

# The Work Passion Effect on PT. XYZ's Employees Performance in Jakarta

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## ABSTRACT

The decreasing level of employee performance will have an impact on his work. the level of employee performance in the company can be seen from the level of performance indicators that have been set by the company in recent years. The aim of this study is to understand the concept of work passion and its effect on performance on the employees of PT. XYZ in Jakarta. This research is quantitative method applied to 162 employees of PT. XYZ in the Health Safety Environment and Security Departement located in Jakarta, using the Non-Probability Sampling technique with the type of sampling using purposive sampling. This research was conducted in December 2019, and data collection was carried out in February 2020. Multiple regression analysis shows work desire has a significant effect on performance with a determination of 50.5% and there are still 49.5% other factors that affect the performance of employees. From the four dimensions of work passion that exist, the dimension of self-identity is a dimension that has a significant effect to employee performance at PT. XYZ in Jakarta.

**Keywords:** *Work Passion and Employees Performance*

## 1. PRELIMINARY

In running a business, every company needs employees who are able to do their jobs properly. Ideally, every employee must have a good level of performance at work. The Work Performance of an employee can be affected by the psychological aspects, including individual/personal factors and outside the individual factors. Personal factors can include submission, skills, abilities, self-confidence, motivation and commitment possessed by the individual. Meanwhile, factors outside the individual personal include leadership given by superiors, work team factors, work systems and environmental factors.

Good work performance is based on passion that is owned by the employees themselves. Passion in the world of work is known as work passion. work passion is really needed by employees, so that later, it is expected that employees will be able to adapt to various new and challenging situations and conditions. As well as having the motivation that is expected to be able to make the level of performance increase and be able to provide good performance results, in accordance with company goals.

In this study, researchers examined at PT. XYZ which is a company engaged in shipping services which has employees reaching tens of thousands of employees. This research is focused on one of the most important departments in PT. XYZ is the Health Safety Environment

and Security Department because this department has the most important tasks in the company, which is to ensure that all employees at PT. XYZ cultured K3 (Occupational Safety and Health).

Previous research by Indriasari and Setyorini (2017) states that there is indeed a positive relationship between work passion and employee performance, but in research conducted by Indriasari and Setyorini (2017) models of work passion used by Vallerand (quoted in (Indriasari & Setyorini, 2017) who put forward a dualistic model of passion (DMP) of work passion that is harmonious passion and also obsessive passion, so that the writer is interested in researching further about work passion by using four main dimensions of work passion that have been developed by Johri et al., (2016) as also mentioned by Ho et al. (quoted in Indriasari and Setyorini, 2017) research on the effect of work passion on performance still needs further exploration because there are still few studies examining the concept. Johri et al., (Quoted in Winowod, 2018) which stated that passion in the field of work is still very rarely researched. Based on the background that has been described, the authors are interested in further studying the effect of work passion on employee work performance at PT. XYZ in Jakarta. Then, the formulation of the problem in this study is whether there is an influence between work passion on the work performance of employees at PT. XYZ in Jakarta.

## 2. THEORETICAL BASIS

Forest, Mageau, Sarrazin and Morin (quoted in Indriasari & Setyorini, 2017) passion can be interpreted as a strong will for a job so that an employee can invest his time, energy, and mind. Meanwhile, according to Vallerand (quoted in Johri et al., 2016) who is one of the figures who defines passion as a strong tendency towards an activity related to work that is loved by someone and the individual invests his time and energy to complete the work. Work passion can be interpreted as a psychological condition that can be characterized by having a love of their work with an individual or employee who has a feeling of excitement and motivation to be able to develop themselves and work optimally (Vallerand and Houliort, quoted in Burke et al., 2015).

Johri, Misra and Bhattacharjee (2016) Work passion is divided into four main dimensions namely work enjoyment, self-motivation, self-identity and sense of learning. The work enjoyment dimension that describes someone who has a happy feeling about his work and can be measured by how an employee enjoys his work. Furthermore, the second dimension is self-motivation is a dimension related to self-motivation and is measured by the willingness of employees to work.

The third dimension is self-identity where this dimension relates to self-recognition of the work that is being carried out and can be reflected in the extent to which employees can be interconnected with the work they are undertaking so that, when they are carrying out their work they have a sense of pride from within themselves. The fourth dimension is the sense of learning where this dimension relates to employee awareness or the desire to continue learning and continue to grow, which can be reflected from the willingness of employees to continue to struggle in producing good work results.

Quoted in Radita and Netra (2017), Mangkunegara defines performance as a result of work both in quality and quantity achieved by someone in carrying out tasks in accordance with the responsibilities given. Campbell and Wiernik (quoted in Lee, 2017) define performance as a behavior or action that is relevant to organizational goals. Koopmans, et al., (2014) defines performance as a behavior or action that is relevant to organizational goals.

Koopmans, et al., (2014) said that there are three dimensions of work performance, namely (a) Task Performance, (b) Contextual Performance, and (c) Counterproductive Work Behavior.

The first dimension that is Task Performance is defined as the competency of an employee to perform tasks in general (Campbell, quoted in Koopmans et al., 2014). Meanwhile, according to Sonnentag, Volmer, and Spychala (2008) task performance is an employee who meets all the requirements that are part of the contract with the company. Behaviors used in describing task performance are quality and quantity of work, work skills, and job knowledge.

The second dimension, namely, Contextual Performance is defined as the behavior of an individual who supports the organizational, social and psychological environment that must be able to function technically (Borman & Motowidlo

cited in Koopmans, et al. 2014). Viswesvaran (quoted in Koopmans et al., 2011) explains that there are seven categories of contextual performance, namely (a) leadership, (b) communicating well, (c) business, (d) administrative competence, (e) competence, (f) interpersonal, and (g) compliance.

The third dimension is Counterproductive Work Behavior which is a behavior that harms the company. For example, absenteeism, being late for work, not being involved in making assignments, and misuse of illegal drugs (Koopmans et al., 2011).

Furthermore, social exchange theory, Blau (quoted in Afrianty & Putriwahyuni, 2019) states that all forms of human relations are motivated by the principle of cost-benefit / subjective-cost and benefit. According to Afrianty, Burgess and Issa (quoted in Afrianty & Putriwahyuni, 2019) Social exchange also involves trust built on the principle of reciprocity which has the assumption that as an individual should be able to help or help others and an individual should not behave birds towards others. So, in this case the theory of social exchange emphasizes a condition that is able to cause an individual to be able to do good and be positive to others.

## 3. RESEARCH METHODS

### • *Research Participants*

The sample used in the research to be conducted is an employee who has an active status as an employee in a related company, is male and female, and is aged between 21 years - 56 years. This research is not limited by religion, ethnicity, the scope of certain domiciles on the subject, length of work and socioeconomic status. The number of samples in this study were 162 employees, consisting of 158 men and 4 women. The study was conducted using a non-probability sampling technique and the type of sample research was purposive sampling.

### • *Measuring instrument*

The work passion questionnaire consists of 17 question items. The work passion questionnaire is divided into four main dimensions, namely work enjoyment, self-motivation, self-identity, and a sense of learning. The work enjoyment dimension consists of five items. The self-motivation dimension consists of four items. Furthermore, the dimension of self-identity consists of four items. And the dimension of sense of learning has four items.

Furthermore, the performance questionnaire consisted of 18 items of questions. The performance questionnaire is divided into three main dimensions namely task performance, contextual performance and the last is counterproductive work behavior. The task performance dimension consists of five items. The contextual performance dimension consists of eight items and the

counterproductive work behavior dimension consists of five items.

Measuring instruments for work passion variables were obtained from Johri, Misra, and Bhattacharjee (2016) entitled Work Passion: Construction of Reliable and Valid Measurement Scale in the Indian Context. Whereas the performance measurement tools were obtained from Koopmans et al., (2014) entitled Individual Work Performance Questionnaire (IWPQ) which was adapted into Indonesian.

#### 4. RESULT AND DISCUSSION

##### • *Result*

Hypothesis testing is done with a simple regression technique to determine the effect of work passion on employee performance. In this influence test, the output coefficients are used as a standard for regression testing and the following outputs are found

**Table 1.** Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.552 <sup>a</sup>	.505	.500	1.39279

a. Predictors: (Constant), Work Passion

From the output above, it can be seen that the R Square value of 0.505, which means 50.5% of the influence that occurs on employee performance is influenced by work

passion and there are still 49.5% of other factors that affect employee performance but not examined in this study.

**Table 2.** Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	31.724	4.918		6.450	.000
	<i>Work Passion</i>	.319	.050	.452	6.415	.000

a. Dependent Variable: KIN

The hypothesis of this research is as follows:

H: There is an influence of work passion on employee performance at PT. XYZ in Jakarta.

From the results of the above hypothesis test, it was found that the value of sig = 0,000 with a coefficient value of 0.319 which means that work passion has a significant effect on employee performance. Furthermore, a constant value = 31,724 which means that the value of employee performance without work passion is 31,724. coefficient = 0.319 means that if the work passion variable increases by 1 unit, then the performance variable will increase by 0.319.

##### • *Discussion*

This research is based on the dimensions of work passion adopted from Johri et al. (2016) which uses 4 dimensions of work passion including Work Enjoyment, Self-Motivation, Self-Identity, Sense of Learning.

Based on the results of statistical analyzes that have been run, it is found that the correlation between the dimensions of work enjoyment is found to correlate with task performance and contextual performance but negatively correlated with counterproductive work behavior. This shows that indeed the opinion of Johri and Misra (quoted in Winowod, 2018) is proven where it is explained that indeed employee performance can be influenced by several factors, one of which is internal factors, where the work enjoyment itself can be formed from the internal self of the employee itself.

Based on the results of the statistical analysis that has been run, it was found that the correlation between the dimensions of self-motivation was found to correlate with task performance and contextual performance but did not correlate with counterproductive work behavior. This shows that indeed the concept proposed by Vallerand (quoted in Johri et al., 2016) is proven that there are indeed 2 types of work passion and one of them is Harmonious passion that comes from the freedom of individuals to choose the activities they like. With this freedom self-

motivation will form and ultimately affect employee performance.

Based on the results of statistical analyzes that have been run, it was found that the correlation between the dimensions of self-identity was found to correlate with task performance and contextual performance but did not correlate with counterproductive work behavior. According to Zigarmi, Houson and Witt (quoted in Nurjannah, 2018) explained that there are several factors that cause work passion and one of them is a factor related to the environment. With a supportive environment, employees will more easily find their identity at work so that it will affect employee performance.

Based on the results of statistical analyzes that have been run, it was found that the correlation between the Sense of Learning dimensions was found to correlate with task performance and contextual performance and negatively correlated with counterproductive work behavior. Related to this, according to Johri and Misra (quoted in Winowod, 2018) explained that internal factors do have a big influence in shaping work passion, where with these internal factors, employees can form Sense of Learning in themselves so that it will affect the work performance of employees.

## **5. CONCLUSION AND RECOMMENDATION**

- ***Conclusion***

Based on data analysis that has been done in this study, it can be concluded that work passion has the most significant effect on employee performance at PT. XYZ In addition, it was also found that the dimension that had the highest correlation with performance was the dimension of self-identity. In addition, the results of additional data analysis found that age, sex and education did not have a correlation with the performance of employees at PT. XYZ

- ***Recommendation***

From the results of this study it was found that work passion does significantly influence employee performance. Therefore, the higher the work passion possessed by an employee, the higher the performance so that it is important for employees or someone who wants to work to choose a job that is indeed a passion of oneself. The researcher also hopes that the results of this study can provide additional references for future studies to add a number of other reference variables such as well-being, job-satisfaction, and burnout, which may be correlated with employee work performance.

Suggestions for further studies also need to be considered in taking the number of samples, taking the number of samples in this study must also be adequate. In this study the researchers took a sample of subjects of 280 employees, although there were quite a lot but only represented related

companies engaged in freight forwarding services located in Jakarta alone. Therefore, it is expected that in subsequent studies it can retrieve data in companies in other industrial fields with different regions so that the data obtained can represent and have a better picture.

Suggestions that may need to be considered in future studies are regarding the place where this research will be conducted. Researchers suggest to conduct research outside the area or not only in big cities. So, it is hoped that the results of this study can complement the results of existing studies. This is intended so that every company, including employees or higher-ups in a company, can find out what things can be done to maintain and improve the performance of their employees.

From the results of this study, the practical advice that can be given to related companies is to pay attention to all aspects of work passion that can affect employee performance, so that in the future the company can maintain employee performance. In addition the company can also predict things that can reduce employee performance in terms of psychological aspects, such as Work Enjoyment, Self-Motivation, Self-Identity, Sense of Learning which is a dimension of work passion.

Companies need to pay attention to the things that are quite important in maintaining and improving employee performance such as support from superiors, how teammates and superiors also provide appreciation for the performance or results of their employees, as well as the workplace and also a comfortable working environment, so, it is expected that employees can contribute to good results in carrying out their work. companies are also expected to provide adequate facilities or places within the company so that employees can access their work more easily so that they are expected to be able to produce good quality work for the company. Furthermore, related companies can hold various activities that can hone the ability, creativity of employees, and also the knowledge of employees so that employees are expected to have a positive impact on their performance.

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