

THE EFFECT OF TEAMWORK AND EMPLOYEE LOYALTY ON EMPLOYEE PERFORMANCE AT LAZISMU PURWOREJO REGION

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Abstract: This study aims to determine the effect of Teamwork and Employee Loyalty on employee performance at LAZISMU Purworejo Region. The population in this study were employees of LAZISMU Purworejo Region from various ranks/classes. The sampling technique used is random sampling. Data related to the research variables were collected using a questionnaire which was distributed to all respondents and filled out by the respondents themselves based on the respondents' perceptions. Based on the instrument test conducted, it is evident that all statements in the questionnaire are valid and reliable. The analysis technique used to prove the hypothesis is multiple linear regression. The results of the study show that teamwork has a positive and significant effect on employee performance. Employee Loyalty has a positive and significant effect on the performance of LAZISMU employees in the Purworejo Region. Advice that can be given to LAZISMU Purworejo Region is to pay attention to and improve teamwork in which there is a sense of teamwork in employees characterized by an attitude of wanting to work with other employees, feeling optimistic and always hoping well with their team in realizing the company's vision and mission of course can affect employee performance in completing tasks. Furthermore, the management of LAZISMU Purworejo Region also needs to increase the existence of high employee loyalty to employees where high work loyalty will make employees effective at work, if employees have high loyalty then employee performance can be continuously guaranteed or increased from time to time.

Keywords: *Teamwork , Employee Loyalty , Employee Performance*

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1. Introduction

The success of an organization or institution in achieving its goals is inseparable from the Human Resources it has, because it is human resources that will organize and manage other resources owned by the organization to help realize the goals of the organization itself. Therefore, the quality of human resources must always be developed and directed to achieve the goals set by the company. So it requires efforts to improve and develop human resources consistently. One thing that is of particular concern in the company is employee performance. Employee performance is the result of employee work in the form of real behavior to achieve the organization (Susanti, et al, 2021). Performance is generally interpreted as a person's

success in carrying out a job. Employee performance is the result of work achieved by someone in carrying out the tasks assigned to him to achieve work targets. Employees can work well if they have high performance so they can produce good work (Kojongian et al, 2021). Employee performance is very important in the company's efforts to achieve its goals. Higher performance implies an increase in efficiency, effectiveness, or higher quality of completing a series of tasks assigned to an employee in an organization or company (Damayanti, et al, 2022). Employee performance can be seen from the readiness and willingness of employees to work really hard on behalf of the company, and can also be seen from the loyalty and involvement of employees in completing their work.

Cooperation comes from English namely "Cooperate", "Cooperation", or "Cooperative". Whereas in Indonesian it is called cooperation or cooperation. The meaning of cooperation according to the Big Indonesian Dictionary is an activity or effort carried out by several people (institutions, government) to achieve a common goal. According to Hanaysha (2016), teamwork is a factor that can determine employee performance and productivity for the organization. The definition of teamwork according to Susanti, et al (2021) is a system of combining the work of a group that is supported by various expertise with clarity of goals, and is also supported by leadership and communication to produce performance that is higher than individual performance. Septiani and Gilang (2017) define teamwork as a group of employees, coordinated by the team leader or manager, who has the task of coaching all members to show maximum productivity by providing guidance, direction, motivation and inspiration, so that each delegated task can be carried out well. Organizational work will not be carried out if the members of the organization or company do not work together in harmony, work teams produce positive synergies through coordinated efforts . This has the sense that the performance achieved by a team is better than individual performance in an organization or a company (Hidayat, et al, 2019). Even so, teamwork must also be effective in order to make a good contribution to employee performance and work results in an institution. Teamwork is a group of people with different abilities, talents, experiences and backgrounds who come together to achieve one goal in one or more activities (Marpaung, 2014). According to Susanti, et al (2021) apart from the teamwork factor, another factor that influences performance is work loyalty. Lumingkewas, et al (2019) said that if employees have high loyalty, then employee performance can be guaranteed continuously or improve from time to time.

Loyalty has the root word loyal which comes from the ancient French word loial. According to the Oxford Dictionary, the notion of loyalty is the quality of being loyal where loyal is defined as giving or showing firm and constant support or allegiance to a person or institution. If interpreted loosely, the notion of loyalty according to the Oxford Dictionary is the quality of being loyal (loyal), while loyal is defined as the act of giving or showing firm and constant support and obedience to a person or institution. Meanwhile, the Big Indonesian Dictionary explains the notion of loyalty as obedience or allegiance. According to Armadita (2021) Employee loyalty can also be called the dedication given by a leader or employee to the company where he works and prioritizes the company's interests over personal interests. According to Hasibuan (2017: 210) in Susanti, et al (2021) employee loyalty is various forms of member participation in using energy and thought and time in realizing organizational goals. Loyalty can also be interpreted as loyalty, devotion and trust given or directed to a person or institution in which there is a sense of love and responsibility to try to provide the best service and behavior. Gustara and Adiwati (2021) say that work loyalty is shown by the attitude that employees have to be willing to give all their abilities, thoughts, skills and

expertise to achieve company goals, carry out tasks with responsibility, discipline and honesty at work.

The Muhammadiyah Amil, Zakat, Infaq and Sadaqah Institute (LAZISMU) is a district-level non-profit organization dedicated to community empowerment through the productive use of zakat, infaq, waqf and other philanthropic funds from individuals, institutions, companies and other agencies. LAZISMU needs high employee performance. The more employees who have high performance, the organization will be able to compete to be superior to other institutions. In addition, this institution also requires high work loyalty and teamwork from its employees. The fact is that in interviews with several LAZISMU employees, the performance of LAZISMU Purworejo employees is still not optimal.

The lack of maximum employee performance can be seen from the phenomena that occur, the first phenomenon is that some employees in making monthly reports have not used a predetermined format thereby reducing the quality of reporting. The second performance phenomenon, there are still employees who report results of monthly reports that exceed predetermined limits. The third phenomenon is that employees who don't only work at LAZISMU are still not responsive when there is an order to raise funds for an emergency fund. The next phenomenon is the lack of employee initiative in terms of helping other employees when colleagues are experiencing work overload. The phenomenon that occurred in the first teamwork, some employees still worked individually and alone and did not want to work with other colleagues. Second, lack of respect for input or opinions from other employees who do not have much experience because they are seen in terms of age and work experience. The first phenomenon that occurs in employee work loyalty is employees who sometimes do not follow existing official rules, leave and go in and out of the office not according to applicable regulations. Second, there are still employees who are not responsible for the tasks given in the form of monthly reporting and performance activities.

Based on the background above, the researcher is interested in conducting research on "The Influence of Teamwork and Work Loyalty on Employee Performance (Case Study of Employees of Amil, Zakat, Infaq, Sadaqah Muhammadiyah (LAZISMU) Institutions) Purworejo Regency."

2. Research Method

This research is categorized into survey research where the information obtained from respondents is collected using a questionnaire. Sugiyono (2017: 6) survey research is collecting data using a questionnaire instrument to obtain responses from respondents. Operational variables in this study are Teamwork (X_1), Work Loyalty (X_2), Employee Performance (Y). This study uses a Likert 5 alternative measurement scale. The population in this study were all LAZISMU Purworejo employees. The sampling technique used was random sampling. This study used a sample of 62 employees of LAZISMU Purworejo Region. The data analysis technique uses multiple linear regression analysis, namely research with a minimum number of independent variables 2 (Sugiyono, 2017).

3. Results and Discussion

3.1. Results

The results of the validity test were carried out using can be seen in the following table:

Table 1
Validity Test Results

Variable	Items Statement	Pearson Correlation	r min
K in erja Employees (Y)	Y ₁	0.321	
	Y ₂	0.321	
	Y ₃	0.537	0.3
	Y ₄	0.522	
	Y ₅	0.657	
Teamwork (X ₁)	X _{1.1}	0.489	
	X _{1.2}	0.749	
	X _{1.3}	0.740	0.3
	X _{1.4}	0.548	
	X _{1.5}	0.583	
Employee Loyalty (X ₂)	X _{2.1}	0.610	
	X _{2.2}	0.566	0.3
	X _{2.3}	0.844	
	X _{2.4}	0.783	

Source: Primary data processed, (2022)

Based on table 1, the total *person correlation item correlation* shows that all indicators of employee performance (Y), Teamwork (X₁), and Employee Loyalty (X₂) has a correlation coefficient of more than 0.3 so that all statement items tested can be declared valid, meaning that the statement items used in testing this validity are able to measure research variables. Therefore, all statement items can be used in further data collection. The results of the reliability test were carried out using can be seen in the following table:

Table 2
Reliability Test Results

Variable	Statement Items	Cronbach's Alpha if Item Deleted	Cronbach's Alpha	Reliability Value Limit
K in erja Employee (Y)	Y ₁	0.903		
	Y ₂	0.838		
	Y ₃	0.830	0.876	0.7
	Y ₄	0.831		
	Y ₅	0.845		
Teamwork (X ₁)	X _{1.1}	0.850	0.826	0.7
	X _{1.2}	0.774		
	X _{1.3}	0.757		
	X _{1.4}	0.781		
	X _{1.5}	0.809		
Employee Loyalty (X ₂)	X _{2.1}	0.895		
	X _{2.2}	0.876	0.783	0.7
	X _{2.3}	0.852		
	X _{2.4}	0.908		

Source: Primary data processed, (2022)

Based on table 2, all statement items from the employee performance variable (Y), Teamwork(X₁), and Employee Loyalty (X₂) produces a *Cronbach's alpha value* greater than

0.7, so it can be concluded that the instrument is reliable. This means that the statement items in the questionnaire are consistent in measuring the constructs or research variables, so they can be used to collect further data.

Table 3
Results of Data Analysis

Variable	Standardized Coefficients Beta	p-values	Information
Teamwork (X ₁)	0.293	0.010	Significant Positive
Employee Loyalty (X ₂)	0.427	0.000	Significant Positive

Source : Processed data , (2022)

Based on the results of Table 3. the regression equation is obtained as follows:

$$\text{Employee Performance} = 0.293 \text{ Teamwork} + 0.427 \text{ Employee Loyalty}$$

With the following interpretation:

$b_1 = 0.293$ regression coefficient of the Teamwork variable (X₁) is positive, meaning that teamwork has a positive effect on employee performance (Y). These results indicate that the greater the teamwork by LAZISMU Purworejo Regional employees, the employees will complete their duties and responsibilities to the fullest on their work .

$b_2 = 0.427$ regression coefficient of employee loyalty variable (X₂) is positive, meaning that employee loyalty has a positive influence on employee performance (Y). These results indicate that the better the employee loyalty in every organizational activity, the better their performance will be.

The significant results of each independent variable consist of teamwork and employee loyalty with the dependent variable of employee performance. Variable requirements are said to have a significant influence if the $p\text{-value} < 0.05$. Based on table 1, it can be explained as follows:

- Testing the effect of teamwork on employee performance with a $p\text{-value} = 0.010 < 0.05$, it can be concluded that teamwork is not significant effect on employee performance.
- Testing the effect of employee loyalty on employee performance with a $p\text{-value} = 0.000 < 0.05$, it can be concluded that employee loyalty has a significant effect on employee performance.

Table 4

Results of Data Analysis				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	0,565 ^a	0,319	0,296	0,423

Source : Processed data , (2022)

The results of the coefficient of determination (R^2) obtained a value of 0.319 (31.9 %), meaning that the contribution of teamwork and employee loyalty variables as independent variables is able to explain variations in changes in employee performance variables at LAZISMU Purworejo Region as the dependent variable of 31.9%, while the remaining 68.1% is explained by other variables outside the model.

3.2. Discussion

Table 5
Table t Test

Variable	Standardized Coefficients Beta	t	Sig.
(Constant)		2,445	0,017
Teamwork (X ₁)	0.293	2,677	0,010
Employee Loyalty (X ₂)	0.427	3,898	0,000

Source : Processed data , (2022)

H₁ = There is a positive and significant influence between teamwork variables on employee performance.

Based on the results of data analysis, teamwork has a significant effect on employee performance. This also shows that implementing teamwork in a company is one of the efforts to improve employee performance. Teamwork is an activity that is managed and carried out by a group of people who are members of one organization. Teamwork can improve cooperation and communication within and between company parts (Letsoin and Ratnasari, 2020).

This study supports the results of research conducted by Susanti, et al (2021), Letsoin and Ratnasari (2020), Marpaung, (2014), Kojongian, et al (2021) and Damayanti, et al (2022) the results state that teamwork has a positive effect and significant to Employee Performance.

Teamwork is one of the factors that can determine employee performance and productivity for the organization, employees with high teamwork will feel optimistic and always have good hopes for their team in realizing the company's vision and mission, not only selfish but employees will pay attention to other employees. Such as giving encouragement when feeling that there are other employees who lack motivation, having a sense of teamwork in employees is characterized by an attitude of wanting to work together with other employees .

H₂ = There is influence positive and significant between employee loyalty variables on employee performance.

Employee loyalty has a positive and significant influence on employee performance. It also shows that implementing employee loyalty in a company is one of the efforts to improve employee performance. This research is supported by research conducted by Susanti, et al (2021), Letsoin and Ratnasari (2020) , Lumingkewas, et al (2019), Amardita and Sitohang (2021) and Gustara and Adiwati (2021) the results state that employee loyalty has a positive and significant effect on Employee Performance. . It is supported Susanti et al, 2021 Employees who have a loyal attitude to their company will have a high sense of concern for a condition that is happening in the company.

Employees who have work loyalty tend to show an attitude that is willing to give all their abilities, thoughts, skills and expertise to achieve company goals, carry out tasks with responsibility, discipline and honesty at work, take part in protecting all company secrets, and behave loyally to the company not to move to another company.

4. Conclusion

Teamwork good between employees with superiors and between employees so that it creates optimism between employees and their teams in realizing the vision and mission of the company, increasing a sense of solidarity among employees and giving each other encouragement to co-workers in completing their work.

Loyalty is good, because employees are willing to give all their abilities, thoughts, skills and expertise to achieve company goals, carry out tasks with responsibility, discipline and honesty at work, take part in protecting all company secrets, and behave loyally to the company to don't move to another company.

The management of LAZISMU Purworejo area needs to know the factors that affect the performance of its employees. So that employee performance is in accordance with what is expected in order to achieve company or organizational goals. Employee performance can be maximized by having a good relationship between employees and superiors, employees and employees as well as with the habits or individual characteristics of having an honest attitude, respecting time, worshipping well.

The results of this study have limited research data. Therefore, it is hoped that future researchers can add other independent variables that are thought to have an influence on employee performance such as work environment variables , wages, discipline , and commitment as further research.

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