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The influence of working hours on job performance CV. Trimitra Binatama Oetete Consultant Kupang City

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ABSTRACT

This study was conducted to determine the Effect of Working Hours on Employee Performance CV. Trimitra Binatama Consultant Oetete Kupang City, The formulation of the problem in this study is whether there is an Effect of Working Hours on Employee Performance CV. Trimitra Binatama Consultant Oetete Kupang City, The purpose of this study was to determine the effect of working hours on employee performance CV. Trimitra Binatama Consultant Oetete Kupang City. This study uses quantitative research methods with data collection techniques, namely questionnaires, interviews, observation and documentation, the population in this study amounted to 34 respondents using saturated sampling techniques where all populations were sampled. All data in this study were collected through questionnaires, interviews, observations and documentation, then analyzed by validity, reliability, simple linear regression normality test and T test. Data processing uses SPSS 25 software for windows. The results showed that there was a significant positive effect of working hours on employee performance at CV. Trimitra Binatama Consultant and. This research supports the importance of managing working hours in an effort to improve employee performance. The variable working hours (X) explains that employee performance (Y) regression model shows that only about 24.2% of the employee performance variable can be explained by working hours, the identified relationship remains significant and relevant.

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INTRODUCTION

Human resources are vital elements in every organization, with unique characteristics that distinguish them from other resources. Human resource management requires not only a technical approach but also a treatment that humanizes each individual (Benjamin, Tasman, & Abdul, 2017). Along with the times, the need for organizations to have a workforce that is able to work efficiently and adaptively in various conditions is increasing. One important element that affects the efficiency and effectiveness of employee performance is the organization of working hours.

Working hours are a predetermined period for an employee to carry out their duties according to company rules. According to Article 77 paragraph 1 of Labor Law No. 13 of 2003, standard working hours are 40 hours per week, with a division of 8 hours a day for 5 working days. However, in practice, there are variations such as shift work, flexible work, and overtime that are adjusted to the needs of the organization (Busro, 2018). These adjustments often have consequences for employees' well-being and performance, especially if there is a sudden increase in working hours due to a lack of effective time management (Prayudi & Tanjung, 2018).

In this context, working hour management has a strategic role in improving employee performance. Employee performance, as defined by Adhari (2020), is the result of certain work activities within a certain period of time that reflects the quality and quantity of work. Excessive working hours without careful planning

can cause stress, reduce productivity, and increase the rate of work errors (Sedarmayanti, 2011). This phenomenon is seen in CV. Trimitra Binatama Konsultan Oetete Kota Kupang, where employees often have to work beyond normal working hours to meet project targets. This erratic increase in working hours often has an impact on employee performance, including an increase in work error rates and a decrease in adaptability to changes in working time.

Based on this background, this study aims to analyze the effect of working hours on employee performance at CV. Trimitra Binatama Consultant Oetete Kupang City. It is expected that the results of this study will not only provide academic contributions but also practical input for companies in managing working hours more effectively to support employee productivity and welfare.

LITERATURE REVIEW

Working hours are the duration of time spent by employees completing their work in accordance with the responsibilities determined by the company. According to Lukas (2018), extending working hours can be a strategic step in the effort to create decent work. This is important to address the gap between the actual working time employees want and the needs of the company, as well as to promote competitiveness. Effective working time can be done both during the day and at night, taking into account structured work planning. Darmawan (2009) mentions that time-based wage systems, such as hourly, daily, or weekly payments, are important indicators in managing working hours, while Kosasih (2009) adds that good time management includes workforce planning, establishing work schedules, and arranging overtime in accordance with labor provisions, as regulated by the International Labor Organization (ILO). For example, normal working hours in a week are 40 hours, with a division of 8 hours a day for five days or 7 hours a day for six days. If these limits are exceeded, the hours are categorized as overtime and require additional compensation (Busro, 2018).

The criteria for working hours, according to Su'ud in Arif (2018), include several aspects, such as the ability to know the work that must be completed, prioritize tasks based on priorities, compile an organized work schedule, and objectively assess the success of work. Satriani (2020) added that the working hours indicator includes the number of working hours, rest time, and overtime, with a maximum overtime limit of three hours a day or fourteen hours a week. All of this must be managed optimally to support work efficiency.

Employee performance, according to Mangkunegara (2015), is the work achieved by employees both in terms of quality and quantity, in accordance with the responsibilities given. Sudarmayanti (2011) explains that performance reflects individual work results that must be measured against certain standards. Hasibuan (2013) states that performance is influenced by ability, experience, and motivation. In addition, other factors such as transformational leadership, effective communication, harmonious working relationships, and a conducive work environment also affect employee performance (Gorda, 2006).

To measure employee performance, Mangkunegara (2010) established several key indicators, such as quality of work, initiative, attendance, cooperation, reliability, responsibility, and utilization of work time. This indicator also includes the quantity and quality of work, as well as the timeliness of task completion (Zaputri et al. in Santoso, 2016).

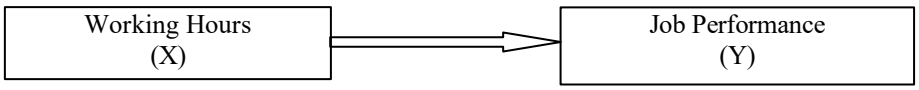

Figure 1 Framework of Thinking

Previous research shows that working hours have a positive influence on employee performance. Misra (2021) found that working hours and rewards have a significant impact on employee performance at PT Bintang Mas Pusaka. Research by Arif (2019) and Fahri (2018) also states that regular working hours can increase employee productivity. Other research by Dewi (2020) and Alpin et al. (2021) revealed that effective management of working hours contributes to improved employee performance, especially in work environments with long working hours.

Based on previous theories and findings, the relationship between working hours and employee performance is one of the important focuses in this study, where working hours (variable X) and employee

performance (variable Y) are interrelated. By managing optimal working hours, companies are expected to be able to increase productivity and achieve the desired goals.

Working hours are the period of time a person works to get paid, usually working hours have a time limit set by applicable company rules while Employee Performance is a result of work produced by an employee interpreted to achieve the expected goals. To make it easier to understand this concept, the author makes a flow of thinking framework regarding "The Effect of Working Hours on Employee Performance at CV. Trimitra Binatama Consultant"

METHODS

This study aims to examine the effect of working hours on employee performance by using a quantitative approach through descriptive methods. This approach was chosen to provide a detailed description of the relationship between the independent variable, namely working hours, and the dependent variable, namely employee performance. The descriptive method aims to describe and interpret existing phenomena based on data collected through questionnaires, interviews, and observations, as suggested by Sugiyono (2019). This approach also allows researchers to explain the actual situation experienced by employees and evaluate the causal relationship between the two variables.

This research was conducted at CV. Trimitra Binatama Konsultan, located at Jalan Turi No.19, Oetete Village, Kupang. This location was chosen because of the relevance between the problem under study and the company's operational activities. The type of data used in this research consists of qualitative data and quantitative data. Qualitative data is in the form of oral and written information obtained through field observations, while quantitative data is in the form of numbers collected through questionnaires. This questionnaire uses a Likert scale with five levels, namely: 5 (Strongly Agree), 4 (Agree), 3 (Disagree), 2 (Disagree), and 1 (Strongly Disagree).

The data sources in this study include primary data and secondary data. Primary data is obtained directly from respondents through questionnaires distributed to all employees of CV. Trimitra Binatama Consultant, while secondary data is in the form of data that has been previously processed and is relevant to the research topic, such as internal company documents, books, and journals that support the analysis. According to Umar (2013), primary data provides information directly from the original source, while secondary data complements the analysis with additional perspectives from relevant literature.

The population in this study were all employees of CV. Trimitra Binatama Consultant, totaling 34 people. Based on the approach suggested by Sugiyono (2019), because the population is less than 100, this study uses the census technique by taking the entire population as a sample. This technique is also known as saturated sampling, where all members of the population are involved in the study to ensure representative results. Therefore, this study involved 34 respondents consisting of various positions in the company.

Data collection techniques in this study involved observation, interviews, questionnaires and documentation. Observations were conducted to understand activities in the field directly, while interviews were used to obtain in-depth information from respondents. Questionnaires were used to collect data relating to the effect of working hours on employee performance. Documentation in the form of archives, reports, and company documents were also used as additional references to support the analysis.

The data analysis techniques used include validity test, reliability test, normality test, and simple linear regression analysis. The validity test was carried out to assess the validity of the questionnaire by comparing the correlation value of r count against r table. The reliability test uses the Alpha Cronbach method to ensure the consistency of the measuring instrument with the criteria that the value of $r \geq 0.60$ is declared reliable (Sugiyono, 2018).

The normality test is carried out to ensure that the data is normally distributed, with the criteria that if the p value> 0.05 then the data is considered normal. Simple linear regression analysis is used to identify the effect of the independent variable on the dependent variable using the equation Y = a + bXY = a + bX, where YYY is employee performance, XXX is working hours, aaa is a constant, and bbb is the regression coefficient. The coefficient of determination (R^2) is also calculated to determine how much the independent variable explains the dependent variable, with an R^2 value close to 1 indicating a strong influence (Sugiyono, 2018). In addition, the t test is used to evaluate the effect of the independent variable on the dependent variable partially. According to Ghozali (2017), if the probability <0.05, there is a significant effect, while if the probability> 0.05, the effect is not significant.

RESULTS AND DISCUSSIONS

Descriptive Statistical Analysis

The research involves analyzing the characteristics of 34 respondents categorized by gender, age, latest education level, and field of work to provide a comprehensive understanding of the sample demographics. The majority of respondents are male, representing 77% of the sample, while females make up 23%. This gender distribution highlights a male-dominated respondent pool, possibly reflecting the workforce composition in the targeted field. Regarding age, most respondents fall into the 31–40 age group (48%), followed by 20–30 years old (41%) and a smaller proportion aged 41–50 years (11%). This distribution indicates that the respondents are predominantly in their early to mid-career stages.

In terms of educational background, the majority of respondents have completed a D4 or S1 (equivalent to a bachelor's degree) education, accounting for 75% of the sample. Meanwhile, 20% hold a D3 (associate degree), and 5% have a high school or vocational school background, demonstrating a relatively high level of educational attainment overall.

As for their fields of work, the majority are engaged as field supervisors (60%), which may align with the practical and hands-on nature of the industry. Additionally, 17% work in office administration, 11% in finance, 9% in civil engineering, and 3% in architectural engineering. These roles provide a diverse perspective, reflecting a mix of technical and administrative job functions in the sample.

To ensure the accuracy and reliability of the data collected, a validity test was conducted on the questionnaire. The validity of each item was assessed by comparing the calculated correlation coefficient (r count) with the critical value from the r table. A questionnaire statement was deemed valid if the r count exceeded the r table value. Data processing for this test was performed using SPSS version 25, and the results serve as the foundation for ensuring the instrument's effectiveness before proceeding to further analysis. These demographic insights, combined with the rigorous validation process, provide a solid basis for subsequent research and data interpretation.

Table 1. Characteristics of respondents

Category	Answer Alternatives	Frequency	
		Frequency	Percentage (%)
Gender	Male	26 People	77%
	Female	8 People	23%
	Total	34 People	100%
Age	20-30	14	41%
	31-40	16	48%
	41-50	4	11%
	51-60	-	-
	Total	34 People	100%
Last Education Level	High School (SMA/SMK)	2 People	5%
	Associate Degree (D3)	7 People	20%
	Bachelor's Degree (D4/S1)	25 People	75%
	Master's Degree (S2)	-	-
	Total	34 People	100%
Work Field	Civil Engineering	3 People	9%
	Architectural Design	1 Person	3%
	Field Supervisor	20 People	60%
	Financial Staff	4 People	11%
	Office Administrator	6 People	17%
	Total	34 People	100%

The validity test is used to assess the validity of a questionnaire by comparing the value of r count and r table. The statement is considered valid if r count> r table. The calculated r value is obtained through data processing using SPSS 25. The following are the results of the calculation:

Table 2. Result of Validity Test

X	Value r Calculated	Critical Value	Value
1	0,516	0,30	Valid
2	0,565	0,30	Valid
3	0,568	0,30	Valid
4	0,535	0,30	Valid
5	0.557	0,30	Valid
6	0.762	0,30	Valid
7	0.512	0,30	Valid
8	0.499	030	Valid
9	0.398	0,30	Valid
10	0.406	0,30	Valid

X	Value r Calculated	Critical Value	Value
1	0,425	0,30	Valid
2	0,704	0,30	Valid
3	0,437	0,30	Valid
4	0,618	0,30	Valid
5	0,728	0,30	Valid
6	0,646	0,30	Valid
7	0,662	0,30	Valid
8	0,363	0,30	Valid
9	0,758	0,30	Valid
10	0,713	0,30	Valid

Table 3. Reliability Test

Variable	*Cronbach Alpha*	Alpha Standard	Note.
Working hours	0.772	0.60	Reliable
Job Performance	0.720	0.60	Reliable

The table shows the reliability analysis using Cronbach's Alpha for the Working Hours variable (α = 0.772) and Employee Performance (α = 0.720), both exceeding the critical value of 0.60. This indicates that the measurement instruments are consistent and reliable. Thus, both variables are valid and reliable, supporting the conclusion that the relationship between working hours and employee performance is worthy of being used as a basis for decision making.

Table 4. Normality test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		34
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	78.75464180
Most Extreme Differences	Absolute	.390
	Positive	.390
	Negative	-.243
Test Statistic		.390

Asymp. Sig. (2-tailed)	.110[c]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

The One-Sample Kolmogorov-Smirnov Test results show that the residuals from the regression model analyzing the effect of working hours on employee performance meet the assumption of normality. This test is based on 34 samples with a residual mean of 0 and a standard deviation of 78.75464180. The largest difference between the residual distribution and the normal distribution is 0.390, with a Test Statistic value of 0.390 and Asymp. Sig (2-tailed) of 0.110. Since the significance value is greater than 0.05, there is insufficient evidence to reject the null hypothesis that the residuals are normally distributed. Thus, this regression model is valid for use in the analysis.

Table 5. Table of Simple linear regression

Coefficients[a]						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	T	Sig.
1	(Constant)	35.781	36.356		3.457	.002
	Jam Kerja	30.595	9.568	.492	3.198	.003

a. Dependent Variable: Kinerja Karyawan

The results of linear regression analysis show that working hours have a positive and significant effect on employee performance. Every increase of one working hour can increase employee performance by 30.595 units, with a confidence level of 95% ($p < 0.05$).

Table 6. Hypothesis Test

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.492[a]	.242	.218	225.80194

a. Predictors: (Constant), Working hours
b. Dependent Variable: Job performance

The results of linear regression analysis show that working hours have a significant influence on employee performance. The R value of 0.492 indicates a moderate positive correlation between working hours and performance, while the R Square value of 0.242 indicates that 24.2% of the variation in employee performance can be explained by working hours. After adjustment, the Adjusted R Square value of 0.218 confirms that about 21.8% of the variation in performance is still explained by working hours

Hypothesis testing with the t-test supports these results. With a t count of 3.198 which is greater than the t table of 2.037 ($\alpha = 0.05$), it can be concluded that there is a significant effect of working hours on employee performance. This means that an increase in working hours will be followed by an increase in performance. Even so, 75.8% of performance is influenced by other factors not examined in this study. Overall, this study concludes that working hours contribute significantly to employee performance at CV. Trimitra Binatama Consultant, although there are other factors that play a role.

CONCLUSION

Based on research on the effect of working hours on employee performance at CV. Trimitra Binatama Consultant Oetete Kupang City, it can be concluded that the hypothesis test results show that the t value (3.198) is greater than the t table (2.037), which means that the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted. This shows that working hours affect employee performance in the company. In addition, the R Square value of 0.242 indicates that working hours have a positive effect of 24.2% on employee performance, while the remaining 75.8% is influenced by other variables not examined in this study. The simple linear regression results produce the equation Y = 35.781 + 30.595X, which shows that the higher the working hours, the lower the employee performance. The suggestions that can be given are as follows:

1. For CV Trimitra Binatama Konsultan Oetete: It is recommended to adjust the duration of working hours in order to optimally improve employee performance. For example, the company could try slightly longer or flexible working hours and evaluate the impact on productivity.
2. The company could also test work flexibility programs such as shifted working hours or work from home options, to see if this can further improve employee performance and provide a better balance between work and personal life.
3. Implementation of health and welfare programs is essential to ensure that increased working hours do not negatively impact employees' physical and mental health.
4. Leaders are expected to provide tasks that are in accordance with employee positions and the right placement for certain types of work, so that employees can work more effectively and efficiently.

Future researchers are advised to develop research by considering other variables that have not been examined in this study, in order to provide more complete and useful insights for related agencies.

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