

**ANALYSIS OF FACTORS RELATED TO WORK PRODUCTIVITY IN WORKERS  
IN THE NUTRITION AND SPECIAL FOOD DIVISION****Ramayani Anwar Harahap\*, Rani Suraya, Reni Agustina Harahap**

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\*[ramayani230h@gmail.com](mailto:ramayani230h@gmail.com)**ABSTRACT**

The problem of productivity in an organization is an important study, especially in relation to human resources as one of the inputs to productivity. Therefore, the productivity of human resources (employees) is absolutely considered. To achieve maximum work productivity, organizations must ensure the selection of the right people with the right jobs and conditions that allow them to work optimally. The purpose of this study was to determine the factors related to work productivity in workers. This study used quantitative methods with a cross sectional design. The sampling technique is Total Sampling. The population and sample in this study were all 40 workers in the Nutrition and Special Food Division. Data collection using questionnaires and variables studied include Nutritional Status, Work Motivation, and Workload. The results of this study show that there is a relationship between Nutritional Status and Work Productivity (p value = 0.025), there is a relationship between Work Motivation and Work Productivity (p value = 0.024), and there is a relationship between Workload and Work Productivity (p value = 0.013). The results of research on factors related to low work productivity, nutritional status, low work motivation and risky workload that can cause losses to the company.

Keywords: nutritional status; productivity; work motivation; workload

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**INTRODUCTION**

Indonesia has enormous human resources. Of course, this will be a capital or potential in economic development because it presents an abundant workforce. The key to the success of achieving goals in the industrial sector is to utilize human resources (HR) in the industrial sector. To support the key to success, productivity is needed in doing work. Productivity is a factor that can spur maximum economic growth. A productivity can be achieved efficiently if it is done by paying attention to resources, and minimal time with various uses of these aspects correctly, accurately and in line with the desired goals (Pramono, 2020).

According to Riyanto in Elbandiansyah (2019: 250), technically productivity is a comparison between the results achieved (output) with the overall resources needed (input). Productivity contains the notion of comparison between the results achieved and the role of the labor union of time. According to P, productivity is also defined as a ratio between input and output. Inputs are often limited to labor inputs, whereas outputs are measured in physical unity of form and value. Productivity is also defined as the level of efficiency in producing goods and services.

Employee work productivity as a benchmark for every company in carrying out its business activities both in terms of quality and quantity of products. Current trade competition requires companies to strive for the quality and welfare of employees who are the competitiveness of other companies. Companies not only have large capital to achieve their goals but companies need to pay attention to other production factors including nature, labor and expertise where these factors cannot stand alone but must support each other to achieve goals effectively and efficiently (Wirawan et al., 2019).

The problem of productivity in an organization is an important study, especially in relation to human resources as one of the inputs to productivity. Therefore, the productivity of human resources (employees) is absolutely considered. To achieve maximum work productivity, organizations must ensure the selection of the right people with the right jobs and conditions that allow them to work optimally. If employee productivity is low, it will have an impact on organizational productivity which will ultimately lead to the level of effectiveness in achieving organizational goals and efficiency in the use of resources. Therefore, every organization needs employees who have high productivity. Nutritional status, work motivation and workload indicate the size of the level of Work Productivity that can be given to a company. This research uses theory according to (Nitisemito, 2000) There are several factors that affect employee productivity, namely nutrition and health, motivation, achievement opportunities, employee skills themselves, government policy. Therefore, productivity is one way employees do a job or activity as much as possible to produce the necessary goods or services.(isma kusmiati, 2022)

In achieving maximum work productivity must pay attention to the nutritional status possessed by workers. Nutritional status has a close relationship in health and immunity that will affect productivity in work. As in previous studies showed that there is a relationship between nutritional status and Work Productivity, namely workers are included in the normal category as much as 83% (Gloria Kowaas et al., 2019). Good nutritional intake is needed by a worker's body in order to produce high work productivity. This research is in line with previous research, namely Energy is needed by humans to maintain the work process of their bodies and carry out physical activities. In relation to work productivity, a workforce with a good nutritional state will have better working capacity and body resistance (Khasanah et al., 2023).

Nutritional status is divided into 2 categories, it is said that normal and abnormal nutritional status. Abnormal nutritional status is a nutritional status that is less or more in a person's body. Abnormal nutritional status can interfere with the body's capacity and resistance. As a result, the body is easily tired, less concentrated and susceptible to infectious diseases. One of the efforts that has an important impact in improving human resources is improving nutritional status (Sumigar et al., 2020).

Motivation is the force or motor driving one's activities towards certain goals and involves all the abilities possessed to achieve them (Tarwaka et al, 2004). Work motivation provides a driving force that creates a person's passion for work, providing motivation to workers is a means to increase the efficiency and effectiveness of the organization as a whole to work (Kuswibowo, 2020). As in previous studies, motivation with work productivity has a very positive relationship and affects work productivity (Mukhtar & Asmawiyah, 2020).

A workforce must be encouraged and motivated to work in order to get optimal results (Nurdin & Djuhartono, 2021), For this reason, it is necessary to create conditions where the

workforce feels inspired to work hard. Work motivation is a way to move and direct employees to be able to carry out their respective duties in achieving goals with full awareness and responsibility. Motivation can also encourage employees to be more involved in their work or company activities. This enthusiasm is shown through the low number of resignations, their presence is always perfect, and good relations between colleagues. As a form of reason why motivation is so important (Caissar et al., 2022b).

Workload is also one aspect that must be considered in every company, because workload can increase employee work productivity. Workload is a task given to employees to be completed using the skills and potential of employees and at certain times. According to Sunyoto (2012), workload is a very large workload and can cause boredom in employees so that it can cause stress. This can also be due to the level of expertise demanded too high, the speed of work is too high, the volume of work may be too much else. Work on the one hand has an important meaning for success and increasing achievement, so as to be able to achieve an effective life as a life goal. Based on the description above, it can be concluded that workload is the number of work obligations and work targets that must be completed which will cause boredom in employees or workers so that it will cause boredom (Ariani et al., 2020).

Based on an initial survey conducted by researchers at PT. Indofood Nutrition and Special Food Division has several workers who experience decreased Work Productivity. Data obtained from the results of BMI measurements on workers there are 52% of workers included in the category of poor nutritional status and 47% included in the good category, then a decrease in work motivation is caused by improving the production process and lack of appreciation from the leadership, besides that the increased workload caused by the production process produced does not only depend on modern machines, but still requires manual work activities. With the increase in production demand, it must be supported by optimal nutritional status, high work motivation, and not experiencing heavy workloads.

From the description above, it can be concluded that researchers are interested in conducting a study entitled "The Influence of Factors Related to Work Productivity on Workers in the Nutrition and Special Food Division at PT Indofood CBP Sukses Makmur Tbk Medan". In this study, the author chose the Nutrition and Special Food Division at PT Indofood CBP Sukses Makmur Tbk Medan on the grounds that the object of this study is one of the largest processed food industries in Indonesia and is able to adapt to various environmental changes in Indonesia, so this paper wants to explore the Work Productivity of PT Indofood Nutrition and Special Food Division.

## **METHOD**

This study used quantitative methods with a cross sectional design. This research was conducted at PT. Indofood in the Nutrition and Special Food Division. The time of the study was conducted in February 2024. Total Sampling is a sampling technique where the number of samples is equal to the population. The population and sample in this study were all 40 workers. The variables studied in this study include, nutritional status, work motivation, workload and work productivity. This study used primary data sources obtained directly from the questionnaire given. Data collection method using questionnaires (questionnaires) with filling in by respondents based on a Likert scale with categories strongly disagree, disagree, agree, and strongly agree. (Suharsaputra, 2012) The research instruments used have been tested for validity and reality tests. Where the validity test using pearson correlation with a value of  $< 0.05$  is declared valid while the reliability test using cronbach alpha with a value of  $> 0.6$  is declared realistic. After being tested for validity and reliability, the data will be

processed and then analyzed using 2 types of statistics, namely univariate analysis, which describes the frequency distribution of respondent characteristics, then bivariate analysis using chi-square statistical tests with the strength of the relationship through OR (Odd Ratio) numbers at a confidence level (CI) of 95% to determine the relationship between independent variables and dependent variables. In the measurement of independent variables namely Nutritional Status, Work Motivation and Workload using questionnaires carried out at one time.

Nutritional status is measured by anthropometric measurements of Body Mass Index (BMI) to determine nutritional status by dividing body weight in kilograms (kg) by height in meters squared (kg/m<sup>2</sup>). Work motivation is measured to determine how influential it is on work productivity with low and high groupings. Workload is measured to determine how much influence it has on work productivity with non-risky and risky groupings.

## RESULTS

### Univariate Analysis

In this univariate analysis, the frequency distribution of respondents' characteristics is presented, namely the description of variables related to Work Productivity as follows:

Table 1.  
Frequency distribution of respondents in the Nutrition and Special Food Division of PT Indofood Medan (n=40)

Variable	f	%
Age		
<15 Year	0	0
15-64 Year	40	100
>65 Year	0	0
Gender		
Man	14	35.0
Woman	26	65.0
Recent Education		
S1	25	62.5
SMA/SMK	15	37.5
Length of Work		
12 jam	1	2.50
10 jam	12	30.0
8 jam	27	67.5
Nutritional status		
Good	19	47,5
Kurang Baik	21	52,5

Table 1, it is known that most respondents have the age of 15-64 years or in the productive age category, which is as many as 40 people. This shows that the workforce in the Nutrition and Special Food Division of PT Indofood Medan is in optimal conditions in creating high productivity. In the gender category, as many as 26 respondents 65% of workers are dominated by women and 14 respondents 35% are male workers, where female workers have a greater comparative than men in work. Furthermore, in the last education category, the last education history of the largest worker was S1 where there were 25 respondents 62.5% and 15 respondents 37.5% had the last education of high school / vocational school. In the working time category, it shows the frequency distribution of working years of respondents in the Nutrition and Special Food Division of PT Indofood Medan. The majority of 8 hours worked as many as 27 respondents 67.5%, then workers who worked for 10 hours as many as 12 respondents 30% and workers who worked for 12 hours were 1 respondent 2.5%.

Then in the Nutritional Status category, it can be concluded that the nutritional status of the most respondents is the nutritional status of 21 respondents 52.5%, with nutritional status measurements carried out using standard body mass index (BMI) limits. Which is divided into 2 categories, namely good and less good. Daily food consumption is the basis that determines a person's nutritional state, nutritional levels, especially for manual workers, are determinants of the degree of work productivity. Occupational nutrition needs to be considered, this is related to the level of employee productivity to create or produce a product. Research conducted by Ramadhani, Ajeng Ardhy (2020) states that the fulfillment of good nutrition can minimize work fatigue in order to fulfill optimal work productivity. So that with the fulfillment of nutrition that for workers can have a positive impact on the company.

### Bivariate Analysis

Bivariate analysis was conducted to examine the relationship between independent variables namely nutritional status, Work Motivation, and Workload with work productivity in the Nutrition and Special Food Division of PT Indofood Medan using the Chi-Square test. The main goal of bivariate analysis is to determine if there is a statistical relationship between two variables and, if so, how strong and in which direction the relationship is.

Table 2.  
Relationship between nutritional status and work productivity

Relationship between nutritional status and work productivity								
Nutritional status	Work productivity						Odd Ratio	P value
	Tall		Low		Total			
	f	%	f	%	f	%		
Good	7	31.8	13	72.2	20	50.0	0.179	0,025
Not good	15	68.2	5	27.8	20	50.0		
Total	22	100.0	18	100.0	40	100.0		

Tabel 2. From the results of the Chi-Square test, a p-value of  $0.025 < 0.05$  was obtained; OR = 0.179 so  $H_0$  was rejected and  $H_a$  was accepted stating that there was a significant relationship between nutritional status and work productivity in workers in the Nutrition and Special Food Division of PT Indofood Medan. This means that there is a significant relationship between Nutritional Status and Work Productivity.

Table 3.  
Relationship between work motivation and work productivity

Relationship between work motivation and work productivity								
Work motivation	Work productivity						Odd Ratio	P value
	Tall		Low		Total			
	f	%	f	%	f	%		
Good	16	72.8	18	100.0	34	85.0	0.471	0,024
Not good	6	27.2	0	00	6	15.0		
Total	22	100.0	18	100.0	40	100.0		

Table 3. Based on the results above, it can be seen that low work motivation in the quality of work can result in a decrease in work quality. Decreased motivation will make it more difficult for workers to have enthusiasm and initiative in doing work, which may reduce attention to detail and increase the likelihood of errors with Sig. (2-tailed) values between Work Motivation and Work Productivity by  $0.024 < 0.05$ ; OR = 0.471. This means that there is a significant relationship between the variable Work Motivation and Work productivity. So  $H_a$  is accepted, which means that there is a relationship between workload and work productivity.

Table 4.  
Relationship between Workload and Work Productivity

Relationship between Workload and Work Productivity								
Workload	Work productivity						Odd Ratio	P value
	Tall		Low		Total			
	f	%	f	%	f	%		
Non-Risk	9	40.9	1	5.60	10	25.0	11.769	0,013
Risky	13	59.1	17	94.4	30	75.0		
Total	22	100.0	18	100.0	40	100.0		

Table 4. Based on the table above, it can be seen that the proportion of low work productivity is mostly experienced by 94.4% of workers who have a risky workload, which is a situation faced by someone that can cause losses, where the value between workload and work productivity is  $0.013 < 0.05$ ; OR = 11.769. This means that there is a significant relationship between workload variables and work productivity.

## DISCUSSION

### The relationship between nutritional status and work productivity

The results of research that has been carried out in Nutrition and Special Food Division of PT Indofood Medan shows that there is a relationship between nutritional status and work productivity, with p value = 0.025 where  $P < 0.05$ ; OR = 0.179. Nutritional status is a form of equilibrium state in a particular variable, or a form of nutritional state in a particular variable. The nutritional state in question is a condition due to the balance between food consumption, absorption of nutrients and the use of these nutrients (Shafitra et al., 2020). This is in line with research (Maedah et al., 2023) i.e. The results of the statistical test of the nutritional status variable (PLT) have a pvalue of 0.010 ( $p\text{-value} \leq 0.05$ ), so  $H_0$  was rejected. This means that nutritional status (PLT) correlates with work productivity in startup employees. These results are in accordance with research conducted by (Anah Silmih Bakri et al., 2021) The effect of nutritional status with work productivity states that work with good nutritional conditions will have good work capacity and endurance. Workers with abnormal nutritional status need attention because energy consumption exceeds needs so that there is a buildup of fat in the body.

This research is in line with research conducted by (Wardani et al., 2022) which gets a p value of 0.003 which means there is a relationship between nutritional status and work productivity, This is in accordance with the theory (Anderson and Krathwohl, 2009) which states that workers who have good nutritional conditions will have better work capacity and body resistance as well. This is also in line with previous research that there is a relationship between nutritional status and work productivity in tea picking workers at PT. Sarana Mandiri Mukti Kepahiang Regency. (Fitri, 2021) The health of workers also needs to be considered because it can affect physical freshness and thinking power to work harder, more productively and conscientiously. Conversely, less or excess nutritional status has less physical ability, less motivation and enthusiasm, sluggish, can reduce work productivity. Poor nutrition reflects a lack of nutrient intake in the body. Workers who have good nutritional status should maintain it by eating a balanced diet and Workers with poor nutritional status are expected to regulate and maintain food consumption in accordance with the nutrients needed by the body so that good nutritional status is obtained and work productivity can increase (Maedah et al., 2023).

### The relationship between work motivation and work productivity

The results of research conducted in the Nutrition and Special Food Division of PT Indofood Medan show Work Motivation with Work Productivity of  $0.024 < 0.05$ ; OR = 0.471. This means that there is a significant relationship between the variables of Work Motivation and Work productivity. Work motivation is an attitude or mentality created both in oneself and

external factors that make someone enthusiastic, takun, in doing a job to achieve organizational or company goals (Caissar et al., 2022). This research is in line with (Sumigar et al., 2020) Based on the results of the Chi Square test shows that the value of  $p = 0.000$  means that there is a relationship between work motivation and work productivity in workers in the open area of PT. Tropica Cocoprime, Lelema Village, South Minahasa Regency. The results of this study are supported by research conducted by Massie (2019) on the relationship between motivation and work fatigue with work productivity in workers in the production department of PT Kerismas Witikco Makmur Bitung that there is a relationship between work motivation and work productivity.

This research is also in line with (Paradise & Anwar, 2023) Motivation has a positive and significant effect on productivity, then the results of similar research were also conducted by (Suryawijaya et al., 2022). Research conducted (Herlita & Nurulrahmatia, 2020) also get the results that Motivation has a positive effect on Employee Work Productivity in a state of constant discipline at PT. TEAM Bali. Motivation is related to work productivity because motivation is a psychological condition that encourages individuals or employees to carry out efforts or activities to achieve organizational goals or individual goals, If work motivation is high, then individuals or employees will be more bulging and work more efficiently and effectively, which will affect work productivity

### **The relationship of workload to work productivity**

The results obtained in the Nutrition and Special Food Division of PT Indofood Medan showed that workloads with work productivity of  $0.013 < 0.05$ ; OR = 11.769. This means that there is a significant relationship between workload variables and work productivity. Workload is the tasks that a workforce or employee is given to complete at a specific time using the skills and potential of the workforce (Nadiaty et al., 2019). This research is in line with previous research (Widiyanti, 2022) obtained Pvalue = 0.000 ( $p < 0.05$ ) so that it can be concluded that there is a relationship between workload and productivity in workers in the production section of PT. X year 2022. The results of this study are supported by (Nadiaty et al., 2019) That is, individual workload variables have a negative and significant influence on work productivity variables, in line with the research above, similar research conducted by (Triyadin & Yusuf, 2021).

This research is also in accordance with what was done (Ismartaya Ismartaya et al., 2023) Workload has a negative and significant effect. This can be proven by employee responses that the average value of employee responses for workload variables falls into the high category. This study is inversely proportional to (Sanjani et al., 2021) which shows the results of the relationship between workload and work productivity. This indicates that  $H_0$  is accepted, which means that there is no relationship between workload and work productivity. The higher the workload, the lower the work productivity. That way to create a good relationship between leaders and members, not just communication but close and familial work relationships, so that workers feel open to leaders for the work charged.

### **CONCLUSION**

The results of research conducted in the Nutrition and Special Food Division of PT Indofood Medan researchers concluded, factors related to low Work Productivity are caused by Nutritional Status, Work Motivation and Workload. Nutritional status has a relationship with work productivity, namely the lower the nutritional status of workers, the lower the work productivity. In addition, Work Motivation has a relationship with Work Productivity due to the low number of Work Motivation to Work Productivity in the Nutrition and Special Food

Division of PT Indofood Medan, if employees are not motivated in a job, employee performance productivity is low. In addition, Workload also has a relationship with Work Productivity because the proportion of low work productivity is mostly experienced by 94.4% of workers in the Nutrition and Special Food Division of PT Indofood Medan who have a risky workload that can cause losses to the company.

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