EFFICIENCY AND DISCIPLINE STUDY OF GOODS DELIVERY FROM WAREHOUSE TO TANJUNG PRIOK PORTS

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Abstract: Human resources is one of the components of an existing system in an organization and are expected to provide good performance so that goals can be achieved. Nevertheless, human resources employees in this case are not always produce the expected performance by the organization. Several things affect the performance of the employees who need them are still not being met, lack of motivation were obtained both internally and externally, the limited number and or knowledge, or role and coordinate, yet can improve the timeliness of operational performance. In addition to these problems are also influenced by the supporting infrastructure is still not available up to organize the task function. With the operational performance of the employees that are still less then to realize good performance both internally and externally that have not been able to be implemented to the fullest.

Identify the Problem: Performance of operational employees in the company is still not optimal undergo shipping of goods to the port of Tanjung Priok, discipline is still low; Percentage of attendance rate in the corresponding entry timeliness working hours is still not as expected either in the warehouse or operational employees so that shipping of goods were to be effective and efficient, and yet right time; Duties and responsibilities beyond the scope of operational performance on the job making it less effective and efficient; lack of coordination with the parties – related parties resulting in delays the effectiveness of the delivery of goods; Traffic conditions are irregular, causing increasing levels of congestion which led to delays in delivery; communication between management and the trucking sometimes does not occur properly; compensation to operating performance, especially not in line with expectations.

Formulation of the problem: 1) Is there a relationship between the disciplines with operational performance in the port of Tanjung Priok? 2) Is there a relationship between the efficiency of the delivery of goods to the operational performance in the port of Tanjung Priok? And 3) Is there a relationship between discipline and efficiency of the delivery of the goods together with the operational performance in the port of Tanjung Priok?

Based on the hypothesis testing shows that there is a strong relationship between the significant and positive discipline with operational performance, thus the research hypothesis H1 is accepted wherever 4.094 t count> t table (1.701), and the probability of significance 0.000 <0.05, and also supported with R Square of 0.374 or 37.4%. This shows the contribution of discipline relationship with operational performance by 37.4% while the remaining 62.6% is the influence of other factors such as promotion, competencies, compensation, and so forth is not examined. 2) Based on the hypothesis testing shows that there is a strong and positive relationship between the significant efficiency of the delivery of goods to the operational performance, thus the research hypothesis H2 is accepted where 5.712> t table (1.701) and the probability of significance 0.000 <0.05, and also supported by the R Square amounted to 0.538 or 53.8%. This shows the contribution of the relationship between work motivation and employee performance by 53.8% while the remaining 46.2% is the influence of other factors such as promotion, competencies, compensation, and so forth is not examined. 3) Based on the hypothesis testing and there is a strong relationship between the significant positive discipline and efficiency of the delivery of the goods together with the operational performance, thus the research hypothesis H3 is accepted that of F (15,731)> F (3.354) and the probability of significance 0.000 <0.05, and is also supported by the R Square of 0.538 or 53.8%. This shows the magnitude of the contribution of the relationship between leadership style and motivation to work with the employee's performance at 53.8% while the remaining 46.2% is the influence of other factors such as promotion, competencies, compensation, and so forth is not examined.
INTRODUCTION

Many companies are trying to establish a competitive advantage more quickly. They become turbo marketers and accelerate to the market. They apply turbo marketing in four areas: innovation, manufacturing, logistics and retail. Logistics is a general relation of goods which includes: the selection of the right type, the correct amount of accuracy, delivery to the right location, received at the right time, obtained at the right cost, delivery according to time and demand.

Logistics management is part of a supply chain management process that functions to plan, execute and control the efficiency and effectiveness of the flow and storage of goods, services and related information from the starting point to the point of consumption in order to meet the customers. Supply chain management to integrate suppliers, entrepreneurs, warehouses and other storage areas efficiently so that products are generated and distributed with the right quantity and timing to minimize costs and satisfy customer needs.

Efficient distribution is based on the use of appropriate transport methods in the delivery of goods to ensure a fast, economical and safe delivery of goods. The efficient use of vehicles is the goal of determining vehicle operating standards. This is the key for an operation with minimum cost. There are five areas in which the methods of study can be used to provide a basis for comparison. The five fields are Preparation of vehicles, Arrangement of goods in the vehicle, Time of vehicle operating and delivery of goods and Assessment of cargo.

In optimizing the use of land transportation, through logistics management and supply chain management from the warehouse to Tanjung Priok port we hope to minimize in terms of cost and time and quantity right in the delivery of goods from the beginning of the freight to the port of Tanjung Priok so that delivery of goods faster, Directed and precise. With efficiency in the delivery of goods makes the price of the product can be low which is a major contribution to the selling price of an item so as to meet the service to more consumers.

In the Study of Efficiency of Delivery of Goods from Warehouse to the research ports limit the problems that arise when in the delivery of Goods from Warehouse in Tangerang to Tanjung Priok Port and supporting factors that are interconnected by minimizing costs to be efficient.

LITERATURE REVIEWS

According to Gaspers (2000: 27), Efficiency is a measure that shows how good resources are used in the production process to produce output. Efficiency is the characteristic of a process that measures the actual performance of a resource relative to a defined standard.

Improvements in efficiency in both production and distribution processes will lower costs. According to Levitan and Wemere (2012: 215), efficiency can be understood as an activity of saving resources in organizational activities such as: saving of material use, electric power, water, money, time, fertilizer and so on.

Discipline is another characteristic of processes that measure the degree of achievement of output from the organizational system (Gaspers 2000: 27)

According to Hidayat 1986, a measure that states how far the target (quantity, quality and time) has been achieved. Where the greater the target presentation achieved, the higher the effectiveness.

According to Sukono, discipline is a variety of rules that serve as guidance and guidance of community life in order to establish its existence in a safe, orderly and controlled by law in all aspects of life.

The initial pitch formulation of the basic transport model by Frank L. Hitchcock in 1941 formulating the problem of transportation as a method for the supply of goods from several factories to cities with fixed costs of delivery.

According to Charles A. Taff (1996) one of the costs that often involves the cost of warehousing and shipping costs is how to minimize the cost of distributing products from a number of sources to a number of objectives ... In using transport methods, initial solutions are developed and alternative solutions are evaluated so that optimum solutions can be solved. Initial solutions can be developed in one of several ways:
1. By having a solution that seems to be a good program
2. By using an existing program now
3. By starting from the upper left corner rather than the matrix and asserting the quantity until the requirements are met

According to H.M.N. Nasution (1996), transportation is defined as the transfer of goods and people from the place of origin to the destination. In this connection three things are seen:
1. There is a transported load
2. Available vehicles to transport
3. There is a passable path.

According to Jay Heizer and Barry Render (2005), transportation modeling is a recurring procedure for solving problems and minimizing the cost of shipping products from multiple sources to multiple destinations.

Martin (1998) defines management logistics as a process that strategically regulates procurement, transfer and storage of materials, components and storage of finished goods (and latest information) through the organization and its marketing network with certain ways so that profits can be maximized for the current and future periods through order fulfillment at cost effective.

According to The Council of Logistics Management, Logistics Management is a supply chain process that functions to plan, execute and control the efficiency and effectiveness of the flow and storage of service items and related information from the point of origin to the point of consumption, In its aim to meet the needs of its customers.

Ross (1998). Supply Chain Management is a management philosophy that continually seeks sources of competent business functions to be combined both within the company and outside the company just as business partners are in a single supply chain to pursue a highly competitive supply system and pay attention to customer needs, focusing on Developing innovative solutions and synchronizing the flow of products, services and information to create a unique source of customer value (customer value).

Martin (1998), Supply Chain Management is an organization network that involves upstream and downstream relationships in different processes and assets that values in the form of products and services to customers.

Effectiveness is another characteristic of processes that measure the degree of achievement of output from the organizational system, (Gaspers, 1998).

According to Hidayat 1986, a measure that states how far the target (quantity, quality and time) has been achieved. Where the greater the target presentation achieved, the higher the effectiveness.

**METHODOLOGY**

Time and place

This research was conducted from April to August 2014 from preparation to preparing research report. The research location is from the warehouse in Tangerang to the port at Tanjung Priok

Types of research

This type of research is descriptive quantitative. Data collected is in the form of secondary data and primary data by using software SPPSS version 27.00

Samples and Sampling Techniques

In this study, the sample used is the service users in the delivery. The number of samples in each research location is 100 people, which is considered to represent the number of users of transportation services in the efficiency of reaching 1000 people. Sampling technique is done by random sampling.

Method of collecting data
Data collection methods used in this study are:

1) Observation is to observe directly the behavior of workers in the field in this case such as drivers, security officers, ticket guards in providing services to consumers.

2) Interviews are direct questions to the managers of transportation companies, and also to field workers in this case such as drivers, security officers, and users of freight services.

3) Questionnaire (questionnaire) made to see the efficiency in the delivery of goods.

DISCUSSION AND RESULT

a. Hypotesis Tes(X with Y)

1) Correlation Tes

H1 : There are correlation between effectiveness (X₁) to delivery

\[
\begin{align*}
R_{YX} &= \frac{n\sum{XY} - (\sum X)(\sum Y)}{\sqrt{n\sum{X^2} - (\sum X)^2}\sqrt{n\sum{Y^2} - (\sum Y)^2}}
\end{align*}
\]

Table 4.5

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.693</td>
<td>.480</td>
<td>.470</td>
<td>5.30446</td>
</tr>
</tbody>
</table>

Source: Data processed 2015

The interpretation of the result of Product Moment Pearson correlation analysis shown in Table 4.5, between the effectiveness variable (X) and the delivery of goods (Y) has a positive relationship with the strong level shown by the r value of 0.693.

\[H_0 : \rho = 0\] (There is no correlation between discipline and delivery).

\[H_a : \rho \neq 0\] (There is a connection between the delivery of goods).

The significance of the correlation coefficient at the level of \(\alpha = 0.05\) is indicated by the value of t-test

\[
t-test = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}} = \frac{0.693\sqrt{57-2}}{\sqrt{1-693^2}} = 7.011 > t_{tabel} = t_{0.025;57} = 2.021
\]

and with a probability significance of 0.000 < 0.05 then \(H_0\) is rejected, this indicates a positive relationship between Efficient with the delivery efficiency is significant or statistically significant. Based on the results of this test, the hypothesis of research that states there is a significant relationship can be accepted.

a) There is influence of discipline intensity (X) on delivery of goods (Y).

In connection with the above, then the hypothesis to be tested in the study are as follows:

a. Significance Test of Regression Parameters

\[H_0 : \rho = 0\] (There is no influence X: discipline against Y: delivery)
From result of analysis of regression test with dependent variable of discipline and independent variable of goods delivery, as shown in table 4.6

**Table 4.6**

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>19.096</td>
<td>6.117</td>
<td>3.122</td>
<td>.003</td>
</tr>
<tr>
<td>Discipline</td>
<td>.697</td>
<td>.098</td>
<td>.693</td>
<td>7.124</td>
</tr>
</tbody>
</table>

Source: Data processed 2015

From Table 4.6. The above shows that the regression model with a significance value of 0.000 < real level (0.05), indicates the model is significant. This means the accepted research hypothesis (Hₐ).

Based on Table 4.6 also shows the value of constant a (intercept) of 19.096 and regression coefficient b (slope) X: discipline of 0.697 thus obtained a simple linear regression mathematical equation to express the effect of X: discipline to Y: delivery of goods:

\[ \hat{Y} = 19.096 + 0.697 X_1 \]

The interpretation of the regression equation is as follows:

1. The constant value of 19.096 shows the delivery of goods (Y) of 19.096 if the X value of discipline is assumed to be fixed.
2. The value of the regression coefficient (slope) of 0.697 shows the magnitude of the effect of X: the discipline on delivery (Y) is positive, if the X: disciplinary value rises 1 unit, then Y: the goods delivery will rise by 0.697.

Information:

1. If there is no disciplinary effect on the delivery of goods then the scores of goods submission of 19.096
2. If the discipline score is one then the delivery score becomes 20.096
3. If the discipline score is two, then the delivery score becomes 21.096.

\[ \hat{Y} = 19.096 + 0.697 X_1 \]
The strength of the relationship between efficiency (X1) and the delivery of goods (Y) can be shown by the correlation coefficient $r_{11}$ of 0.693; And test results of significance of correlation coefficient between variables are seen in the following table.

b) Coefficient of Determination

Then the magnitude of the discipline in explaining the delivery variable is measured by the coefficient of determination shown in Table 4.12 as follows:

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>$R^2$</th>
<th>Adjusted $R^2$</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.693$^a$</td>
<td>0.480</td>
<td>0.470</td>
<td>5.30446</td>
</tr>
</tbody>
</table>

Source: Data processed 2015

a. Predictors: (Constant), Discipline

b. Dependent Variable: Delivery

In Table 4.6 shows the correlation coefficient $r$ value of 0.693 and $r^2$ value of 0.480 means the contribution of disciplinary variables in explaining productivity variability of 48% and the remaining 52% is explained by other variables not included in the model. Thus the effect of discipline on delivery is dominant, although there are still other variables or factors that influence the delivery of goods.

b. Hypotesis Tes(X2, with Y)

1) Correlation Tes

$H_2 : \text{There are correlation between service (X}_2\text{) with productivity (Y).}$

$$r_{YX} = \frac{n\Sigma XY - (\Sigma X)(\Sigma Y)}{\sqrt{\{n\Sigma X^2 - (\Sigma X)^2\}\{n\Sigma Y^2 - (\Sigma Y)^2\}}}$$

Table 4.7

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>$R^2$</th>
<th>Adjusted $R^2$</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.675$^a$</td>
<td>0.455</td>
<td>0.445</td>
<td>5.42974</td>
</tr>
</tbody>
</table>

Source: Data processed 2015

a. Predictors: (Constant), Discipline

Interpretation of Product Moment Pearson correlation analysis shown in Table 4.7 between service variables (X2) and delivery of goods (Y) has a positive relationship with the strong level indicated by the r value of 0.675.

$H_0 : \rho = 0$ (There is no relationship between discipline and delivery).
Hₐ : ρ ≠ 0 (There is a relationship between discipline and delivery).

The significance of the correlation coefficient at the level of α = 0.05 is indicated by the magnitude of

\[ t_{\text{ujj}} = \frac{r \sqrt{n - 2}}{\sqrt{1 - r^2}} = \frac{0.675 \sqrt{57 - 2}}{\sqrt{1 - 0.675^2}} = 6.784 > t_{\text{ tabel}} = t_{0.025,15} = 2.021 \]

and with a probability significance of 0.000 < 0.05 Ha is accepted, this indicates a positive relationship between Discipline with the delivery of goods is significant or statistically significant. Based on the results of this test, the hypothesis of research that states there is a significant relationship can be accepted.

a) There is a discipline effect (X₂) on delivery (Y₂).

In connection with the above, then the hypothesis to be tested in the study are as follows:

Significance Test of Regression Parameters

\[ H_0 : \rho = 0 \] (No effect X₂: discipline against Y: delivery)

\[ H_a : \rho ≠ 0 \] (There is influence X₁: discipline to Y: delivery).

From result of analysis of regression test with dependent variable of discipline and independent variable of delivery, as shown in table 4.14.

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>10.549</td>
<td>7.683</td>
</tr>
<tr>
<td>Services</td>
<td>.828</td>
<td>.122</td>
</tr>
</tbody>
</table>

From Table 4.14 above shows that the regression model with a significance value of 0.000 < real level (0.05), shows the model is significant. This means the accepted research hypothesis (Ha).

Based on Table 4:14 it also shows the value of constant a (intercept) of 10.549 and regression coefficient b (slope) X₂: service of 0.828, thus obtained a simple linear regression mathematical equation to express the effect of X₂: discipline to Y: delivery of goods.

\[ \hat{Y} = 10.549 + 0.828 X_1 \]

The interpretation of the regression equation is as follows:

1. The constant value of 10.549 shows the delivery (Y) of 10.549 if the X₂: value of discipline is assumed to be fixed.
2. The value of the regression coefficient (slope) of 0.828 shows the magnitude of the effect of X2: the discipline on delivery (Y) is positive, if the X2: discipline value rises 1 unit, then Y: the delivery will rise by 0.828.

**Figure 4.5 Graphic of discipline relationship with delivery**

**Information:**
1. If there is no disciplinary effect on the delivery then the penirman score of 10.549
2. If the discipline score is one then the delivery score becomes 11,549
3. If the score discipline is two, then the delivery score will be 12,549.

\[ \hat{Y} = 10.549 + 0.828X_2 \]

The strength of the relationship between service and produtivitas can be shown by \( r^2 \) correlation coefficient of 0.675. Significant test results correlation coefficient between variables are shown below.

b) **Coefficient of Determination**

Then the amount of service contribution in explaining productivity variables measured by coefficient of determination shown in Table 4.7 as follows:

**Table 4.7**

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.675*</td>
<td>.455</td>
<td>.445</td>
<td>5.42974</td>
</tr>
</tbody>
</table>

Source: Data processed 2015

a. Predictors: (Constant), discipline

b. Dependent Variable: delivery of goods

In Table 4.7 shows the correlation coefficient r value of 0.675 and \( r^2 \) value of 0.455 means the contribution of the disisoplin variable in explaining the variability of the sender of 45.5% and the remaining 54.5% explained by other variables not included in the model. Thus the influence of discipline on delivery is quite dominant category, because there are still other variables or factors that influence it more.
d. Hypothesis Tes(X₁ and X₂ to Y)

1) Multiple correlation coefficient analysis

Correlation coefficient is used to find out how strong the relationship between independent variables with dependent variable. Here are the results of data processing in Table 4.16. below this:

Table 4.8
Correlation Coefficient Results

<table>
<thead>
<tr>
<th>Mode</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
<th>Durbin-Watson</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.770</td>
<td>.593</td>
<td>.578</td>
<td>4.73568</td>
<td>1.870</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), efisiensi, Discipline
b. Dependent Variable: delivery

Source: data processed 2015

The interpretation of the result of Product Moment Pearson correlation analysis shown in Table 4.8 between the efficiency (X₁) and discipline (X₂) variables with the delivery of goods (Y) has a positive relationship with the strong level indicated by the r value of 0.770. It can be interpreted that the relationship between efficiency (X₁) and discipline (X₂) is positive or unidirectional which means efficiency improvement (X₁) and discipline (X₂) will increase delivery (Y).

2) Analisis Koefisien regresi berganda

To analyze the effect of efficiency (X₁) and discipline (X₂) on delivery (Y), the authors use regression analysis technique with the help of SPSS computer program. Based on data processing, obtained multiple regression results in the form of the following table 4.9.

Table 4.9
Results of Multiple Linear Regression Analysis

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td>t</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>2.307</td>
<td>6.972</td>
<td>.331</td>
<td>.742</td>
</tr>
<tr>
<td>Efficiency</td>
<td>.458</td>
<td>.107</td>
<td>.455</td>
<td>4.278</td>
</tr>
<tr>
<td>Discipline</td>
<td>.506</td>
<td>.131</td>
<td>.412</td>
<td>3.874</td>
</tr>
</tbody>
</table>

a. Dependent Variable: delivery

Source: data processed 2015

Based on the results of multiple regression analysis above, it can be obtained a regression line equation as follows:

a. The constant a of 2.307 states that if the variables X₁ and X₂ are constant, then the variable Y is 2.307.

b. The regression coefficient of X₁ states that each addition (due to positive sign) one unit of variable X₁ (efficiency) will increase the Y variable (delivery) by 0.458 assuming another independent variable of the constant.

c. The regression coefficient of X₂ states that every addition (due to positive sign) one unit of variable X₂ (discipline) will decrease the variable Y (pengriman) by 0.506 assuming another independent variable of constant magnitude.
CONCLUSION AND RECOMMENDATION

From the test result of the three proposed research hypotheses proved that the effectiveness variable (X1) and the discipline variable (X2) either individually or jointly have influence on the delivery of goods from warehousing in Tangerang to Tanjung Priok Port (Y). This conclusion can be summarized as follows:

1. The effectiveness variable has a significant positive effect on the delivery discipline of goods from warehousing to Tanjung Priok Port. Based on the calculation results obtained that the closeness of the relationship is shown with a correlation coefficient of 0.612 while the coefficient of determination of discipline on the effectiveness of goods delivery from warehousing to Tanjung Priok Port is 0.374. So it can be concluded that the higher the discipline given the higher the operational performance of the delivery of goods from the warehouse to the Port of Tanjung Priok, this is also supported by the hypothesis of research where there is a significant positive influence discipline of the potential delivery of goods from the warehouse to the Port of Tanjung Priok, with So hypothesis research H1 accepted or t count> t table (4.094> 1.701).

2. Effectiveness variables have a positive influence on the high potential of goods delivery from the warehouse to the Port of Tanjung Priok. Based on the calculation results obtained that the closeness of the relationship is shown by the correlation coefficient of 0.734 while the coefficient of determination effectiveness on the operational performance of goods delivery from the warehouse to the Port of Tanjung Priok is 0.538. This value means that the contribution of effectiveness to the rise of the potential delivery of goods from the warehouse to the Port of Tanjung Priok Is 53.8%. So it can be concluded that the more tiered with effective effectiveness given the higher the potential delivery of goods from the warehouse to the Port of Tanjung Priok, this is also supported by the hypothesis of research where there is a significant positive effect on the effectiveness of the potential delivery of goods from the warehouse to the Port of Tanjung Priok, Thus the hypothesis of H2 research is accepted or t count> t tabel (5.712> 1.701).

3. Variable discipline and effectiveness of delivery of goods together have a significant positive effect on the operational performance of goods delivery from the warehouse to the Port of Tanjung Priok. Based on the calculation results obtained that the closeness of the relationship is shown with a correlation coefficient of 0.743 while the discipline determination kofisiensi on the operational performance of goods delivery from the warehouse to the Port of Tanjung Priok is equal to 0.538. So it can be concluded that if the efficiency and discipline of container shipment are jointly improved then the results in the delivery of goods from the warehouse to the Port of Tanjung Priok will increase, it is also supported by the research hypothesis where there is a multiplier significant influence discipline and delivery effectiveness against the potential in Delivery of goods from the villages to the Port of Tanjung Priok, thus the hypothesis of H3 research accepted or F count > F table or 15.731> 3.354.

From the results of the research discussion, conclusions and research implications as described above, it is recommended as follows:

1. In terms of discipline, the human resources department through its staff needs to have managerial experience through direct company review in order to know clearly how problems managers face in terms of human resources.

2. In terms of delivery efficiency, it is necessary to foster a harmonious relationship between the warehouse, the operational department and the vendor of both shipping and trucking. This is necessary to motivate employees in carrying out their duties and responsibilities. So the results obtained more leverage both quality and quantity.

3. To further improve the performance of employees it is necessary to the training process how the work done can run smoothly and cooperate well and correctly.

4. With the holding of trainings and training is expected to improve the knowledge and development of employees who can complete in a timely, effective and efficient and SOP so as to contribute to the company and management company can provide assessment or performance for employees by providing Well-being compensation, facilities and promotion positions.

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