The Effect *of Self Efficacy, Job Description,* and Organizational Climate on Productivity Employees at PT. Multi Terminal Petikemas Belawan

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ABSTRACT

Study This aim For analyze influence *self efficacy , job description* , and climate organization to productivity Work employees at PT. Pelindo Multi Terminal Petikemas both partially and simultaneously. The method used in this study is a quantitative method with a multiple linear regression approach. Data were obtained by distributing questionnaires to employees and analyzed using a statistical program. The results of the study indicate that partially, the *self-efficacy variable* has a positive and significant effect on work productivity. This indicates that the higher the level of employee confidence and belief in their abilities, the higher their work productivity. Likewise, *the job description variable,* which is also partially proven to have a positive and significant effect on work productivity. Clarity of job descriptions has been shown to increase employee focus, effectiveness, and work efficiency. Meanwhile, the organizational climate variable, partially does not have a positive and significant effect on work productivity. This indicates that the existing organizational climate is not strong enough or conducive to encouraging increased individual productivity. However, when the three variables are tested simultaneously, namely *self-efficacy*, *job description* , and organizational climate, the results show a positive and significant effect together on employee work productivity. This finding indicates that work productivity is influenced by a combination of interacting internal and external factors. Therefore, company management needs to manage these three factors in an integrated and sustainable manner to create synergy that can improve overall employee performance.

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1. INTRODUCTION

In an era of globalization and increasingly fierce business competition, companies are required to manage human resources (HR) effectively and efficiently to increase competitiveness and achieve organizational goals. HR is a strategic asset that plays a crucial role in determining organizational success, as the quality and productivity of the workforce directly impact overall company performance. Therefore, efforts to improve employee productivity are a primary focus of modern management.

Work productivity reflects the ability of individuals and groups to produce optimal output by efficiently utilizing inputs. Washin (2021) explains that productivity has two important dimensions: efficiency and effectiveness. Efficiency relates to the efficient use of resources, while effectiveness leads to achieving results that meet expected performance standards. High productivity is measured not only by the quantity of work output but also by its quality, timeliness, and ability to adapt to changes in the work environment.

PT. Multi Terminal Petikemas Belawan, a port services company under the Pelindo Group, plays a strategic role in national logistics activities. The company is responsible for container loading and unloading activities, which require high levels of coordination between Divisions, equipment readiness, and employee competency. Based on operational performance data (2021–2024), the company experienced fluctuations in productivity, as measured by Box Crane Hour (BCH) and Box Ship Hour (BSH). Although productivity increased in 2022, it declined significantly in 2023–2024, indicating internal issues that require further investigation, particularly related to human resources.

One factor influencing employee productivity is *self- efficacy*. Bandura (2021) defines *self-efficacy* as an individual's belief in their ability to complete tasks and face work challenges. Employees with high levels of *self*-efficacy tend to have better motivation, initiative, and work resilience. However, observations at PT. Multi Terminal Petikemas Belawan indicate that some employees, particularly older employees, still experience doubts about their ability to use operational technology such as the INAPORTNET system, resulting in low productivity.

Furthermore, *job descriptions* also significantly impact work effectiveness. Clear *job descriptions* help employees understand their duties, responsibilities, and expected performance standards. Conversely, unclear division of labor can lead to overlapping responsibilities, decreased efficiency, and uncertainty in task execution. Interviews with operational managers revealed that several employees were no longer performing according to their assigned job descriptions, resulting in neglected work and missed company targets.

Another important factor is organizational climate, which is employees' perceptions of the conditions and atmosphere of the work environment, which influence their motivation and behavior. A conducive organizational climate can increase work enthusiasm, collaboration, and commitment to company goals. Conversely, a less harmonious work climate, characterized by minimal communication and cooperation between colleagues, can hinder productivity. Based on observations, PT. Multi Terminal Petikemas Belawan still faces challenges in terms of cohesiveness and communication among employees.

This phenomenon indicates that the decline in productivity is not only caused by technical factors such as tools and systems, but also by psychological and managerial aspects within the organization. Therefore, this study is important to analyze the extent to which *self-efficacy*, *job descriptions* , and organizational climate influence employee work productivity at PT. Multi Terminal Petikemas Belawan. The results of this study are expected to provide theoretical contributions to the development of human resource management science, as well as become practical considerations for company management in formulating strategies to increase employee productivity.

2. METHOD

Types and Methods of Research

The strategy used in this research is an associative research strategy. The approach used in this research is a quantitative approach. According to Sugiyono (2022), quantitative research is defined as a research method based on the philosophy of positivism, used to study a specific population or sample, data collection using research instruments, and quantitative/statistical data analysis, with the aim of testing a predetermined hypothesis .

Location and Time of Research

The location of this research is PT. Multi Terminal Petikemas Belawan which is located at Jl. Graha Pelindo Satu, Jalan Lingkar Pelabuhan No. 1 Building B Floor 2, Belawan II, Medan Kota Belawan, Medan City North Sumatra 20411. The planned research period is from March 2025 to August 2025.

Population and Sample

The population in this study was all employees of PT. Multi Terminal Petikemas Belawan and the total population was 90 respondents . The sample to be used was … taken in study This is a saturated sampling technique is all employees as many as 90 respondents at PT. Multi Terminal Petikemas Belawan .

Data collection technique

a. Questionnaire

The questionnaire was distributed directly to employees of PT. Multi Terminal Petikemas Belawan. The type of scale used in this study to answer the questions in the questionnaire was the Likert scale method, which was designed to answer how strongly the subjects agreed or disagreed. According to Hardani et al. (2020), a Likert scale is a scale consisting of a series of statements about respondents' attitudes toward the object being studied .

b. Observation

According to Sugiyono (2021), observation is a data collection technique that has specific characteristics when compared to other techniques.

c. Interview

According to Hanitijo, (2021) an interview is a dialogue or question and answer session conducted by two or more people, namely the interviewer and the respondent or source, conducted face to *face* .

3.   FINDINGS AND DISCUSSION

Data Analysis Techniques
Validity and Reliability Test

Table 1. Results of the Validity Test of *Self-Efficacy* (X1), *Job Description* (X2), Organizational Climate (X3) and Work Productivity (Y)

Item Statement	R Table	Information
X1.1	**0.894**	Valid
X1.2	**0.863**	Valid
X1.3	**0.871**	Valid
X1.4	**0.861**	Valid
X1.5	**0.697**	Valid
X1.6	**0.841**	Valid
X2.1	**0.599**	Valid
X2.2	**0.560**	Valid
X2.3	**0.638**	Valid
X2.4	**0.550**	Valid
X2.5	**0.582**	Valid
X2.6	**0.532**	Valid
X2.7	**0.518**	Valid
X2.8	**0.518**	Valid
X2.9	**0.518**	Valid
X2.10	**0.638**	Valid
X3.1	**0.435**	Valid
X3.2	**0.817**	Valid
X3.3	**0.610**	Valid
X3.4	**0.832**	Valid
X3.5	**0.400**	Valid
X3.6	**0.844**	Valid
X3.7	**0.607**	Valid
X3.8	**0.804**	Valid
X3.9	**0.654**	Valid
X3.10	**0.839**	Valid
Y.1	**0.266**	Valid
Y.2	**0.213**	Valid
Y.3	**0.266**	Valid
Y.4	**0.251**	Valid
Y.5	**0.930**	Valid
Y.6	**0.930**	Valid
Y.7	**0.930**	Valid
Y.8	**0.930**	Valid
Y.9	**0.930**	Valid
Y.10	**0.930**	Valid

Source: SPSS Version 25 (2025) data output results

Based on the table above, the results of the *statistical* validity test on the variables of *self-efficacy*, *job description,* organizational climate and employee work productivity are known, the R value of the table. for all statement items having a value > 0.207, it can be concluded that the results of the research data on each available statement item are valid/legitimate .

Table 2. Results of the Reliability Test of *Self-Afficacy* (X1), *Job Description* (X2), Organizational Climate (X3) and Work Productivity (Y)

Variables	*Cronbach's α*	α Standard	Information
Self-Efficacy	0.806	0.60	Reliable
Job Description	0.735	0.60	Reliable
Organizational Climate	0.766	0.60	Reliable
Productivity Work	0.767	0.60	Reliable

Source: SPSS Version 25 (2025) data output results

From the results of the reliability test above, it can be seen that all variables own mark *Cronbach's alpha more* from 0.60 to all variables can said to be reliable.

Normality Test

Table 3. Results of the Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		90
Normal Parameters [a,b]	Mean	0.0000000
	Standard Deviation	2.14648988
Most Extreme Differences	Absolute	0.055
	Positive	0.055
	Negative	-0.048
Test Statistics		0.055
Asymp . Sig. (2-tailed)		.200 [c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: SPSS Version 25 (2025) data output results

Based on the calculations, a significance value of 0.200 is obtained, which is greater than 0.05. Therefore, it can be concluded that the regression model is normally distributed .

Heteroscedasticity Test Results

Table 4. Results of the Heteroscedasticity Glacier Test

Coefficients [a]					
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	-0.334	1,273		-0.263	0.793

Self-Efficacy	0.063	0.030	0.231	2,088	0.140
Job Description	0.007	0.030	0.027	0.231	0.818
Organizational Climate	0.004	0.023	0.019	0.168	0.867
a. Dependent Variable: Abs_RES					

Source: SPSS Version 25 (2025) data output results

The SPSS output clearly shows that all independent variables have a sig value ≥ 0.05. Therefore, no independent variables statistically significantly influence the dependent variable, abs_res. This is evident from the sig values for each independent variable, all of which are above 0.05. Therefore, it can be concluded that the regression model does not contain symptoms of heteroscedasticity.

Multicollinearity Test Results

Table 5. Multicollinearity Test Results

Coefficients a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	26,772	2,145		12,483	0,000		
Self-Efficacy	-0.506	0.051	-0.560	-9,897	0,000	0.896	1,116
Job Description	0.775	0.051	0.892	15,091	0,000	0.823	1,215
Organizational Climate	-0.108	0.039	-0.158	-2,792	0.006	0.894	1,118
a. Dependent Variable: Productivity Work							

Source: SPSS Version 25 (2025) data output results

From the multicollinearity test table above, it can be seen that the tolerance value also indicates that no independent variables have a tolerance value of less than 10%. The results of the variance inflation factor (VIF) calculation also show the same thing: no independent variable has a VIF value greater than 10. Therefore, it can be concluded that there is no multicollinearity among the independent variables in the regression model.

Multiple Linear Regression Test Results

Table 6. Results of Multiple Linear Regression Test

Coefficients a							
Model	Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1 (Constant)	26,772	2,145		12,483	0,000		
Self-Efficacy	-0.506	0.051	-0.560	-9,897	0,000	0.896	1,116
Job Description	0.775	0.051	0.892	15,091	0,000	0.823	1,215
Organizational Climate	-0.108	0.039	-0.158	-2,792	0.006	0.894	1,118
a. Dependent Variable: Productivity Work							

Source: SPSS Version 25 (2025) data output results

The multiple regression equation above provides the following meaning:

1. *self-efficacy* coefficient value of -0.506 means that if the *self-efficacy variable* decreases, it will be followed by a decrease in work productivity at PT. Multi Terminal Petikemas Belawan. This means that if *the Self-Efficacy variable* increases, then Work Productivity will actually decrease. Conversely, if the *Self-Efficacy variable* decreases, then Work Productivity will actually increase. Therefore, the statement that a decrease in *Self-Efficacy* is followed by a decrease in Work Productivity is wrong. The decrease *Self-Efficacy* precisely estimated will followed with improvement Productivity Work .

2. Coefficient value *job description* has a value of 0.775 which means that If variables *job description* happen increase , then will followed with improvement productivity work at PT. Multi Terminal Petikemas Belawan . Meaning Positive sign on the coefficient show existence a unidirectional (positive) relationship between variables independent (*Job Description*) and variable dependent (*Productivity Work*). This is means , if *Job Description* (clarity) duties , authority and responsibility answer) increased or repaired , then *Productivity Work* employees at PT. Multi Terminal Petikemas Belawan it is also estimated that increases. On the other hand , if *Job Description* decrease or No clear , then *Productivity Work* tend will decrease.

3. Coefficient value climate organization has a value of -0.108 which means that If variables climate organization happen decline , then will followed with decline productivity work at PT. Multi Terminal Petikemas Belawan . Meaning The negative sign indicates that the Organizational Climate and Work Productivity variables have an inverse or opposite relationship. If Organizational Climate (X) increases (to more positive , cooperative , and conducive), then Productivity Work (Y) is estimated will decreases . If the Organizational Climate (X) decreases (becomes more negative , no conducive , or full tension), then Productivity Work (Y) is estimated will increased . Therefore that , your statement that decline in Organizational Climate followed by a decline Productivity Work is wrong. Organizational Climate Decline precisely estimated will followed by an increase Productivity Work based on regression model This .

Partial Test Results (t-Test)

Table 7. Partial Test Results (t-Test)

Coefficients [a]								
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1 (Constant)	26,772	2,145		12,483	0,000			
Self-Efficacy	-0.506	0.051	-0.560	-9,897	0,000	0.896	1,116	
Job Description	0.775	0.051	0.892	15,091	0,000	0.823	1,215	
Organizational Climate	-0.108	0.039	-0.158	-2,792	0.006	0.894	1,118	
a. Dependent Variable: Productivity Work								

Source: SPSS Version 25 (2025) data output results

a. Influence *Self Efficacy* towards Productivity Work

test results in table 4.13 were obtained t value count of -9.897 and the t table value obtained from df = n – k ; df = 90 – 4 = 86 so obtained t- table value amounting to -1,987 things This show that t count > t table For variables *self-efficacy* with mark significance by 0.000 less of 0.05, so H1 is accepted . This means that the hypothesis stating that *self-efficacy* has a negative effect on work productivity.

b. The Influence of *Job Description* on Work Productivity

test results in table 4.13 were obtained t value count 15,091 for variables *job description* and t-table value obtained from df = n – k ; df = 90 – 4 = 86 so obtained t- table value amounting to 1,987 things This show that t count > t table with mark significance by 0.000 less of 0.05, so H2 is accepted . This means that the hypothesis that *job descriptions* have a positive effect on work productivity.

c. The Influence of Organizational Climate on Work Productivity

test results in table 4.13 were obtained t value count -2.792 for variables climate organization and and t- table value obtained from df = n – k ; df = 90 – 4 = 86 so obtained t- table value amounting to -1,987 things This show that t count > t table with mark significance by 0.006 more of 0.05, so H3 is accepted . This is means hypothesis which states climate organization influential negative to productivity Work .

Simultaneous Test Results (F-Test)

Table 8. Simultaneous Test Results (F-Test)

ANOVA [a]					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1249,322	3	416,441	87,338	.000 [b]
Residual	410,060	86	4,768		
Total	1659,383	89			
a. Dependent Variable: Productivity Work					
b. Predictors: (Constant), Organizational Climate , Self Efficacy , Job Description					

Source: SPSS Version 25 (2025) data output results

Based on the results of the simultaneous test in the table above, the calculated F value of the regression results provides a calculated F value of 87.338 while the F table value is 2.71. This shows that the F table value> calculated F with a significant probability of 0.000 less than 0.05 (real level equals 5 percent) which means that simultaneously the variables of *self-efficacy*, *job description*, and organizational climate have an effect on work productivity at PT. Multi Terminal Petikemas Belawan.

Determination Test Results

Table 9. Determination Test Results

Model Summary [b]				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.868 [a]	0.753	0.744	2,184
a. Predictors: (Constant), Organizational Climate , Self Efficacy , Job Description				
b. Dependent Variable: Productivity Work				

Source: SPSS Version 25 (2025) data output results

Based on the calculation results in the table above, the *Adjusted R Square value* obtained is 0.744. In this case, 74.4% of the variation in the work productivity variable is explained by *self-efficacy*, *job description*, and organizational climate on work productivity. The remaining 25.6% is explained by other variables outside the model.

Discussion

The Influence *of Self-Efficacy* on Work Productivity

Decision making in this t-test is based on two methods: comparison of t-values and comparison of significance values. First, to determine the critical value, degrees of freedom (df=n−k) are used, where n is the number of samples and k is the number of variables (independent and dependent). With df=90−4=86 and α=5%, the t-table value is obtained as −1.987 (for a one-tailed test) or ±1.987 (for a two-tailed test). Test results show that mark thitung For The Self Efficacy variable is −9.897. When compared with mark critical ttable (−1.987), seen clear that thitung is at far beyond limit acceptance of H0. In general mathematical , value thitung (−9.897) more small in a way significant than value − ttable (−1.987), or in a way absolute | −9.897 | > | −1.987 | . This condition clearly fulfills the criteria for rejecting the Null Hypothesis (H0) and accepting the Alternative Hypothesis (H1).

The same conclusion was confirmed by comparing the significance probability values. The significance value for the Self-Efficacy variable was 0.000. This value was then compared with the error tolerance level (α) of 0.05. Since 0.000 is much smaller than 0.05, the conclusion drawn is the same: H0 is rejected and H1 is accepted. Both testing methods, t-statistics and significance, consistently show that Self-Efficacy has a significant influence on Work Productivity.

The Influence of *Job Description* on Work Productivity

Based on the test results, the calculated t value is 15.091 for the job description variable and the t table value is obtained from df = n – k; df = 90 – 4 = 86 so that the t table value is 1.987. This shows that the calculated t> t table with a significance value of 0.000 less than 0.05, so that H2 is accepted. This means that the hypothesis that states job description has a positive effect on work productivity .

A positive coefficient indicates that the clearer and more structured the job descriptions given to employees, the higher the level of work productivity they produce. This supports the assumption that a good understanding of their duties, responsibilities, and authority will make employees more focused and efficient in completing their work.

The Influence of Organizational Climate on Work Productivity

The calculated t value obtained for the Organizational Climate variable is −2.792. When this value is compared with the t table (−1.987), we see that the calculated t (−2.792) is in the rejection area of H0. Although you mentioned t>t table, the correct interpretation in a negative context is that t<−t table (i.e., −2.792 is smaller than −1.987 on the number line), or in absolute terms | −2.792 | > | −1.987 | . This criterion indicates that Organizational Climate has a significant influence on Work Productivity.

The results of this test are supported by the significance probability value (p-value), which is 0.006. There is an inconsistency in your statement, where it is stated that 0.006 is greater than 0.05. Statistically correct, if the significance value is 0.006 <0.05, then H0 must be rejected and H3 accepted. Since 0.006 is clearly less than 0.05, then the valid conclusion is that Organizational Climate has a significant effect on Work Productivity .

The Influence of *Self-Efficacy, Job Description,* and Organizational Climate on Work Productivity

Based on the regression test results, the calculated F value is 87.338 with a significance level of 0.000. Since the significance value is less than 0.05, it can be concluded that the regression model used is simultaneously significant. This means that together, the variables of self-efficacy, job description, and organizational climate have a significant influence on employee work productivity at PT. Multi Terminal Petikemas Belawan.

This simultaneous significance indicates that the three independent variables tested are closely related in explaining variation in work productivity. Although some variables (such as organizational climate) did not have a positive effect individually in the partial test, when the three variables were tested together, their collective influence remained strong and significant on employee productivity. This reflects the fact that, in practice, productivity is not influenced by a single factor, but rather by a combination of various psychological, structural, and work environment aspects.

In addition , the results analysis regression also shows Adjusted R Square value of 0.744. This value show that by 74.4% of the variation in productivity Work can explained by the three variables independent used in the model, namely self efficacy , job description, and climate organization . This is reflect that the model is built own Power very strong prediction , because more from 70% variation productivity can explained by factors in the model . While that , the remaining 25.6% explained by other factors outside the model that are not investigated in study this . Factors the Can in the form of other aspects such as leadership , compensation , motivation external , load work , relationships between employees , or even condition external like policy company and dynamics industry port . Therefore that , although the model used Enough strong , steady needed attention to other variables that can also be influence productivity in a way overall .

4. CONCLUSION

Based on the results of the research that has been conducted, the author can draw several conclusions, namely as follows, Partially, self-efficacy has a negative and significant effect on work productivity at PT. Pelindo Multi Terminal Petikemas, Partially, Job Description has a positive and significant effect on work productivity at PT. Pelindo Multi Terminal Petikemas, Partially, Organizational Climate has a negative and significant effect on work productivity at PT. Pelindo Multi Terminal Petikemas and Simultaneously, self-efficacy, job description, and organizational climate have a positive and significant effect on work productivity at PT. Pelindo Multi Terminal Petikemas.

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