika (2006: 129), defines effectiveness as the level of short-term and long-term organizational achievement.

Steers was quoted by Sutrisno (2010:123), arguing that: Work effectiveness is associated with organizational goals, namely getting better results, which tend to ignore the most important aspects of the whole process, namely human resources. In research on effectiveness, human resources and human behavior should always appear to be a primary focus, and efforts to improve effectiveness should always begin by examining human behavior in the workplace.

Effectiveness is defined as the level of achievement of the full results as desired, at least trying to achieve maximum results. As for being able to measure the effectiveness of the organization can be seen from the extent to which the organization can achieve the goals set.

Soetopo (2010:51), argues that: Effectiveness is a cooperative effort (between individuals) related to the implementation that can achieve a goal in a system, and it is determined by the business of a view to meet the needs of the system itself.

Furthermore, Stoner was quoted by Tangkilisan (2005:138), emphasizing the importance of organizational effectiveness in achieving organizational goals and effectiveness is the key to the success of an organization. Furthermore Soetopo (2010:51), argues that effectiveness is the accuracy of the targets of a process that takes place to achieve the goals that have been set previously.

Prawirosentono (2000:28), argues that effectiveness is a cooperative effort (between individuals) related to implementation that can achieve a goal in a system, and that is determined by a view to meet the needs of the system itself.

Steers in Jamin (2002:206), argues that there are four criteria for measuring effectiveness, namely adaptability, productivity, job satisfaction and resource search. Bangun (2008:5), suggests a measure by the organization in achieving its goals. It is said effective if the target to be achieved both in terms of quantity and quality.

Based on the description above it can be concluded that work effectiveness is the extent to which goals can be achieved properly and optimally within a certain time, with indicators including: 1) ability to adjust, 2) productivity, 3) job satisfaction, and 4) resource search.

Research Methods

Population and Sample

According to Sugiyono (2014:90), in general, the population is intended to be part of a generalization area consisting of objects/subjects that have certain qualities and characteristics. Furthermore, Creswell (2013:151), states "a population is a group of individuals who have the same characteristics," meaning a population is a group of individuals who have similar characteristics.

The population in this study were all employees in East Cempaka Putih Village, Central Jakarta in 2019, amounting to 35 people.

Sugiyono (2014:91), states the sample is part of the number and characteristics possessed by the population. If a large population and the author is not possible to learn everything in the population because of limited funds, manpower, and time, then the author can use samples taken from that population. What is learned from the sample, the conclusion can be applied to the population. For this reason, samples taken from the population must be truly representative.

The research sample of 32 employees in the East Cempaka Putih Village, Central Jakarta Sampling technique was used in a simple random sampling study.

Data Processing Techniques

In processing data to provide a description or description of the problem being discussed, the data collected from respondents in the form of questionnaire answers will be processed through several stages of data processing which include:

1. Editing. Data that has been collected through a questionnaire, then examined whether all have been filled by the respondent or not if there is a questionnaire that has not been filled in, the authors will repeat the submission of the questionnaire back to the questionnaire respondents all filled.

2. Scoring. The completed questionnaires were then assessed according to the scale that had been determined for each item of the statement.

3. Data tabulation. The questionnaire that has been given value is then tabulated in a table to find out the number of raw scores for each item and the total number of raw scores for each item and the average score of each item and the average of all items.

Analysis Method

Sugiyono (2014:141), the data validity test in research is often only emphasized in the validity and reliability test. In quantitative research, the main criteria for the research data are valid, reliable, and objective. Validity is the degree of accuracy between the data that occurs on the object of research with data that can be reported by the author. Thus, valid data is data that does not differ between the data reported by the author and the data that occurs on the object of research.

Data Analysis Technique

In the process after the writer has collected data and processed the data, the next step is to analyze it. Data obtained in the form of ordinal scale is then made scoring which is then illustrated through the use of Frequency Distribution Tables to analyze data. The data analysis technique used in this study is an inductive statistical analysis which is to analyze sample data and the results are applied to the population. In analyzing data through several stages, namely: tabulating data from the results of respondents 'answers, making a frequency distribution of respondents' answers, and testing the effect of independent variables on the dependent variable.

As a tool to measure and test the influence of independent variables on the dependent variable (employee work effectiveness), where the independent variable is more than one variable (workability and workload), then data testing is performed by correlation analysis. Meanwhile, to find out whether the level of influence between these variables is significant or not, using the correlation coefficient test through the test. In connection with the independent variables that affect the dependent variable there are two variables, then to test the associative hypothesis used multiple correlation techniques. However, before multiple correlations are performed, the simple correlation technique and its correlation test are explained first.

Research Result

To see and know the effect of the variable workability and workload on employee work effectiveness variables, the following calculation calculations are used:

1) Hypothesis Test Effect of Work Ability (X1) on Employee Work Effectiveness (Y)

To calculate the correlation between workability and employee work effectiveness in East Cempaka Putih Village, Central Jakarta, the results of the calculation are as follows:

$$rx_1y = \frac{\sum x_1y}{\sqrt{\left(\sum x_1^2\right)\left(\sum y^2\right)}}$$

$$r_{x_1y} = \frac{4,227}{\sqrt{(5,863)(5,208)}}$$

$$r_{x_1y} = \frac{4,227}{\sqrt{30,533}}$$

$$r_{x_1y} = \frac{4,227}{5,526}$$

$$r_{x_1y} = 0,765$$

Based on the calculation above, the correlation coefficient found is 0.765. After this value is consulted with the previous interpretation guidance table, it is known that the correlation coefficient is included in the strong positive category because it is between intervals (0,600–0,799). This shows that workability has a strong influence on employee work effectiveness in the East Cempaka Putih Village, Central Jakarta.

Whereas to determine the contribution of work ability to employee work effectiveness can be calculated with the coefficient of determination (r) 2 using the following formula:

$$\begin{aligned} KD &= r^2 \text{ x } 100\% \\ &= (0,765)^2 \text{ x } 100\% \\ &= 0,585 \text{ x } 100\% \\ &= 58,5\% \end{aligned}$$

Based on these calculations, this means that the workability of 58.5% affects the work effectiveness of employees while the remaining 41.5% is influenced by other factors. Furthermore, to find out whether the effect of workability on employee work effectiveness in East Cempaka Putih Village, Central Jakarta is significant or not, it is necessary to test its significance using the t formula, which is as follows:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

$$t = \frac{0,765\sqrt{32-2}}{\sqrt{1-(0,765)^2}}$$

$$t = \frac{4,190}{0,644}$$

$$t = 6,505$$

From the results of the above calculation, the calculated value of 6.505 is obtained, then the value is compared with the value of the t table for 5% error, using a two-part test where dk = n-k; 32 - 2 = 28, and a table value of 2.048 is obtained

Based on the results of these calculations, it can be stated that the t count falls in the rejection area Ho, so it can be concluded that the null hypothesis (Ho) which states there is no positive and significant effect between workability on the work effectiveness of employees "rejected" and the alternative hypothesis (Ha) which states that there is a positive and significant influence between workability on the work effectiveness of employees "accepted". So, the conclusion t count falls in the area of Ha ie the hypothesis is accepted where the correlation coefficient between workability and

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employee effectiveness of 0.765 is strongly positive and significant, meaning that the coefficient can be applied to the entire population.

2) Hypothesis Test Effect of Workload (X2) on Employee Work Effectiveness (Y)

To calculate the correlation between workload and employee effectiveness in East Cempaka Putih Village, Central Jakarta, the calculation results are as follows:

$$r_{x_2y} = \frac{\sum x_2 y}{\sqrt{\left(\sum x_2^2\right)\left(\sum y^2\right)}}$$

$$r_{x_2y} = \frac{3,143}{\sqrt{(5,463)(5,208)}}$$

$$r_{x_2y} = \frac{3,143}{\sqrt{28,454}}$$

$$r_{x_2y} = \frac{3,143}{5,334}$$

$$r_{x_2y} = 0,589$$

Based on the results of these calculations, the correlation coefficient found was 0.589. After this value is consulted with the previous interpretation guidance table, it can be seen that the correlation coefficient belongs to the category of being moderately positive. This shows that the workload has a moderately positive effect on employee effectiveness.

Whereas to find out the contribution of workload to employee work effectiveness can be calculated by the coefficient of determination (r) 2 using the following formula:

Kd   = r^2 x 100 %
       = $(0,589)^2$ x 100%
       =   0,347 x 100%
       =   34,7%

Based on these calculations, this means that a workload of 34.7% affects the work effectiveness of employees while the remaining 65.3% is influenced by other factors.

Furthermore, to find out whether the influence between workload on employee work effectiveness in East Cempaka Putih Village, Central Jakarta is significant or not, it is necessary to test its significance using the formula t, which is as follows:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

$$t = \frac{0,589\sqrt{32-2}}{\sqrt{1-(0,589)^2}}$$

$$t = \frac{3,227}{0,808}$$

$$t = 3,994$$

From the calculation results obtained t count of 3.994, then compared with the value of t table for the error of 5% for two-party test and dk = n - k; 32 - 2 = 30, and a table value of 2.048 is obtained

Based on these results, it is stated that the t count falls in the rejection area Ho, so it can be concluded that the null hypothesis (Ho) which states there is no positive and significant effect between workload on employee work effectiveness "rejected" and the alternative hypothesis (Ha) that states there is a positive and significant effect between workload on employee work effectiveness "received". So, the conclusion t count falls in the area of Ha ie the hypothesis is accepted where the correlation coefficient between workload on employee work effectiveness of 0.589 is positive and significant, meaning that the coefficient can be applied to the entire population.

3) Hypothesis Test Effect of Work Ability (X1) and Workload (X2) together on the Effectiveness of Employee Work (Y)

Before testing the hypothesis of multiple correlations between workability (X1) and workload (X2) together on employee work effectiveness (Y), the correlation between workability (X1) and workload (X2) is calculated first, with the formula as follows:

$$rx_1x_2 = \frac{\sum x_1 x_2}{\sqrt{\left(\sum x_1^2\right)\left(\sum x_2^2\right)}}$$

$$= \frac{4,087}{\sqrt{(5,863)(5,463)}}$$

$$= \frac{4,087}{\sqrt{32,029}}$$

$$= \frac{4,087}{5,659}$$

$$= 0,722$$

Furthermore, to test the dual correlation between workability (X1) and workload (X2) together on the effectiveness of employee work (Y) in East Cempaka Putih Village, Central Jakarta can be calculated by the following formula:

$$Rx_1x_2y = \sqrt{\frac{r_{x_1y}^2 + r_{x_2y}^2 - 2r_{x_1y} \cdot r_{x_2y} \cdot r_{x_1x_2}}{1 - r_{x_1x_2}^2}}$$

$$R_{x_1x_2y} = \sqrt{\frac{(0,765)^2 + (0,589)^2 - 2.(0,765).(0,589).(0,722)}{1 - (0,722)^2}}$$

$$R_{x_1x_2y} = \sqrt{\frac{(0,585)+(0,347)-0,651}{1-0,522}}$$

$$R_{x_1x_2y} = \sqrt{\frac{0,932-0,651}{0,478}}$$

$$R_{x_1x_2y} = \sqrt{\frac{0,281}{0,478}}$$

$$R_{x_1x_2y} = \sqrt{0,588}$$

$$R_{x_1x_2y} = 0,767$$

Based on the results of these calculations, the double correlation coefficient found was 0.767. After this value is consulted with the previous interpretation guidance table, it is known that the multiple correlation coefficient is included in the strong category. This shows that workability and workload together have a strong positive influence on employee work effectiveness in the East Cempaka Putih Village, Central Jakarta. This influence applies to the entire population.

To predict the magnitude of the effect between workability and workload together on the effectiveness of employee work in East Cempaka Putih Village, Central Jakarta is done by calculating the coefficient of determination, with the following formula:

$$
\begin{aligned}
Kd &= r^2 \times 100\% \\
&= (0,767)^2 \times 100\% \\
&= 0,588 \times 100\% \\
&= 58,8\%
\end{aligned}
$$

The is means that the ability to work and workload of 58.8% jointly affects the effectiveness of employee work then the remaining 41.2% is influenced by other factors.

Furthermore, to test the significance of the multiple correlations between workability and workload together on the effectiveness of employee work in the possibility to be enforced in the entire population, the authors conducted a test by determining the F count value consulted with the F table value as follows:

$$F_{hit} = \frac{R^2/k}{(1-R^2)/(n-k-1)}$$

$$F = \frac{(0,767)^2/2}{(1-0,767^2)/(32-2-1)}$$

$$F = \frac{0,294}{0,412/29}$$

$$F = \frac{0,294}{0,014}$$

$$F = 20,690$$

So, obtained F count value of 20,690 this value is then consulted with F table, for dk numerator = 2 and dk denominator = (32-2-1) = 29 obtained F table value at the specified error level is 5% = 3.33. In this case, the provisions apply if F count is greater than F table, then the multiple correlation coefficient tested is significant, that is, it can apply to the entire population. From the calculation above it turns out that F count> F table (20.690> 3.33), it can be stated that the double correlation is strong, positive, and significant and can be applied where the sample is taken. And the hypothesis that reads: there is a strong and significant positive effect between workability and workload together on the effectiveness of employee work in East Cempaka Putih Village, Central Jakarta, accepted or proven.

4) Multiple Regression Analysis

Multiple regression analysis is used to predict how much the change in the independent variable (workability and workload) on the dependent variable (employee work effectiveness) in East Cempaka Putih Village, Central Jakarta. Where this multiple regression analysis is expressed by the equation:

$$Y = a + b1X1 + b2X2$$

With the following formula:

$$b_1 = \frac{\left(\sum x_1 y\right)\left(\sum x_2^2\right) - \left(\sum x_1 x_2\right)\left(\sum x_2 y\right)}{\left(\sum x_1^2\right)\left(\sum x_2^2\right) - \left(\sum x_1 x_2\right)^2}$$

$$b_2 = \frac{\left(\sum x_2 y\right)\left(\sum x_1^2\right) - \left(\sum x_1 x_2\right)\left(\sum x_1 y\right)}{\left(\sum x_1^2\right)\left(\sum x_2^2\right) - \left(\sum x_1 x_2\right)^2}$$

$$a = \frac{\sum Y - b_1\left(\sum X_1\right) - b_2\left(\sum X_2\right)}{n}$$

From the table for calculating multiple regression equations two predictors are obtained:

$\Sigma X_1 = 128,417$ $\Sigma X_1^2 = 521,201$ $\Sigma X_1. Y = 522,910$
$\Sigma X_2 = 130,917$ $\Sigma X_2^2 = 541,063$ $\Sigma X_2. Y = 531,924$
$\Sigma Y = 129,250$ $\Sigma Y^2 = 527,257$ $\Sigma X_1.X_2 = 529,458$

Where:

$$
\begin{aligned}
\Sigma x_1^2 &= \Sigma X_1^2 - (\Sigma X_1)^2/n \\
&= 521,201 - ((128,417)^2 : 32) \\
&= 521,201 - (16490,840 : 32) \\
&= 521,201 - 515,339 \\
&= 5,863 \\
\Sigma x_2^2 &= \Sigma X_2^2 - (\Sigma X_2)^2/n \\
&= 541,063 - ((130,917)^2 : 32)
\end{aligned}
$$

$$= \quad 541,063 - (17139,174 : 32)$$
$$= \quad 541,063 - 535,599$$
$$= \quad 5,463$$

$\Sigma y^2 \quad = \quad \Sigma Y^2 - (\Sigma Y)^2/n$
$\quad\quad = \quad 527,257 - ((129,250)^2 : 32)$
$\quad\quad = \quad 527,257 - (16705,563 : 32)$
$\quad\quad = \quad 527,257 - 522,049$
$\quad\quad = \quad 5,208$

$\Sigma x_1.x_2 \quad = \quad \Sigma X_1.X_2 - (\Sigma X_1).(\Sigma X_2)/n$
$\quad\quad = \quad 529,458 - ((128,417).(130,917) : 32)$
$\quad\quad = \quad 529,458 - (16811,882 : 32)$
$\quad\quad = \quad 529,458 - 525,371$
$\quad\quad = \quad 4,087$

$\Sigma x_1.y \quad = \quad \Sigma X_1.Y - (\Sigma X_1).(\Sigma Y)/n$
$\quad\quad = \quad 522,910 - ((128,417).(129,250) : 32)$
$\quad\quad = \quad 522,910 - (16597,854 : 32)$
$\quad\quad = \quad 522,910 - 518,683$
$\quad\quad = \quad 4,227$

$\Sigma x_2.y \quad = \quad \Sigma X_2.Y - (\Sigma X_2).(\Sigma Y)/n$
$\quad\quad = \quad 531,924 - ((130,917).(129,250) : 32)$
$\quad\quad = \quad 531,924 - (16920,979 : 32)$
$\quad\quad = \quad 531,924 - 528,781$
$\quad\quad = \quad 3,143$

Furthermore, to calculate prices or constant values (a), b1, and b2, the calculations are as follows:

$$b_1 = \frac{\left(\sum x_1 y\right)\left(\sum x_2^2\right) - \left(\sum x_1 x_2\right)\left(\sum x_2 y\right)}{\left(\sum x_1{}^2\right)\left(\sum x_2{}^2\right) - \left(\sum x_1 x_2\right)^2}$$

$$= \frac{(4,227).(5,463) - (4,087).(3,143)}{(5,863).(5,463) - (4,087)^2}$$

$$= \frac{23,092 - 12,846}{32,029 - 16,704}$$

$$= \frac{10,247}{15,326}$$

$$= 0,669$$

$$b_2 = \frac{\left(\sum x_2 y\right)\left(\sum x_1^2\right) - \left(\sum x_1 x_2\right)\left(\sum x_1 y\right)}{\left(\sum x_1{}^2\right)\left(\sum x_2{}^2\right) - \left(\sum x_1 x_2\right)^2}$$

$$= \frac{(3,143).(5,863) - (4,087).(4,227)}{(5,863).(5,463) - (4,087)^2}$$

$$= \frac{18,426 - 17,275}{32,029 - 16,704}$$

$$= \frac{1,151}{15,326}$$

$$= 0,075$$

$$a = \frac{\sum Y - b_1\left(\sum X_1\right) - b_2\left(\sum X_2\right)}{n}$$

$$= \frac{129,250 - 0,669\ (128,417) - 0,075\ (130,917)}{32}$$

$$= \frac{129,250 - 85,859 - 9,835}{32}$$

$$= \frac{33,556}{32}$$

$$= 1,049$$

Based on the calculation results obtained:
a   =   1,049
b_1 =   0,669
b_2 =   0,075

From the constant values a and the regression coefficients b1 and b2 above, then a regression equation can be made, namely:

$\hat{Y} \quad = \quad a + b_1 X_1 + b_2 X_2$
$\hat{Y} \quad = 1,049 + 0,669\ X_1 + 0,075\ X_2$

For the regression equation the work ability and workload together on employee effectiveness is: $\hat{Y} = 1.049 + 0.669\ X1 + 0.075\ X2$. This means that the level of effectiveness of employee work because of work ability and workload can be predicted through the regression equation.

Based on the data the highest work ability score and workload is 60 (5 x 12). 5 is the highest value for each answer and 12 is the number of question items. Therefore, the effectiveness of employee work is:

$\hat{Y} \quad = \quad 1,049 + 0,669 + 0,075 . 60$
$\quad\quad = \quad 1,049 + 44,623$
$\quad\quad = \quad 45,672$

It turns out that if workability and workload are increased to 60 units, the employee's work effectiveness increases from 1,049 units to 45,672 units. This means that the better the ability to work and the higher the workload, the more effective the work effectiveness of employees at the East Cempaka Putih Village, Central Jakarta.

Discussion

Based on the proposed hypothesis that is the effect of workability and workload on employee work effectiveness in East Cempaka Putih Village, Central Jakarta, it is necessary to discuss the existence of each variable as follows.

The results of respondents' answers seen from the questionnaire on the variable workability seen the majority of respondents chose answers to agree with a percentage of 49%.

The highest respondent's answer results are in the knowledge indicator with item statement number 1 which states that the employee can carry out and master the job well. This shows that the workability of employees in the East Cempaka Putih Village, Central Jakarta can increase the effectiveness of employee work.

The results of respondents' answers seen from the questionnaire on the workload variable show that the majority of respondents chose answers to agree with a percentage of 43%. The results of the respondent's highest answer are on employee quality indicators with item statement number 10 which states that employees have satisfactory work quality even though the workload is greater than that of other colleagues. This shows that employees in the East Cempaka Putih Village, Central Jakarta can overcome the workload given by the leadership in the organization.

The results of respondents' answers seen from the questionnaire on the variable work effectiveness of employees can be seen that the majority of respondents chose answers to agree with a percentage of 54%. The results of the respondent's highest answer area on the indicator of the ability to adjust to item statement number 1 which states that employees can make the right decisions in every work activity. This shows that employees at East Cempaka Putih Village, Central Jakarta can carry out work activities effectively because they can make the right decisions.

The results of testing the validity of each statement on the variable workability, workload, and work effectiveness of employees have valid values so that it can be stated that all statements on these three variables have a strong construct because it is above the r-critical value. While the instrument reliability test results, the reliability value of 0.735 was obtained. Because the reliability is positive and is greater than the value of the r table (0.735> 0.361), the instrument used has fulfilled the reliable requirements for the error level of 5%.

Based on the results of the workability variable (X1) has a strong positive and significant effect with a correlation coefficient of 0.765, while the coefficient of determination (r^2) of 0.585, meaning that the workability variable contributed 58.5% in explaining the employee effectiveness variable. Based on the results of the workload variable (X2) has a moderate and significant positive effect on employee work effectiveness, with a correlation coefficient of 0.589, while the coefficient of determination (r^2) of 0.347, meaning that the workload variable contributed 34.7% in explaining the effectiveness of employee work.

From the results of the simultaneous analysis shows that workability and workload have a strong positive and significant effect on employee work effectiveness. In this case, the ability to work and workload directly affects the effectiveness of employee work and has been proven significantly from the results of research partially or simultaneously. It is known that the effectiveness of employee work in the East Cempaka Putih Village, Central Jakarta can be determined by workability factors and workload that can be seen from the resulting correlation coefficient of 0.767 with a determination coefficient of 58.8% and the remaining 41.2% is determined by other factors outside the study.

By identifying the variable workability and workload, it will affect the effectiveness of employee work. Based on the above thought, according to the authors of the hypothesis which states that workability and workload have a strong influence on employee work effectiveness in the East Cempaka Putih Village, Central Jakarta can be accepted. The magnitude of the influence of the two independent variables with the dependent variable also shows the reality of how to increase employee work effectiveness optimally, this fact has been answered by the existence of high workability and proportional workload.

Practically it can be said that the two variables run together, meaning that in the process workability and workload can be variables or factors that determine whether the employee's work effectiveness is high or low. If the ability to work is high and the workload is proportional, the work effectiveness of employees will naturally increase. In this discussion the authors conclude that the two independent variables above show a very significant influence, meaning that without good work skills and proportional workload, the effectiveness of employee work in East Cempaka Putih Village, Central Jakarta cannot be achieved optimally.

Conclusions and Recommendations

Conclusion

1. Hypothesis test results of the effect of workability variables on employee work effectiveness in East Cempaka Putih Village, Central Jakarta, have a positive, strong and significant effect, this is indicated by the correlation coefficient of 0.765 and the coefficient of determination of 0.585 or 58.5 %, this means that the work effectiveness of employees at 58.5% is determined by workability, the remaining 41.5% is determined by other factors. Furthermore, for the significance test, the value of the t count was 6.505 and the value of the t table was 2.048, meaning that the alternative hypothesis was accepted because t count 6.505 was greater than t table 2.048.

2. Hypothesis test results of the influence of workload variables on the effectiveness of employee work in East Cempaka Putih Village, Central Jakarta, have a positive, moderate and significant influence, this is indicated by the correlation coefficient of 0.589 and the coefficient of determination of 0.347 or 34.7 %, this means that the work effectiveness of employees by 34.7% is determined by the workload, the remaining 65.3% is determined by other factors. Furthermore, for the significance test, the value of the t count is 3.994 and the value of the t table is 2.048,

meaning that the alternative hypothesis is accepted because t count 3.994 is greater than t table 2.048.

3. The results of the multiple correlation hypothesis tests of workability and workload variables together on the effectiveness of employee work in the East Cempaka Putih Village, Central Jakarta, turned out to have a positive, strong and significant effect with a correlation coefficient of 0.767 and a coefficient of determination of 0.588, this means that together the work effectiveness of employees amounted to 58.8% is determined by workability and workload, the remaining 41.2% is determined by other factors. Furthermore, for the significance test, the F-count value was 20.690 and the F-table value was 3.33, meaning that the alternative hypothesis was accepted because the F-count 20.690 was greater than the F-table 3.33.

Recommendations

Based on the results of research and discussion, suggestions that may be followed up, namely:

1. The workability of employees in the East Cempaka Putih Village, Central Jakarta, is suggested to be improved through the implementation of work activities which are always appreciated by the leadership so that employees feel motivated at work, also, employees are allowed to participate in training by their field of work and the need for the attention of the leadership to the work activities that are taking place so that it can run according to the work plan of the organization.

2. Employee workloads in East Cempaka Putih Village, Central Jakarta, it is suggested that it be adjusted by proportionally regulating the workload of each employee by considering the complexity of the work, adjusting work hours to job demands and responsibilities outside of work, giving employees opportunities to develop themselves, provide tasks that can stimulate the employee's personality through the skills possessed and support employees in forming a healthy social environment.

3. The effectiveness of employee work in the East Cempaka Putih Village, Central Jakarta, is suggested to be further improved through the implementation of work coordination between units within the organization, formulating and evaluating technical policies in work activities and working by procedures and regulations applicable in the organization.

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