



THE EFFECT OF PHYSICAL RESILIENCE ON THE PERFORMANCE OF TRANSFERABLE LABOR (TKAD) DRIVERS AT BANK SUMUT MEDAN CENTER OFFICE

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Abstract

This study aims to determine how much influence physical endurance has on the performance of Driver Outsourced Workers (TKAD) at PT. Bank Sumut Medan Head Office. The method used in this study is a quantitative method with several tests, namely *reliability analysis*, classical assumption deviation test and *linear regression*. Based on the results of the primary data regression which was processed using SPSS 18, the following multiple linear regression equation was obtained: $Y = 0.934 + 0.020 + 0.991 + e$. Partially, the general endurance variable (X1) has a positive but not significant effect on the performance of the Outsourced Workforce (TKAD) Driver PT. Bank Sumut Medan Head Office, as evidenced by the value of $t \text{ count} < t \text{ table}$ ($1.070 > 1.687$). While the muscle endurance variable (X2) has a positive and significant influence on the performance of the Outsourced Workforce (TKAD) Driver PT. Bank Sumut Medan Head Office, as evidenced by the value of $t \text{ count} > t \text{ table}$ ($58,528 > 1,687$). Simultaneously, the general endurance variable (X1) and muscle endurance (X2) have a positive and significant effect on the performance of the Outsourced Workforce (TKAD) Driver PT. Bank Sumut Medan Head Office. This means that the hypothesis in this study is accepted, as evidenced by the calculated F value $> F \text{ table}$ ($2248.802 > 3.25$). The general endurance variable (X1) and muscle endurance (X2) were able to contribute influence on the performance variable by 99.2% while the remaining 0.8% was influenced by other variables not examined in this study. From the conclusions above, the authors suggest that companies should pay more attention to the health of the Outsourced Workers (TKAD), especially drivers so that their health is maintained by providing health and safety guarantees by covering all hospital costs and medicines when they are sick.

Keywords: *General Endurance, Muscle Endurance, Performance*

1. INTRODUCTION

Since the enactment of Law no. 13 of 2003 concerning Employment as a positive law, many companies use Outsourced Manpower (TKAD) or what is often referred to as *outsourcing*. Outsourced Manpower Practice (TKAD) very much we find in banking companies. One of the banking companies that use Outsourced Manpower (TKAD) is PT. Bank of North Sumatra. Indeed, not all employees have the status of Outsourced Workers (TKAD), of course the company recruits workers with permanent employee status. However, for some positions such as security guard, *office boy/girl*, and driver, they are Outsourced Workers (TKAD).

When compared to other Outsourced Workers (TKAD), such as security guards and *office boys/girls*, what they do is indeed quite heavy. They work by driving company cars with indefinite working hours, on the other hand they have to drive in good conditions to ensure the safety of the people they deliver and ensure the car returns to the company in good condition as well. The Outsourced Workers (TKAD) drivers PT. Bank Sumut Medan Head Office must be very good at maintaining their physical and mental resilience while working.

1.1. Formulation of Problem

Based on the description of the background and identification of the problems described above, the problems that will be studied in this study are: How much influence does physical endurance have on the performance of Driver Outsourcing Workers (TKAD) at PT. Bank Sumut Medan Head Office?

1.2. Research purposes

A study must have a goal, while the general objectives of this research are: To find out how much influence physical endurance has on the performance of Driver Outsourcing Workers (TKAD) at PT. Bank Sumut Medan Head Office.

2. LITERATURE REVIEW

2.1. Definition and System of Outsourced Manpower (TKAD)

In order to be able to run its main business properly, a company is supported by jobs that support the company's operations. The job requires certain skills that are not related to the company's core business. For example the work of cleaning, security and transportation. To carry out these tasks, companies usually use the services of Outsourced Workers (TKAD) or often known as contract workers or *Outsourced Workers (TKAD)*.

According to Iftida Yasar (2012:17), "The term Outsourced Workforce (TKAD) is defined as a *contract " (work out)"*. Outsourced Manpower (TKAD) has various definitions. According to Maurice Greaver quoted by Iftida Yasar (2012:17), states the definition of Outsourced Workforce (TKAD), which is as follows: " Outsourced Workforce (TKAD) is seen as an act of transferring some of the company's activities and decision-making rights to other parties. , where this action is bound in a cooperation contract ” .

There are no laws and regulations that explicitly and in detail provide a definition of Outsourced Workforce (TKAD). However, the definition of Outsourced Workforce (TKAD) can be enshrined in the provisions of Article 64 of Law No. 13 of 2003 concerning manpower, which are as follows: " Companies may hand over part of the implementation of work to other companies through job chartering agreements or the provision of worker/labor services made manually. written". From the above understanding, it appears that there are components in the Outsourced Manpower (TKAD) workforce system, namely workers/laborers, companies, job contractors and service providers for workers/laborers.

2.2. Requirements for Outsourced Manpower System (TKAD)

outsourcing labor system has two faces. According to Maimun (2017: 147), " The first face is the submission of part of the work / job chartering, namely the submission of part of the work from the company providing the job to the company receiving the job chartering (which is *outsourced* is the job).

Work that can be submitted to a job contractor company must meet the requirements in accordance with Article 65 of Law No. 13 of 2003 concerning manpower, which are as follows:

1. Submission of part of the implementation of work to other companies is carried out through a written work chartering agreement.
2. The work that can be submitted to another company as referred to in paragraph (1) must meet the following requirements:



- a. Done separately from the main activity.
 - b. Done by direct or indirect order from the employer.
 - c. It is a supporting activity for the company as a whole.
 - d. Does not hinder the production process directly.
3. The other company as referred to in paragraph (1) must be in the form of a legal entity.
 4. Work protection and working conditions for workers/ laborers in other companies as referred to in paragraph (2) are at least the same as work protection and working conditions for companies providing work or in accordance with applicable laws and regulations.
 5. Changes and additions to the conditions as referred to in paragraph (2) shall be further regulated by a Ministerial Decree.
 6. The working relationship in carrying out the work as referred to in paragraph (1) is regulated in a written work agreement between another company and the workers/labourers it employs.
 7. The working relationship as referred to in paragraph (6) can be based on an indefinite work agreement or a work agreement for a certain time if it fulfills the requirements as referred to in Article 59.
 8. In the event that the provisions as referred to in paragraphs (2) and (3) are not fulfilled, by law, the status of the worker/laborer's working relationship with the company receiving the charter shall change to a worker/laborer's working relationship with the company providing the job.
 9. In the event that the employment relationship changes to the company providing the job as referred to in paragraph (8), the employment relationship between the worker/laborer and the employer is in accordance with the employment relationship as referred to in paragraph (7).

In accordance with the Decree of the Minister of Manpower and Transmigration of the Republic of Indonesia Number: KEP.101/MEN/VI/2004 concerning procedures for licensing companies that provide worker/labor services, Article 1 paragraph (4), " The second face is the provider of labor services, namely companies with legal entities. who in their business activities provide services for workers/labourers to be employed in companies providing employment (labor outsourcing or labor distribution agents)"

2.3. Types of Work That Can Be *Outsourced*

The provisions regarding the types of work that may be *outsourced* are not described in the provisions of the Act, but are described in the explanation section of Article 66 of the Law. The explanation of Article 66 paragraph (1) of Law No. 13 of 2003 concerning manpower mentions the classification of the types of work in the *outsourcing* workforce system, namely as follows: : “ Supporting activities or activities that are not directly related to the production process are activities related outside the *core business* of a company.

So from this it can be understood that the work that may be *outsourced* is only supporting work, including *cleaning services, catering, security* , mining support, and the provision of worker/labor transportation services. Articles 65 and 66 of Law No. 13 of 2003 on manpower also state that other companies (which are entrusted with work) must take the form of a legal entity. This provision is further regulated by Article 3 of the Decree of the Minister of Manpower and Transmigration of the Republic of Indonesia

Number: KEP.220/MEN/VI/2004 concerning the conditions for submitting part of the implementation of work to other companies, namely as follows:

1. In the event that the company providing the work will hand over part of the execution of the work to the contractor company, the work must be submitted to a company that is a legal entity.
2. The provisions regarding this legal entity are excluded for:
 - a. Job contractor company engaged in the procurement of goods.
 - b. Employment contractor companies engaged in maintenance and repair services as well as consulting services which in carrying out the work employ less than 10 (ten) workers/laborers.
3. If the job contractor will resubmit part of the work received from the company providing the job, then the transfer can be given to the job contractor company that is not a legal entity. However, if the work contractor company that is not a legal entity does not fulfill its obligations to fulfill the rights of workers/laborers in an employment relationship, then the company that is a legal entity is responsible for fulfilling these obligations.
4. If in one area there is no work contractor company that is a legal entity or there is a work contractor company that is a legal entity but does not meet the qualifications to be able to carry out part of the work of the company providing the work, then the submission of part of the implementation of the work can be submitted to the work contractor company that is not a legal entity and the company must be responsible for fulfilling the rights of the workers/laborers. And it must be stated in the contract of work agreement between the company providing the job and the company contracting the job.

2.4. Definition of Physical Endurance

According to Suharno (in Mochamad Sajoto, 2008: 23), "Endurance is the ability of a person's organism to fight fatigue that arises when carrying out activities for a long time. If a person is able to move a certain group of muscles continuously for a long time, it causes good heart, blood circulation and breathing. The higher a person's level of endurance, the higher his physical fitness. This endurance is needed to maintain the physical condition of the body in order to be able to carry out work.

There are two kinds of endurance according to Mochamad Sajoto (2008:16), namely: "General endurance and muscle endurance. General endurance is a person's ability to use the heart, lungs and blood circulation system effectively to carry out work continuously which involves the contraction of a number of muscles with high intensity for a long time. Muscular endurance is a person's ability to use his muscles to contract continuously for a relatively long time with a certain load.

This means that in an effort to improve physical conditions, all these components must be developed. According to Mochamad Sajoto (2008:57), the components of physical condition include:

1. Strength is a component of a person's physical condition regarding his ability to use muscles to accept loads while working.
2. There are two kinds of endurance, namely:
 - a. General endurance is a person's ability to use the heart, lungs and blood circulation system effectively and efficiently.



- b. Muscular endurance is a person's ability to use maximum strength in the shortest possible time.
3. Speed is a person's ability to do balance movements in the same form in the shortest amount of time.
4. Flexibility is a person's effectiveness in self-completion for all activities with broad body measurements.
5. Agility is the ability to change positions in certain areas.
6. Coordination is the ability of a person to perform a variety of different movements into a single movement pattern effectively.
7. Balance is the body's ability to maintain a position , in a variety of movements.
8. Accuracy is a person's ability to control free movement of a target.
9. Reaction is a person's ability to act immediately in reaching the stimuli generated through the senses, nerves or other feelings. As in anticipating the arrival of the ball that must be caught and others.

2.5. Understanding Performance

The term performance comes from the word *Job Performance* or *Actual Performance* (work achievement or actual achievement achieved by someone). According to Mangkunegara (2013:67) , " Performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him".

According to Armstrong and Baron (in Wibowo, 2014: 7), "Performance is the result of work that has a strong relationship with the strategic goals of the organization, customer satisfaction, and contributes to the economy".

2.6. Factors Affecting Performance

Factors that influence the achievement of performance are the ability *factor* and motivation *factor*. This is in accordance with the opinion of Keith Davis (in Mangkunegara, 2013: 67) who formulated that:

1. *Human Performance = Ability + Motivation*
2. *Motivation = Attitude + Situation*
3. *Ability = Knowledge + Skill*

Psychologically, employees' *abilities* consist of potential abilities (IQ) and reality abilities (*knowledge + skills*). That is, employees who have an IQ above the average (IQ 110 - 120) with adequate education for their position and skilled in doing daily work, it will be easier for him to achieve the expected performance. Therefore, employees need to be placed in jobs that match their expertise (*the right man in the right place, the right man on the right job*).

Psychologically ready mental attitude is formed because employees have the capital and are creative. Capital is an abbreviation of Creative, which stands for K = Desire to progress, R = High curiosity, E = Energetic, A = Systematic analysis, T = Open from shortcomings, I = High initiative, and P = Broad minded. Thus, the employee is able to process the brain actively and agilely, has the desire to move forward, has high curiosity, is energetic, has systematic analysis, is open to receiving opinions, has high initiative, and has broad-minded focus.

David C. Mc Celland (in Mangkunegara, 2013:68) argues that "there is a positive relationship between achievement motives and performance achievement". Achievement

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motive is an encouragement in employees to carry out an activity or task as well as possible in order to be able to achieve work performance (performance) with a commendable predicate.

Furthermore, McClelland suggests 6 characteristics of employees who have high achievement motives, namely as follows:

1. Have a high level of personal responsibility.
2. Dare to take risks.
3. Have realistic goals.
4. Have a comprehensive work plan and strive to realize its goals.
5. Utilize concrete *feedback* in all activities he does.
6. Looking for opportunities to realize the plans that have been programmed.

Based on McClelland's opinion, employees will be able to achieve maximum performance when they have high achievement motives. Achievement motives that need to be owned by employees must be grown from within themselves apart from the work environment that also supports the achievement of performance will be easier. Therefore, develop a motive for achievement in yourself and take advantage of and create situations that exist in the work environment in order to achieve maximum performance.

2.7. Understanding Employee Performance Appraisal

is known as " *Performance rating, performance appraisal, personnel assessment, employee evaluation, merit rating, efficiency rating, service rating* ". Leon C. Megginson (in Mangkunegara, 2013:69) suggests that " *Performance appraisal is the process an employer uses to determine whether an employee is performing the job as intended* ". (Performance appraisal is a process that employers use to determine whether an employee is performing his or her job as intended.)

Andrew E. Sikula (in Mangkunegara, 2013:69) explains that " *Employee appraisal is the systematic evaluation of a worker's performance and potential for development. Appraising is the process of estimating or judging the value, excellence, qualities, or status of some object, person, or thing* ". (Employee appraisal is a systematic evaluation of the employee's work and the potential that can be developed. Assessment is the process of assessing or determining the value, quality, or status of some object, person or thing).

3. RESEARCH METHODOLOGY

This research was conducted at PT. Bank Sumut Medan Head Office which is located at Jl. Imam Bonjol No. 18 Madras Hulu Village, Medan Polonia District, Medan City, North Sumatra Province, Postal Code 20212. *Website*: bankssumut.com. Phone: (061) 4155100. In this study, the research subjects were employees of PT. Bank Sumut Medan Head Office. The employees studied in this case are employees with driver positions and are classified as *Outsourced Workers* (TKAD). Meanwhile, the object of the research is the variable to be studied. Data analysis techniques in this study using quantitative techniques are used to test the effect of the independent variable and the dependent variable. The statistical methods used in this study are: multiple linear regression analysis, partial hypothesis testing (t test), simultaneous hypothesis testing (F test) and determination test (R^2).



4. Results and Discussion

4.1. Multiple Linear Regression Analysis

The results of multiple linear regression analysis can be seen in the table below:

Table 4.1.
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.934	0.754		1,238	0.223
	General Durability	0.020	0.019	0.018	1.070	0.291
	Muscle Endurance	0.991	0.017	1.005	58,528	0.000

a. *Dependent Variable:* Performance

Source: *Output SPSS* Version 18, data processed 2017

4.2. Partial Hypothesis Testing (t Test)

Coefficients^a table, the t value is also obtained. The calculated t value is then compared with the t table value at $\alpha = 0.05$. The value of t table in df (nk) where n is the number of samples and k is the number of variables, both independent and dependent variables, then $40 - 3 = 37$. At df 37 with $\alpha = 0.05$ the value of t table is 1.687.

The t value of the general endurance variable (X1) is 1.070, thus $t_{count} < t_{table}$, then H_0 is accepted and H_1 is rejected which means that the general endurance variable (X1) has no significant effect on the performance of Outsourced Workers (TKAD) Driver.

The t value of the muscle endurance variable (X2) is 58,528, thus $t_{count} > t_{table}$, then H_0 is rejected and H_1 is accepted which means that the muscle endurance variable (X2) has a significant effect on the performance of Outsourced Workers (TKAD).) Driver.

5. CONCLUSION

From the research results that have been discussed by processing and questionnaires and using several tests, the following conclusions can be drawn:

1. Partially, the general endurance variable (X1) has a positive but not significant effect on the performance of the Outsourced Workforce (TKAD) Driver PT. Bank Sumut Medan Head Office, as evidenced by the value of $t_{count} < t_{table}$ ($1.070 > 1.687$). While the muscle endurance variable (X2) has a positive and significant influence on the performance of the Outsourced Workforce (TKAD) Driver PT. Bank Sumut Medan Head Office, as evidenced by the value of $t_{count} > t_{table}$ ($58,528 > 1,687$).
2. Simultaneously, the general endurance variable (X1) and muscle endurance (X2) have a positive and significant effect on the performance of the Outsourced Workforce (TKAD) Driver PT. Bank Sumut Medan Head Office. This means that the hypothesis in this study is accepted, as evidenced by the calculated F value $> F_{table}$ ($2248.802 > 3.25$).

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3. The general endurance variable (X1) and muscle endurance (X2) were able to contribute influence on the performance variable by 99.2 % while the remaining 0.8% was influenced by other variables not examined in this study.

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