

## THE INFLUENCE OF COORDINATION AND SUPERVISION ON THE EFFECTIVENESS OF EMPLOYEE WORK AT PT. HACACA CENTRAL LOGISTIC

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### ABSTRACT

*Examining how PT Hacaca Central Logistic's supervisors and coordinators affect workers' productivity is the primary goal of this research. In this quantitative study, 83 participants were selected from among the staff at PT Hacaca Central Logistic. Multiple linear regression was employed for data analysis. Coordination improves productivity on the job, according to preliminary studies. There is a positive and statistically significant relationship between partial research results supervision and job performance. Concurrently, the efficacy of work is greatly impacted by supervision and coordination. Coordination and supervision have an effect on the work effectiveness variable, according to the R Square value of the determination test, but other variables that were not considered had an effect on the remaining variables. Based on these findings, it's clear that PT. Hacaca Central Logistic's workers could benefit greatly from better supervision and coordination in the workplace.*

#### **Keywords:**

*Coordination, Supervision, Work Effectiveness*

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## ABSTRAK

Penelitian ini meneliti bagaimana supervisor dan koordinator PT Hacaca Central Logistic memengaruhi produktivitas pekerja adalah tujuan utama penelitian ini. Dalam studi kuantitatif ini, 83 partisipan dipilih dari antara staf di PT Hacaca Central Logistic. Regresi linier berganda digunakan untuk analisis data. Koordinasi meningkatkan produktivitas di tempat kerja, menurut studi pendahuluan. Ada hubungan positif dan signifikan secara statistik antara hasil penelitian parsial supervisi dan kinerja pekerjaan. Secara bersamaan, efikasi kerja sangat dipengaruhi oleh supervisi dan koordinasi. Koordinasi dan supervisi berpengaruh pada variabel efektivitas kerja, menurut nilai R Square dari uji determinasi, tetapi variabel lain yang tidak dipertimbangkan berpengaruh pada variabel yang tersisa. Berdasarkan temuan ini, jelas bahwa pekerja PT. Hacaca Central Logistic dapat memperoleh manfaat besar dari supervisi dan koordinasi yang lebih baik di tempat kerja.

## KATA KUNCI:

Koordinasi, Supervisi, Efektivitas Kerja



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## INTRODUCTION

The connection between HR and business success is crucial in this age of cutthroat global competition. In order to succeed, organizations rely on their human resources (HR). Because of this, having competent human resources is crucial for any business. In order to make the most of their human resources, organizations must have effective governance.

In order for members to fulfill their responsibilities and help the organization reach its objectives more quickly, the quality of its human resources needs to be improved. In addition to the traits that make each employee unique, a work system also helps shape their work habits. To ensure that workers are able to do their jobs well, the system in place calls for supervision and coordination of tasks. If the agency wants its employees to be more effective and efficient, it

needs to implement a process of work coordination that links the various parts of the organization. In order to avoid making mistakes or disrupting one another while working toward a common goal, many equal parties from the same organization engage in coordination (Ningrum, 2020). Additionally, supervision is a process that entails watching and assessing how different activities are being carried out in an organization to make sure everything is following a predetermined plan. The capacity of employees to carry out their duties and obligations with care, while considering how outside influences might impact their emotions and drive on the job, is one definition of work effectiveness.

One firm that deals with logistics and shipping goods is PT Hacaca Central Logistic. Their many offerings include

warehousing, distribution, and supply chain management. Efficient operations, satisfying customers, and enhancing services through technology are typically their top priorities. In order to help their clients grow their businesses in a competitive market, PT Hacaca Central Logistic strives to offer logistics services that are both efficient and effective.

Dwi Sanda Yudha, S.Ap, et al. (2020) previously performed research asserted that there is a noticeable and favourable correlation between coordination and productivity on the job. Coordination, on the other hand, significantly reduces productivity, as shown by Muslida Hannur Pasaribu et al. (2022). As a result, productivity won't suffer even if coordination suddenly drops. Supervisors significantly and positively impact their employees' productivity on the job, according to earlier studies on the topic (Aras Tulip, et al., 2022). At the same time, research by Mohammad Mardiyoto et al. (2024) found that supervision significantly improves productivity on the job. Similarly, it is stated by Ervina Kusuma Putri (2022) that supervision does not impact work effectiveness and has a small impact on it both partially and all at once.

Finally, the purpose of this research is to look at how PT Hacaca Central Logistic's supervisors and coordinators affect the efficiency of their workers. Research on the topic of work effectiveness coordination and supervision has been sparse compared to studies that have focused on just one or the other. A more comprehensive view of the interplay between supervision and coordination to boost productivity on the job is what this study intends to fill.

## LITERATURE REVIEW

### Coordination

It is the responsibility of every leader in an organization to ensure that the members of that organization are working together to accomplish goals. Djamin in Hasibuan (2020: 87) argues that coordination is best understood as an interdependent endeavour involving many levels of government and various social units. In order to avoid anarchy and a lack of activity, development efforts can be better coordinated through linking and harmonizing development efforts from the ground up, fostering directed cooperation, and coordinating development efforts from top to bottom (Wildanu, et al., 2021). There can be less conflict, less duplication of effort, no unemployment, no self-serving interests, and more cooperation if there are coordination activities. Hasibuan asserts the following factors impact coordination (2019: 88): Coordination and communication are inseparable; factors involving the division of labour and discipline; and factors pertaining to the unity of action.

This study's indicators are derived from the factors that impact coordination. Handyaningrat (2019) states that the following are signs of coordination:

1. Exchange of ideas
2. Being cognizant
3. The Ability of the Participants
4. Agreement
5. Planning for the Agreement

### Supervision

The act of ensuring that all endeavours are being carried out in conformity with the established plan is known as supervision. Examining and checking for proper execution of assigned tasks is the goal of supervisory activities. In order to make sure everything is in order and that no tasks are missing, supervision is also used. according to AngellosoChantica et al.

(2022). To make sure everything is going according to plan, supervisors keep an eye on how an organization's various operations are being carried out (Noufal & Dewi, 2022). All employee work must be observed by the leader in accordance with the determined tasks for supervision to be effective (Ristyowati et al., 2020). The conclusion that supervision is an activity of management that involves checking in on progress toward goals and making adjustments as needed is borne out by the various definitions of the term. Without an indicator's determination, management has no way to estimate supervision. Because supervision is based on indicators, they are extremely important. Knowing and following the fundamental steps of supervision will ensure that the process goes off without a hitch. Indicators of supervision, as stated by Siagian in (Harianto, 2020), include:

1. Input Control
2. Managing Behaviour
3. Monitoring Cash Outflow
4. Supervision
5. The Fourth Objective of Supervision

### Employee Work Effectiveness

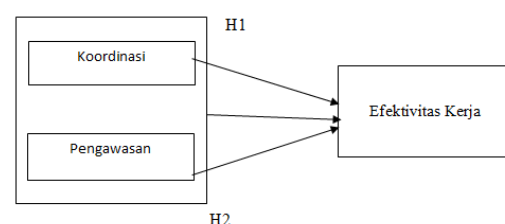
In any organization, the goal is for the workers to be as efficient as possible. Each employee's success is crucial to the organization's overall success in reaching its objectives. The degree to which management activities succeed in accomplishing goals, such as the quantity, quality, and timeliness of work, is indicated by the condition of work effectiveness (Hasibuan, 2019: 105). Judge and Ferris (2020) state that in order for a person or group of employees to be effective at their job, they must be able to accomplish their goals in a timely and satisfactory manner while also

meeting the expectations of those involved. One way to measure work effectiveness is by looking at how well an institution or company completes its procedures and goals, or by how well it carries out the activities set out by its members to reach their full potential. Richard M. Steers identifies four factors organizational, environmental, worker, and management policy and practice that impact the efficacy of a company's operations (2020: 86). In (Amelya, 2022), Admosoeprapto identifies the following as indicators of work effectiveness:

1. Goal Achievement
2. The amount of work
3. Product excellence
4. Use of Time
5. Contentment in One's Work Environment

### Overarching Framework

A number of theories or concepts pertaining to pertinent variables were operationalized for use as data collection instruments from respondents through questionnaires after the research process had begun with the identification of field problems, limitations, and research problems. The study's aims and research formulations dictate the methodology and data analysis approaches used. Finding out if the independent variable affects the dependent variable alone or in combination is the primary goal of this research.



**Picture 1. Conceptual Framework**

## **HYPOTHESIS DEVELOPMENT**

To address research problem formulation in the short term, the hypothesis is useful. Because it is not grounded in actual facts derived from data processing or collection, the answer remains theoretical and pertinent to the research problem; thus, it is referred to as a temporary answer. (2020, Lubar).

### **1. The Effect of Coordination on Employee Work Effectiveness**

Coordination is an attempt to harmonize development activities from the ground up in order to achieve goals through directed cooperation (Wildanu, et al., 2021). This is done to prevent development activities from operating in silos or in complete disarray. Work effectiveness, on the other hand, is defined by Rizal P. Lubis (2020) as the degree to which an organization, group, or agency is successful in carrying out its objectives. The Impact of Teamwork and Open Communication on Productivity in the Workplace was the focus of research by Dwi Sanda Yudha et al. (2020). According to the results of this research, coordination significantly improves productivity on the job. This study's hypotheses are based on the following background information:

The first hypothesis is that coordination affects how productive workers are.

### **2. The Effect of Supervision on Employee Work Effectiveness**

By definition, supervision is the process of making sure that all actions are carried out according to a predetermined plan. In supervisory activities, the goal is to verify and analyze the execution of assigned tasks. Availability and deficiencies in carrying out activities are also checked through supervision. According to AngellosoChantica et al.

(2022). Work effectiveness, on the other hand, is a condition that reveals how well an organization achieves its goals with the resources it has (Bormasa, 2020).

The Effect of Work Discipline and Supervision on Employee Work Effectiveness was the title of the research study carried out by Aras Tulip et al. (2022). Employee productivity is positively and significantly impacted by a combination of work discipline and supervision, according to this study. This study's hypotheses are based on the following background information:

The second hypothesis is that supervision affects how productive employees are.

### **3. The Effect of Coordination and Supervision on Employee Work Effectiveness**

The authors Wildanu et al. (2021) state that one way to ensure that development activities are not carried out in a disorganized or unfocused fashion is through coordination, which entails linking and harmonizing development activities from the ground up in order to foster goal-oriented cooperation. The process of keeping tabs on how things are going in order to make sure everything is going according to plan by fixing a number of interrelated ideas is what Inu Kencana Syafii (2019: 167) means when they talk about supervision.

According to Sanjaya et al. (2022), the definition of work effectiveness is the timely completion of assigned tasks. This means that the quality of the task's execution is directly related to the effectiveness of the task's implementation. A study titled "The Effect of Coordination and

Supervision on Employee Work Effectiveness" was carried out by Heri Heryana, S. Sukomo, and Nina Herlina in 2019. Employee productivity is positively and significantly impacted by supervision and coordination, according to this study. This study's hypotheses are based on the following background information:

H3 : Coordination and supervision have an influence on employee work effectiveness.

## METHODS

Sugiyono (2020:16) argues that quantitative research methods can be seen as positivist-inspired approaches to studying populations or samples through the use of research instruments and quantitative/statistical analysis to test hypotheses. In order to gather information for this study, researchers sent out online surveys to PT Hacaca Central Logistic staff. The research sample was selected using nonprobability sampling, which involves taking into account factors that were intentionally chosen by the researcher by identifying specific traits and standards. Researchers used saturation sampling, which involves drawing samples from the entire population, to determine the sample size from a pool of 83 employees. A regression test including a t-test, an f-test, and a coefficient of determination is what this study is all about.

## RESULTS

### Characteristics of Respondents

The purpose of the respondent profile in this study was to provide a detailed account of each respondent based on their gender, age, level of education, and duration of employment. Workers at PT Hacaca Central Logistic participated in the survey. Of the 83 people who filled

out this research questionnaire, 15 dealt with coordination, 15 with supervision, and 15 with the efficacy of their work. The total number of questions was 45.

**Table 1. Respondent Characteristics**

		Frequency	Percent
Gender	Men	23	27,7%
	Women	60	72,3%
Age	<25	14	16,9%
	25-35	36	43,4%
	36-45	33	39,8%
	>45	-	-
Last Education	High School	11	13,3%
	Diploma (D3)	30	36,1%
	Bachelor (S1)	41	49,4%
	Postgraduate (S2)	1	1,2%
Length of employment	<1	10	12,0%
	1-5	28	33,7%
	6-10	39	47,0%
	>10	6	7,2%

There are 40 male employees (56.3%) and 31 female employees (43.7%), according to the data in the table, which shows the characteristics of respondents from the results of the questionnaire data collection. Among those aged 25–35, 43.4% are represented. There were 33 individuals (39.8%) in the age bracket of 36–45 years, and 14 individuals (16.9%) in the age bracket of less than 25 years.

The majority of the population has at least a bachelor's degree, as indicated by the fact that 41 individuals (or 49.4%) have this level of education (S1). Among the employees, 36.1% have a diploma (D1, D2, or D3), indicating that many have completed this level of education. Thirteen have a high school diploma or equivalent, thirteen have an equivalent, and one has a postgraduate degree, making it 1.2%.

According to 39 respondents (47.0%), many workers have been there for a long time (between 6 and 10 years). The fact that 28 people (33.7%) have been with the company for 1-5 years suggests that

some of the employees are newer hires. A small percentage of employees have extensive experience; just six individuals, or 7.2%, have worked for more than ten years. On the other hand, ten individuals, or 12.0%, have worked for less than one year.

### Validity Test

In order to determine if the data is considered valid or not for measuring a research variable, the validity test is utilized in the data analysis process. In order to determine how well the data obtained matches up with the data that actually happens on the object being studied, "validity testing" is employed (Sugiyono 2021: 175). The following are the outcomes of the variable validity test in research conducted using SPSS Version 27 software:

**Table 2. Validity Test X1 (Coordination)**

Question Items	Calculate	Table	Interpretation
1	0,424	0,213	Valid
2	0,424	0,213	Valid
3	0,485	0,213	Valid
4	0,701	0,213	Valid
5	0,382	0,213	Valid
6	0,491	0,213	Valid
7	0,521	0,213	Valid
8	0,654	0,213	Valid
9	0,417	0,213	Valid
10	0,362	0,213	Valid
11	0,494	0,213	Valid
12	0,490	0,213	Valid
13	0,470	0,213	Valid
14	0,487	0,213	Valid
15	0,343	0,213	Valid

The 83 respondents and 15 items used in the X1 validity test (Coordination) were found to have **normally** distributed results, as shown in the table above.

**Table 3. Validity Test X2 (Supervision)**

Question Items	Calculate	Table	Interpretation
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1	0,500	0,213	Valid
2	0,585	0,213	Valid
3	0,635	0,213	Valid
4	0,626	0,213	Valid
5	0,452	0,213	Valid
6	0,335	0,213	Valid
7	0,528	0,213	Valid
8	0,606	0,213	Valid
9	0,371	0,213	Valid
10	0,429	0,213	Valid
11	0,502	0,213	Valid
12	0,564	0,213	Valid
13	0,411	0,213	Valid
14	0,534	0,213	Valid
15	0,482	0,213	Valid

The results of the X2 (Supervision) validity test, which included 83 respondents and a total of 15 items, were determined to be validly distributed, as shown in the table above.

**Table 4. Validity Test Y (Work Effectiveness)**

Question Items	Calculate	Table	Interpretation
1	0,298	0,213	Valid
2	0,547	0,213	Valid
3	0,573	0,213	Valid
4	0,502	0,213	Valid
5	0,557	0,213	Valid
6	0,442	0,213	Valid
7	0,636	0,213	Valid
8	0,459	0,213	Valid
9	0,612	0,213	Valid
10	0,501	0,213	Valid
11	0,513	0,213	Valid
12	0,549	0,213	Valid
13	0,579	0,213	Valid
14	0,557	0,213	Valid
15	0,455	0,213	Valid

The 83 respondents and 15 items that made up the Y (Work Effectiveness) validity test were found to have normally distributed results, as shown in the table above.

### Reliability Test

Checking the reliability of the research questionnaire to see if it can reliably gather data on research variables.

aims to measure the questionnaire, which is an indicator of the variable, according to Ghozali (2021: 61). Regarding the requirements for determining the statement's reliability, the following are in place:

First, we know the instrument is trustworthy if its Cronbach's Alpha is greater than 0.60. The reliability of the instrument is compromised if the Cronbach's Alpha value is less than 0.60.

The following are the outcomes of the reliability test that was conducted in this study using SPSS Version 27 software:

**Table 5. Reliability Test**

Variable	Reliability Statistics		Decision
	Cronbach's Alpha	N of Items	
Coordination (X1)	0,756	15	Reliable
Supervision (X2)	0,800	15	Reliable
Work Effectiveness (Y)	0,808	15	Reliable

The Cronbach's Alpha value for the Coordination (X1), Supervision (X2), and Work Effectiveness (Y) variables is greater than 0.60, indicating that all three variables are reliable and do not require retesting, according to the reliability test results table.

### Normality Test

Finding out if the study's data follows a normal distribution is what this normalcy test is all about. We all know that t and f tests presume a normal distribution for the residuals. The statistical test loses its validity for small samples if this assumption is not met. The Kolmogorov-Smirnov non-parametric test is another option for determining whether residual data are normally distributed.

**Table 6. Normality**

One-Sample Kolmogorov-Smirnov Test			
			Unstandardized Residual
N			83
Normal Parameters <sup>a</sup>	Mean		.0000000
	Std. Deviation		2.20486787
Most Extreme Differences	Absolute		.087
	Positive		.079
	Negative		-.087
Test Statistic			.087
Asymp. Sig. (2-tailed) <sup>c</sup>			.179
Monte Carlo Sig. (2-tailed) <sup>d</sup>	Sig.		.121
	99% Confidence Interval	Lower Bound	.112
		Upper Bound	.129
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.			

We can conclude that the residual value is normal based on the results of the normalcy test using SPSS version 27 output, which shows a significance value (sig.) of  $0.179 > 0.05$ .

### Multicollinearity Test

The multicollinearity test is a statistical tool for identifying regression models with extremely highly correlated or related independent variables. A lack of orthogonality exists when there is a correlation between the independent variables. A pair of independent variables is considered orthogonal if and only if their correlation coefficients are both zero.

**Table 7. Multicollinearity Test**

Coefficients <sup>a</sup>				
	Unstandardized Coefficients	Standardized Coefficients	T	Sig.
Model				Collinearity Statistics



	B	Std. Error	Beta		Tolerance	VIF
1 (Constant)	2.554	3.987		.640	.524	
Koordinasi	.343	.107	.309	3.203	.002	3.175
Pengawasan	.615	.098	.603	6.255	.000	3.175

a. Dependent Variable: Efektivitas Kerja

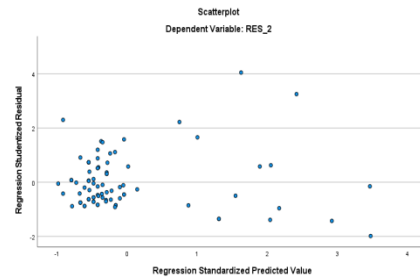
Given that the tolerance value for variable X1 is 0.315 and the VIF value is 3.175, as well as that for variable X2 it is 0.315 and the VIF value is 3.175, this study concludes that there is no multicollinearity (tolerance value > 0.10 and VIF value < 10). This conclusion is drawn from the results of the SPSS Version 27 output.

### Heteroscedasticity Test

To determine if the residuals' (prediction errors') variance in a regression model is constant over all possible values of the independent variables, statisticians use the heteroscedasticity test. Under these circumstances, testing can be done by examining the scatter plot graph between the dependent variable's predicted value (ZPRED) and its residual value (SRESID):

1. Heteroscedasticity has happened if the dots make a specific pattern, like a large wave expanding and contracting.
2. Heteroscedasticity is not present if the dots do not exhibit a specific pattern when they spread above and below the Y-axis value of 0.

The test for heteroscedasticity yielded the following results:



**Picture 2. Scatter Plot Graph Heteroscedasticity Test**

In the picture above, we can see that the points on the scatterplot graph don't follow a specific pattern or distribution. They're all over the place, both above and below the 0 on the Y axis. This means that the regression model is free of heteroscedasticity disorder, making it suitable for use.

### Linear Regression

In order to examine the connection between a single dependent variable (dependent) and multiple independent variables (free), multiple linear regression is employed. Multiple linear regression analysis is a tool for predicting how the dependent variable will change in response to changes in the independent variable, as stated by Sugiyono (2021: 213).

**Table 8. Linear Regression**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.554	3.987		.640	.524
	Koordinasi	.343	.107	.309	3.203	.002
	Pengawasan	.615	.098	.603	6.255	.000

The following are the outcomes of the multiple linear regression analysis, as shown in the table:

a. Intercept Constant

If the variables X1 and X2 are both set to zero, the constant or intercept value of 2.554 indicates that the value of Work Effectiveness (Y) will also be 2.554. Since these two variables do not affect Work Effectiveness, the base value remains 2.554.

b. coefficient  $\beta_1$  (coordination X1)

Assuming the Supervision variable (X2) stays constant, when Coordination (X1) increases by one unit, Work Effectiveness (Y) will increase by 0.343 units, as indicated by the coefficient  $\beta_1 = 0.343$ . This proves that getting everyone on the same page boosts productivity on the job.

c. The squared value of supervision X2

Assuming Coordination (X1) stays constant, the coefficient  $\beta_2 = 0.615$  shows that Work Effectiveness (Y) will increase by 0.615 units for every one unit increase in Supervision (X2). This suggests that boosting supervision has a bigger impact on improving work effectiveness than boosting coordination.

ANOVA <sup>a</sup>					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	1305.988	2	652.994	131.045	.000 <sup>b</sup>
Residual	398.638	80	4.983		
Total	1704.627	82			
a. Dependent Variable: Efektivitas Kerja					
b. Predictors: (Constant), Pengawasan, Koordinasi					

### Determination Coefficient ( $R^2$ )

A regression model's coefficient of determination indicates how well the independent variables account for the dependent variable's variance. Coefficient of determination test results obtained from SPSS Version 27 are presented below. According to the test for coefficient of determination, the

following is true:

**Table 9. Determination Coefficient ( $R^2$ )**

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.875 <sup>a</sup>	.766	.760	2.23226	2.123
a. Predictors: (Constant), Pengawasan, Koordinasi					
b. Dependent Variable: Efektivitas Kerja					

The table shows that R squared is 0.766, which translates to 76.6% ( $KD = 0.766 \times 100\%$ ). This indicates that other variables accounted for 23.4% of the variation in work effectiveness at PT. Hacaca Central Logistic, while coordination and supervision accounted for 76.6%.

### F Table

To check if the independent variables in the multiple linear regression model are jointly significant, the simultaneous F test is utilized. The goal of this test is to find out if the dependent variable is significantly affected by all of the independent variables taken together. Assuming that the computed f-value exceeds the f-table value, then  $H_0$  is rejected and  $H_a$  is accepted. The following F test results are as follows:

**Table 10. F Test**

The results shown in the output table indicate that, with degrees of freedom ( $df = 2.80$ ) and a significance level of 0.05, the f-count value is 131.045 and the f-table value is 3.11. The positive and significant influence of Coordination and Supervision on Employee Work Effectiveness at PT. Hacaca Central Logistic can be inferred from the fact that f count ( $131.045 > f$  table (3.11) and

a significant value of  $0.000 < 0.05$ .

### T Table

When conducting a population-level significance test for a correlation coefficient, the partial t test is employed in linear regression to determine whether or not the effect of each independent variable on the dependent variable is representative of the whole. Here are the outcomes of the t-test conducted using SPSS Version 27.

**Table 11. T Test**

Coefficients <sup>a</sup>		
Model	T	Sig.
1 (Constant)	.640	.524
Koordinasi	3.203	.002
Pengawasan	6.255	.000

a. Dependent Variable: Efektivitas Kerja

Table shows that X1, the coordination variable, has a t-value of 3.203, and X2, the supervision variable, has a t-value of 6.255. The t-value for X1 (Coordination) is 3.203 and for X2 (Supervision) is 6.255, both at a significance level of 0.05 (or 5%), according to the results shown above. The t table value is 1.989 at a significance level of 0.005, which is equal to 5%.

a. X1 is the coordination variable.

The 3.203 calculated t-value is greater than the 1.989 t-table value, and the 0.000 significance value is less than 0.005. All things considered, the correlation between coordination and productivity at work is positive and statistically significant.

b. X2 (Supervision) The second variable

Six.255 > t table (1.989) and a significance value of  $0.000 < 0.005$  make up the computed t value. The results show that supervision has a positive and statistically significant effect on

productivity on the job.

### Discussion

Coordination at PT. Hacaca Central Logistic Affects Productivity on the Job With a t value of  $3.203 > t$  table (1.989) and a significance value of  $0.000 < 0.005$ , the study illustrates that coordination significantly impacts work effectiveness, according to the results of hypothesis testing. Therefore, the more coordination there is, the more efficient the work becomes. Therefore, in order to boost employee work effectiveness, that coordination is necessary.

Consistent with earlier studies, this one supports the conclusions drawn by Heny Ernawati (2021), Dwi Sanda Yudha. S.AP, et al (2020), Sutrisno (2021), Rahayu (2020), and Setiawan (2020). which asserts that workers' productivity is significantly and positively affected by coordination. Employee productivity can be enhanced through well-coordinated efforts.

At PT. Hacaca Central Logistic, supervisors have an effect on employees' productivity. A t value of  $6.255 > t$  table (1.989) and a significance value of  $0.000 < 0.005$  indicate that supervision significantly and positively affects work effectiveness, according to the study's hypothesis testing results. Work effectiveness is directly proportional to the level of supervision. Employees can't be expected to work more efficiently without proper supervision.

Consistent with earlier studies, this one finds that supervision significantly improves workers' efficiency on the job (Sudirman B et al., 2024; Mohammad Mardiyoto et al., 2024; Ervina Kusuma Putri, 2022; Aras Tulip et al., 2022; Widiyanto, 2021). It can improve workers' efficiency with the right kind of oversight.

Third, at PT. Hacaca Central Logistic, supervision and coordination have an impact on how well workers get their jobs done.

Work Effectiveness at PT. Hacaca Central Logistic is impacted by both supervision and coordination, according to the author's research hypothesis test. It can be concluded that Coordination and Supervision have a positive and significant impact on Employee Work Effectiveness, according to the *f* test results (with a significance value of  $0.000 < 0.05$  and a *f* count of  $131.045 > f$  table of 3.11).  $R^2 = 0.766$ , which translates to  $KD = 0.766 \times 100\%$ , or 76.6%. According to the results, PT. Hacaca Central Logistic's employees' work effectiveness is impacted by coordination and supervision to the tune of 76.6%, with the remaining 23.4% being explained by factors outside the scope of this study.

This study's results are consistent with those of other studies by Nelly Budiarti et al. (2021), Prasetyo dan Sari (2021), Rani dan Setiawan (2020), Amalia dan Jaya (2022), and Kurniawan (2022). in which it is stated that there is a positive and statistically significant effect on work effectiveness from partially coordinated and supervised efforts. This proves that workers will be more productive with the right kind of supervision and coordination.

## Conclusions

PT. Hacaca Central Logistic was the site of the study. When it comes to getting things done at PT. Hacaca Central Logistic, coordination is king. Employee productivity at PT. Hacaca Central Logistic is positively and significantly affected by supervision. The research conducted at PT. Hacaca Central Logistic on the impact of both supervision and coordination on work

effectiveness has shown that both variables have a positive and significant influence.

## Research Limitations

Researchers are unable to articulate the following problem limitations after obtaining conclusions:

1. Research time is limited, and data collection can only take place during specific times.
2. Most of the information for this study came from interviews and surveys where the participants were asked to provide their honest opinions. Findings from studies that might lead to conclusions shaped by an individual's biases rather than objective facts.

## Suggestion

The following recommendations are made by the researcher in light of the findings:

1. One wish for PT. Hacaca Central Logistic is that they can keep and even enhance the effectiveness of their supervision and coordination of staff work. This is because strong supervision and coordination have a significant impact on how well employees perform and how much they produce.
2. Researchers in the future are encouraged to expand upon this work by looking into different variables or factors that were not considered in this study.
3. Third, in order to gain a better grasp of the phenomenon of supervision and coordination in enhancing work effectiveness, future researchers can use a variety of methods, not limited to surveys and interviews, to collect data.

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