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Analysis of Factors Affecting Workforce Productivity Work Industry Craft Pottery in Village Banyumulek, Kediri District, West Lombok Regency

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A B S T R A C T
This study aims to analyze the influence of wages, education, age, and work experience on labor productivity in the pottery craft industry in Banyumulek Village, Kediri District, West Lombok Regency. This study uses a quantitative approach with a survey method through the distribution of questionnaires to respondents. The data analysis technique used is multiple linear regression analysis to determine the influence of independent variables on labor productivity both partially and simultaneously. The results of the study indicate that simultaneously the variables of wages, education, age, and work experience influence labor productivity. Partially, the variables of wages and work experience have a positive and significant effect on labor productivity, while the variables of education and age do not have a significant effect on labor productivity. The results of this study indicate that increasing wages and work experience can improve the skills and work efficiency of the workforce so as to increase productivity in the pottery craft industry in Banyumulek Village.

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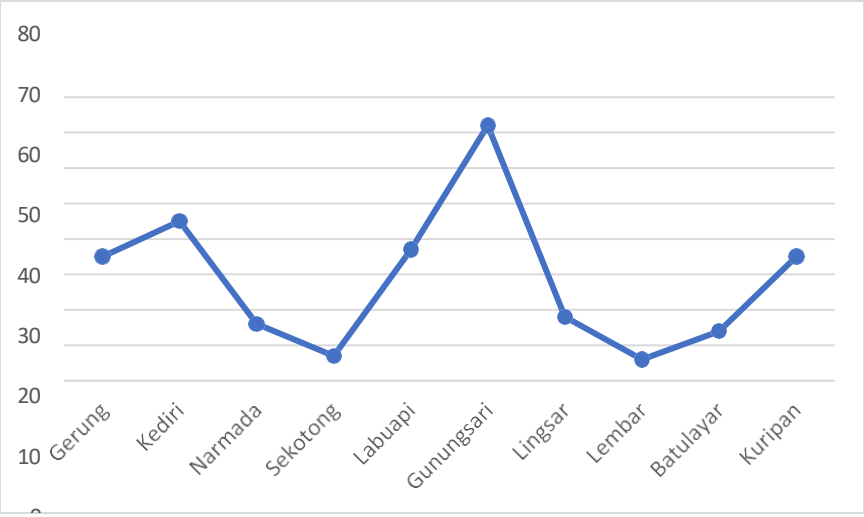
INTRODUCTION

Indonesia is Wrong One country develop Which own diversity culture in every region. However, behind its cultural richness, Indonesia still faces economic challenges, including level poverty Which Not yet fully resolved And income per capita relatively low. Program growth And development SMEs Which done in a way Sustainable development has driven an increase in the number of SMEs in West Nusa Tenggara (NTB) year after year. The existence of SMEs plays a crucial role in creating economic independence. This was evident during the 1998 economic crisis, when many large businesses went bankrupt, but SMEs remained resilient. Therefore, various parties in NTB continue to strive to provide training and supervision to SMEs so they can compete in national and international markets (Jayanti et al., 2025).

Based on Graph 1.1, it shows the number of MSMEs in several sub-districts in West Lombok Regency, which can be seen in the graph below.

Chart 1.1 Amount MSMEs in Lombok Regency West

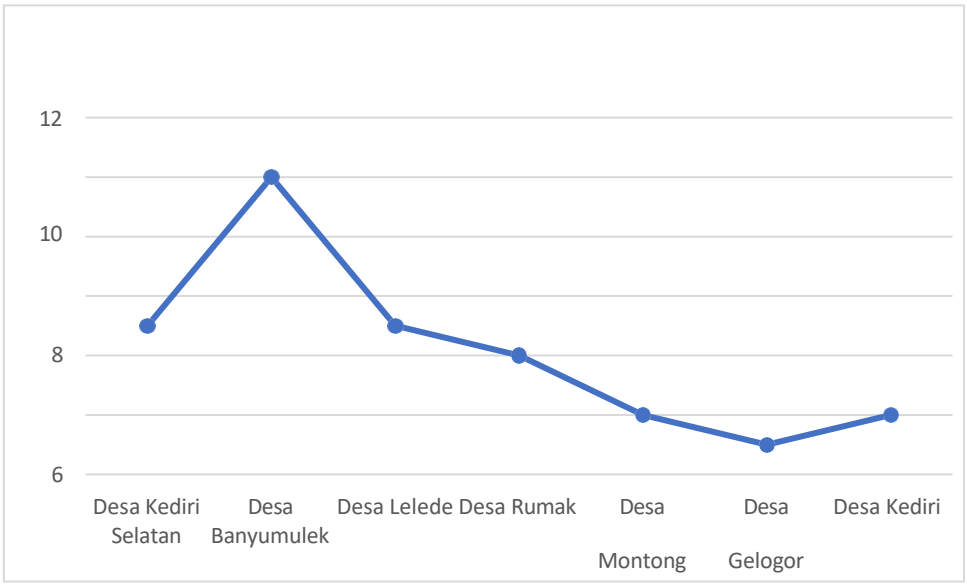


(Source: Service Cooperative And MSMEs, 2025)

Based on Graph 1.1, the number of MSMEs shows that the distribution of MSMEs in each sub-district is uneven. Gunungsari Sub-district has the highest number of MSMEs, around 72, making it the region with the most MSME activity. Next, Kediri ranks second with around 45 MSMEs, followed by Labuapi and Gerung, which have around 37 and 35 MSMEs, respectively. Kuripan Sub-district also shows a relatively similar number, around 35 MSMEs. Temporary That, amount Which classified as currently there is in Lingsar around 18 UMKM and Batulayar have around 14 UMKM. The sub-districts with the fewest UMKM are Narmada with around 16 UMKM, Sekotong with around 7 UMKM, and Lembar with the smallest number of UMKM. lowest, that is around 6 MSMEs. In a way overall, chart This show There is a gap in the number of MSMEs between sub-districts, which indicates differences in the level of activity and development of micro, small and medium enterprises in each sub-district.

Based on Graph 1.2, it shows the number of MSMEs in several villages in the sub-district. Kediri Regency Lombok West, which can in Look on chart in below .

Graph 1.2 Amount MSMEs In Subdistrict Kediri



(Source: Service Cooperative And MSMEs, 2025)

Based on Chart 1.2 Amount MSMEs in Subdistrict Kediri show that Banyumulek Village has the largest number of MSMEs, around 10. Furthermore, Kediri South And Village Lelede each own around 5 MSMEs. Village Registered house own amount MSMEs around 4 MSMEs. Temporary That, Village Montong Are And Each village in Kediri has approximately two MSMEs. Gelogor Village has the fewest, with approximately one. Overall, this graph illustrates the differences in the number of MSMEs between villages, with Banyumulek Village having the largest concentration compared to other villages.

Productivity power Work is size ability worker in produce product or service. This shows the relationship between the results (output) and the time required. Productivity power Work is something tool measuring Which used For get output from human resource utilization. In other words, productivity measures how effectively we use resources to achieve desired results. Benchmarks for worker productivity can be based on various factors (Hulu et al., 2022).

The primary factor often used as a benchmark for labor productivity is wages. Wages or salaries given to workers represent a reward for the work performed for the benefit of an organization or company. This reward isn't always monetary, but can also come in other forms (Nursaidah, 2024).

Besides wages, education is also a crucial factor in labor productivity. Education is a long-term process that individuals undergo through formal and informal education channels. can be used in everyday life. Education very influential in determine productivity Work, Because the more high education Which owned a employee, then the more develop also quality his abilities and knowledge (Ramadhani, 2018).

Factor Age Also influential to productivity power Work Because related with physical condition and adaptability to work. Workers in the productive age group (15-50) can adapt quickly to new tasks and easily understand and use

technology (Ukkas, 2017). However, increasing age can also reduce physical abilities, although some studies show a positive but insignificant relationship between age and productivity (Rastatya et al., 2025).

Meanwhile, work experience can also influence workforce productivity. The more wide experience Work individual or somebody, the more perfect And the more skilled too pattern think And attitude in act For reach objective Which has in set. Therefore, the work experience a person obtains will increase their ability to carry out work work Which will make And increase productivity company (Reza, 2020).

Based on the background above, the objectives of this research are as follows: 1. For analyze influence Factor Wages to productivity power Work industry pottery crafts in village Banyumulek, subdistrict Kediri, Regency Lombok west. 2. For analyze influence Factor Education to productivity power Work industry craft pottery in Banyumulek village, subdistrict Kediri, Regency Lombok west. 3. For analyze influence Age factor on the productivity of the pottery craft industry workforce in Banyumulek village, sub-district Kediri, Regency Lombok west. 4. For analyze influence Factor Work experience on the productivity of the pottery craft industry workforce in Banyumulek village, Kediri district, West Lombok Regency.

LITERATURE REVIEW

Foundation Theory

Productivity Labor

Labor productivity refers to the extent to which an individual can produce goods or services within a given time period. This can be measured by comparing the amount of output produced by the workforce with the amount of input or resources used, particularly working hours. A person's labor productivity can be measured by the level of wages they receive; a high wage level will determine high labor productivity (Baedowi et al., 2025).

Based on definition the so productivity can formulated as following:

Productivity = $\frac{\boldsymbol{Output}}{\boldsymbol{Input}}$

Or = $\frac{\textbf{Total Production uotput } (\boldsymbol{o})}{\textbf{Working House } (\boldsymbol{I})}$

The definition above shows that productivity is the ratio of a company's output to the amount of input used during the production process over a specific time period. This ratio of output to input is referred to as the productivity value.

Wages

Wages is something award or reward from company to employee to work with motivation tall And achieve in reach objective something company. Wages stated or assessed in monetary form which is determined on the basis of an agreement or regulation legislation as well as paid on base something agreement Work between entrepreneurs with employee including allowance, Good For employee That Alone and For his family (Baedowi et al., 2025).

Wages are a crucial element in increasing work productivity because they serve as a tool to meet various workforce needs. Wages are the driving force behind a person's decision to enter the workforce and work to fulfill their needs. need his life. With wages Which got it so a power Work Or individuals who work can automatically finance all their living expenses, including food, clothing, and shelter. Wages for workers are a cost that must be paid. by company And entered in fare or cost production (Alodya & Arini, 2024).

Education

According to Edwin B. Flippo (2002), education is influential in increasing general knowledge and understanding of our environment as a whole. Education (learning) is an action taken by employees in an effort to master skills. knowledge, And attitude certain Which result in change Which relatively is permanent in their work behavior (Rastatya et al., 2025).

Age

According to (Notoatmodjo, 2014), age is an individual's lifespan, calculated from birth to their first birthday. The older a person is, the more mature and capable they are in their thinking and working. An employee's age significantly determines their success in performing a job, both physical and non-physical. In general, employee Which aged old have power physique Which weak And limited, On the other hand, young workers have strong physical abilities (Sali, 2020).

Experience Work

Work experience is a reflection of employees who have the ability to work. in place previously besides That can describe how much long employee the has worked. The more work experience an employee gains, the more trained and skilled they will be in carrying out all the work they do (Rianita, 2016).

METHOD STUDY

The type of research used in this study is the associative quantitative method. The associative quantitative method is research that aims to determine the relationship between two or more variables (Rusiadi, 2023), with a population of 200 out of the total number of variables. the counted amount sample use formula Slovin Which produce 67 sample or respondents. Type And source data Which used in study This is data primary and secondary. Data primary in study This obtained from results distribution questionnaire to pottery craftsmen in Banyumulek Village, while secondary data were obtained from official documents from government agencies such as the Cooperatives and MSMEs Service. The data analysis tool used in this study is multiple linear regression analysis to predict how condition (go on (down) variables dependent or regression linear multiple done if the number of independent variables is at least two.

$$Y=\alpha+\beta1X1+\beta2X2+\beta3X3+\beta4X4+e$$

Information:

Y : Productivity Power Work (Unit) X 1 : Wages (Rupiah)

X 2 : Education (Years) X 3 : Age (Years)

X 4 : Experience Work (Year) α : Constant

β1-β4 :

Coefficient regression

e : Error Term (factors other in outside study)

In this study, the classical assumption test was used as a supporter, consisting of the test normality, test multicollinearity, And test heteroscedasticity. Testing hypothesis using the t test (partial) is used to test whether there is an influence of the independent variable on the dependent variable partially and the f test (simultaneous) (Alfanisah, 2023).

RESULTS AND DISCUSSION

Analysis Results Regression Multiple Linear

Table 1. Results Regression Test Linear Multiple

Dependent Variable: Y Method: Least Squares Date: 02/25/26 Time: 10:52 Sample: 1 67

Included observations: 67

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	1.214026	0.798961	1.519507	0.1337
X1	5.05E- 07	1.99E- 07	2.535176	0.0138
X2	- 0.099357	0.172177	- 0.577065	0.5660
X3	0.004060	0.018519	0.219248	0.8272
X4	- 0.009986	0.023537	- 0.424280	0.6728
R- squared	0.098916	Mean dependent var		1.552239
Adjusted R-squared	-0.040781	Elementary School dependent var		0.723702
SE of regression	0.708792	Akaike info criterion		2.221186
Sum squared resid	31.14793	Schwarz criterion		2.385715

Log likelihood	- 69.40973	Hannan-Quinn criter.	2.286291
F- statistic	1.701499	Durbin-Watson stat	2.077287
Prob(F-statistic)	0.161041		

Source: Results Exercise Data with E-reviews version 12

Model equality linear regression multiple is:

Y = 1.214026 + 5.0507X1 – 0.099357X2 + 0.004060X3 - 0.009986X4 + e

Information :

Y = Productivity power work X1 = Wage Regression Coefficient

X2 = Coefficient Regression Education X3 = Age Regression Coefficient

X4 = Coefficient Regression Experience Work e = Error Variable

From equality in on can explained that:

Mark constant (a) own mark positive as big as 1.214026. Sign positive It means show influence Which one way between variables independent And variables dependent. Matter This shows that if all independent variables including wages (X1), education (X2), age (X3), experience Work (X4) worth 0, or No experience change, so productivity workforce is 1,214026.

The wage coefficient is 5.0507, meaning that for every 1 rupiah increase in the craftsman's wages, it will... raise productivity power Work as big as 5,0507 rupiah. With assumptions education, age, and work experience are constant.

The education coefficient is negative at -0.099357. This indicates that for every one-year increase in education, labor productivity tends to decrease by -0.099357, assuming wages, age, and work experience remain constant.

Coefficient age as big as 0.004060 And worth positive. It means, every increase age by 1 year , then labor productivity will increase by 0.004060 , assuming wages, education, and work experience remain constant.

The experience coefficient is -0.009986 and has a negative value. This means that every additional experience Work One year, so productivity power Work will decrease as big as

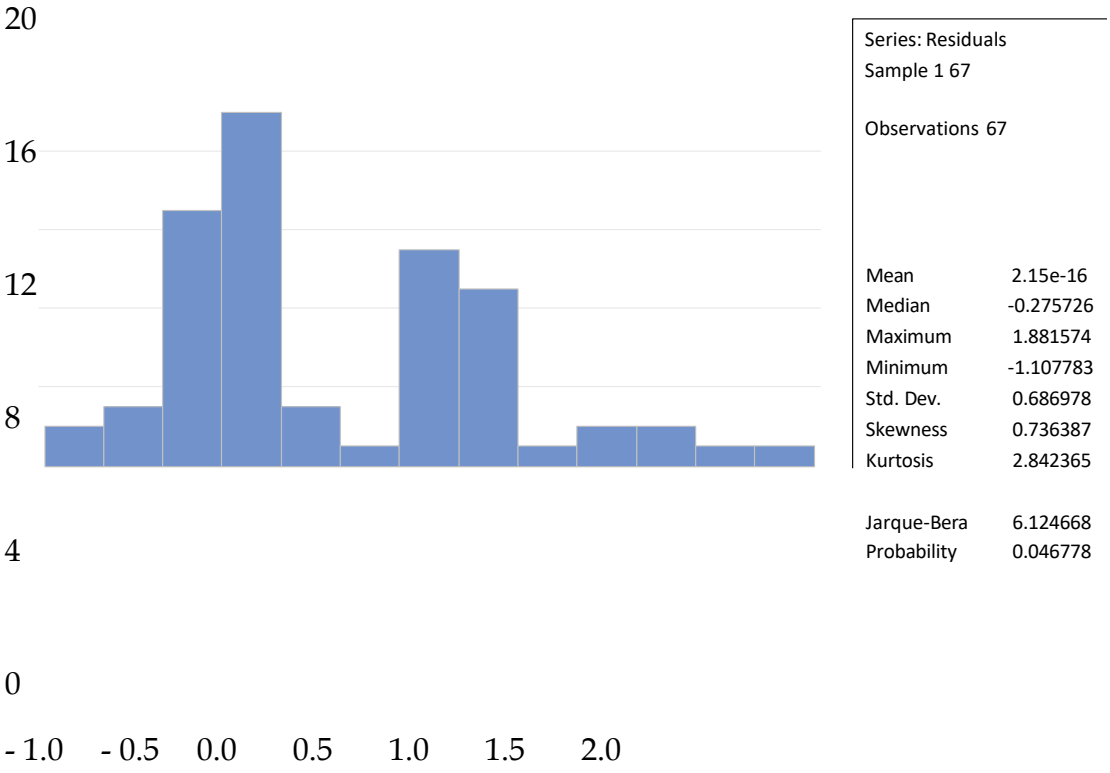
-0.009986 , assuming wages, education, and age constant.

Test Classical Assumptions

Normality Test

Test normality data For test whether A model regression variables the confounding factor has a normal or non-normal distribution.

Picture 1. Normality Test Results



Source: Results Exercise Data with E-reviews version 12

Test Normality seen from mark P-Value Jarque-Bera or mark Probability Where on This study is 0.046778 < 0.05 which states that the data is not normally distributed.

Multicollinearity Test

Test multicollinearity aim For test whether in model regression there is there is a correlation between variables independent. Results test multicollinearity can in Look on table 2 in below .

Table 2. Multicollinearity Test Results

Variable	Coefficient Variance	Uncentered VIF	Centered VIF
C	0.638338	85.13110	NA
X1	3.97E- 14	5.907429	1.017089
X2	0.029645	9.441270	1.324596
X3	0.000343	103.9252	2.121531
X4	0.000554	31.00679	2.415852

Source: Results Exercise Data with E-reviews version 12

Based on results on table on, test Autocorrelation can seen based on Probability value Chi-Square on Obs*R-squared with use variables dependent RESID

Which It means after done adjustment with remove One sample observation which then states that the value > 0.05 indicates that there is no autocorrelation.

Test Regression In a way Partial (Test t)

Table 5. Results Test Partial (t-test)

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	1.214026	0.798961	1.519507	0.1337
X1	5.05E- 07	1.99E- 07	2.535176	0.0138
X2	- 0.099357	0.172177	- 0.577065	0.5660
X3	0.004060	0.018519	0.219248	0.8272
X4	- 0.009986	0.023537	- 0.424280	0.6728

Source: Results Exercise Data with E-reviews version 12

Results interpretation on hypothesis study Which submitted can seen as following: The wage variable (X1) is a variable that influences labor productivity in craftsmen. pottery. Based on the analysis data show mark t count 2,535176> 1.66940 t-table value of 0.0138 <0.05. So it can be concluded that Ho is rejected and Ha is accepted, which means there is a significant influence of wages on work productivity in pottery craftsmen.

Variables education (X2) is variables Which influence productivity power work on pottery craftsmen. Based on data analysis, the calculated t value is -0.577065 < t table 1. .66940 with level significance 0.5660 > 0.05. So can it is concluded that Ho in accept And Ha in reject Which It means No there is influence significant education on work productivity of pottery craftsmen.

The age variable (X3) is a variable that influences labor productivity among pottery artisans. Based on data analysis, the calculated t value is 0.219248.

< t table 1.66940 with level significance 0.8272 > 0.05. So can concluded that Ho is accepted and Ha is rejected, which means that there is no significant influence of age on work productivity among pottery craftsmen.

Variables experience Work (X4) is variables Which influence productivity labor on craftsmen pottery. Based on the analysis data show mark t count as big as -0.424280 < t table 1.66940 with level significance 0.6728 > 0.05. So can concluded that Ho in accept And Ha in reject Which It means No there is influence significant effect of work experience on work productivity of pottery craftsmen.

Test Regression In a way Simultan (Test F)

Table 6. Test Results Simultan (test F)

R-squared	0.098916	Mean dependent var	1.552239
Adjusted squared	R-0.040781	Elementary School dependent var	0.723702

SE of regression	0.708792	Akaike info criterion	2.221186
Sum squared resid	31.14793	Black criterion	2.385715
Log likelihood	- 69.40973	Hannan-Quinn criter.	2.286291
F-statistic	1.701499	Durbin-Watson stat	2.077287
Prob(F-statistic)	0.161041		

Source: Results Exercise Data with E-reviews version 12

Based on the results of data processing, the probability value (F-statistic) is 0.161041 > 0.05 or based on the calculated F value > F table (1.701499 < 2.75) so that the independent variables consisting of wages (X1), education (X2) age (X3) and work experience (X4) together do not have a significant effect on the dependent variable in this case, labor productivity (Y).

Analysis Coefficient Determination (R2)

The coefficient of determination (R2) measures the model's ability to explain variations in the dependent variable. The results of the coefficient of determination (R2) analysis in this study can be seen in the following table:

Table 4.12 Results Analysis Coefficient Determination (R2)

R-squared	0.098916	Mean dependent var	1.552239
Adjusted R-squared	-0.040781	Elementary School dependent var	0.723702
SE of regression	0.708792	Akaike info criterion	2.221186
Sum squared resid	31.14793	Black criterion	2.385715
Log likelihood	- 69.40973	Hannan-Quinn criter.	2.286291
F-statistic	1.701499	Durbin-Watson stat	2.077287
Prob(F-statistic)	0.161041		

Source: Results Exercise Data with E-reviews version 12

Based on the table, the coefficient of determination or R2 value is based on the regression results, that is mark R-squared that is as big as 0.098916 Which It means variables Wages (X1), Education (X2) Age (X3) And Experience Work (X4) can give influence to variables

Labor productivity (Y) is 9.89 percent. This means that 90.11 percent of other variables, such as gender, are not explained in the regression model.

DISCUSSION

Influence Wages to Productivity Power Work On craftsmen pottery

The results of the study indicate that wages have a positive but insignificant effect on labor productivity . This can be seen from the t-value of 2.535176 with a significance level of 0.0138 < 0.05 , so that wages have a partial significant effect on labor productivity.

The results of this study are in line with research (Astiviani, 2018) which shows that wage levels have a significant and positive effect on labor absorption in the pottery industry. in Regency Bantul. Matter This caused by Because the more low wages Which will given to make absorption power Work the more increase And wages Which increase No reducing the workforce, because increasing wages will encourage workers to be more productive.

Influence Education to Productivity Power Work On Pottery craftsman

The results of the study show that education has no influence on productivity. power Work on industry craft pottery. Matter This can seen from mark The t-count is -0.577065 with a significance level of 0.5660 > 0.05 , so that partially the education variable does not have a significant effect on labor productivity.

The results of this study align with those of Herawati (2013), which found that education had no significant effect on labor productivity in the traditional crafts industry. This finding suggests that formal education level is not the primary factor determining labor productivity in the pottery industry. This is sector business based skills manual (skill-based industry), in where technical skills are acquired more through direct practice and work experience than through formal education.

Influence Age to Productivity Power Work On Craftsman pottery

Results study show that age No own influence to labor productivity Work on industry craft pottery. Matter This can seen from mark t-count as big as 0.219248 with level significance as big as 0.8272 > 0.05 , so that in a way partial variables age does not have a significant effect on labor productivity.

The results of this study align with those of Jayanti et al., 2025, which showed that age did not significantly influence the productivity of pottery artisans in Banyumulek Village. This finding suggests that age is not a primary factor determining labor productivity in the pottery industry. Although productive age is related to physical strength and endurance, in practice, craftsman productivity is more influenced by skill, precision, and experience than by age.

The Influence of Work Experience on Labor Productivity in Pottery Craftsmen

The results of the study show that work experience has no effect on productivity. power Work on industry craft pottery . Matter This can seen from mark The t-test is -0.424280 with a significance level of 0.6728 > 0.05, so that partially the work experience variable does not have a significant effect on labor productivity.

The results of this study contrast with those of Jayanti et al., 2025, which showed that work experience significantly influenced the productivity of pottery artisans in Banyumulek Village. These findings suggest that length of work experience does not directly determine the productivity of pottery artisans. The longer a person works, the more skilled and efficient they become in producing products. However, in the pottery industry, productivity is not only determined by length of service but also by other factors such as motivation, wage systems, working conditions, and innovation in the production process.

CONCLUSION AND SUGGESTIONS

Based on the results of the discussion in this research proposal, the researcher draws the following conclusions:

Wage Variable (X1) have an influence on Productivity Power Industrial work pottery craftsmen . Wages are an economic factor that directly influences the motivation and work ethic of craftsmen.

Education variable (X2) does not have an influence on Labor Productivity. This caused by Because skills industry craft pottery more Lots obtained through direct practical experience and hereditary learning processes compared to formal education.

The age variable (X3) has no influence on labor productivity. This shows that age is not the main factor determining high or low productivity. power Work on industry craft pottery. Although age productive related to physical strength and work endurance, in practice the productivity of craftsmen is more influenced by skills and accuracy, compared to age factors.

The Work Experience variable (X4) has no influence on Labor Productivity. Length of work experience is not always accompanied by increased productivity. can caused by Because part big craftsmen has own skills Which relatively the same and the production system is traditional, so that additional experience does not provide a significant increase in output.

In a way simultaneous variables Wages, Education, Age, And Experience Work in a way jointly influence the productivity of the pottery industry workforce. This shows that although not all variables have a significant partial influence, overall, the combination of economic factors and workforce characteristics still contributes to explaining variations in workforce productivity. Thus, improvement productivity No only influenced by One factor just, but rather by the interaction of several factors simultaneously.

SUGGESTIONS

For Labor /Craftsmen

Craftsmen are expected to continuously improve their skills, creativity, and work efficiency to produce high-quality, competitive products. Adapting to design innovations and new production techniques is also crucial for increasing productivity and business sustainability.

For Local government

The government is expected to provide support through skills training programs, capital assistance, and facilitation of marketing of pottery products both locally and internationally. national. Improvement source capacity Power

man through practice-based training will be more effective than relying solely on formal education. In addition, policies that support welfare power Work Also need noticed use push increasing the productivity of the regional creative industry sector.

For Researchers Furthermore

Recommended For add variables other Which potential influence labor productivity, such as business capital, production technology, working hours, management systems, or market access. Further research could also expand the sample size or research locations to achieve more comprehensive and generalizable results.

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