

Research Article

The Effect of Work Focus on Employee Performance at PT Nipro Indonesia Jaya

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Abstract: This study aims to analyze the effect of work focus and productivity on employee performance at PT Nipro Indonesia Jaya. Work focus is defined as the employees' ability to concentrate and maintain attention when completing tasks, while productivity reflects their effectiveness in producing outputs in accordance with established performance targets. The research employs a quantitative approach with an associative design, using data collected through questionnaires distributed to 100 respondents selected by simple random sampling. The collected data were processed and analyzed through a series of statistical procedures, including validity and reliability testing, classical assumption tests, and multiple linear regression analysis. The results show that work focus does not have a significant effect on employee performance, as indicated by statistical values that do not support the proposed hypothesis. In contrast, productivity demonstrates a positive and significant influence on employee performance, suggesting that higher productivity levels directly contribute to improved performance outcomes. Furthermore, simultaneous testing confirms that work focus and productivity together influence employee performance, although productivity serves as the stronger determinant. These findings suggest that efforts to enhance employee performance at PT Nipro Indonesia Jaya should primarily be directed toward strategies that increase productivity, while also considering other potential factors beyond work focus, such as motivation, teamwork, and leadership.

Keywords: Employee Performance; Productivity; PT Nipro Indonesia Jaya; Quantitative Research; Work Focus.

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1. Introduction

The success of a company or organization in achieving its stated goals is highly dependent on the performance of each employee involved (Savitri & Dessyarti, 2023). High employee performance can drive increased company productivity, which in turn has a positive impact on increasing company profitability (Eius Lestari & Desty Febrian, 2024). One of the main issues of focus is related to human resources, especially regarding employee performance. Companies face challenges in developing and retaining employees who have optimal performance to support the achievement of organizational goals (Asbari et al., 2020), including at PT..Nipro.Indonesia.In this case, Jaya focuses on the work of elements that have a significant impact on achieving the company's goals..Nipro.Indonesia.Jaya.is committed to maintaining high quality standards for each of its products, considering that the products they produce are medical devices. Therefore, even the slightest error in the production process is intolerable, as it can directly impact human safety and health. (Pawestri et al., 2024).

Amidst increasingly fierce competition, companies are required to continually improve employee performance to compete effectively in the marketplace. Poor performance is often caused by a lack of focus at work, which can impact employees' physical and mental health, lower productivity, and reduce engagement. If left unchecked, this can lead to decreased revenue and hinder long-term company profitability. Therefore, maintaining and improving

work focus is crucial for business continuity and success. Employee performance is a benchmark in assessing the level of productivity achieved by an employee in carrying out their functions in the company. Each employee has responsibilities tailored to their expertise and skills, so that the implementation of each task can run optimally. (Saefullah & Basrowi, 2022) The achievement of optimal performance is significantly influenced by work focus, because high concentration allows employees to complete tasks more carefully, on time, and in accordance with the specified standards. This is very important for PT Nipro Indonesia Jaya, which needs to understand well the relationship between work focus and employee performance. High work focus allows employees to concentrate on their tasks, so they can complete work more efficiently and effectively.

In this context, increasing employee work focus is a crucial factor that must be taken into serious consideration to support the achievement of company goals in a sustainable manner and maintain PT's competitiveness..Nipro.Indonesia.Jaya.in the medical device industry sector..

2. Literature Review

Human Resource Management

According to (Dr. Sigit Purwanto, S.I.P., M.SI., CHRP et al., n.d.) Human resource development functions to implement HR planning, recruitment, training, implementation, career development of each employee, as well as initiatives that support the company's organizational goals. Because human resource development is....one.Human resources have a very vital role, every organization or company is obliged to maintain the quality of work life and develop employees so that they can contribute optimally and effectively to achieve organizational and company goals. Human Resource Management.One.Human resources (HR) play a strategic role in optimizing employee potential (Kusuma, 2021) in (Gunawan et al., 2025). Through training programs, skills development, and individual empowerment, employees are equipped with the skills to carry out their duties more effectively. This step not only aims to increase productivity but also provides opportunities for employee professional development that aligns with the needs of the organization. Ultimately, a match is established between individual aspirations and the company's vision, so that mutual success can be achieved.

Meanwhile, according to (Deni Pandu Putra Kusuma & Ahmad Nasrulloh, 2022) Source,one.Human resources (HR) have a very strategic role in an organization to achieve the goals that have been set. The role is an important responsibility for managers in managing the HR they have. Management itself includes a series of activities that include planning, organizing, directing, and controlling all existing components, by optimally utilizing all resources, including HR, to achieve the goals that have been set.

Based on this understanding, it can be concluded that Human Resource Management (HRM) plays a strategic role in developing and optimizing employee potential to support the achievement of organizational goals. HRM management includes planning, recruitment, training, skills development, individual empowerment, career development, and initiatives oriented towards organizational progress. Through training and empowerment programs, employees are equipped with the ability to carry out their duties effectively, thereby not only increasing productivity but also encouraging professional growth that aligns with organizational needs. Ultimately, harmony is created between individual aspirations and the company's vision, by optimally utilizing all resources through planning, organizing, directing, and controlling, so that mutual success can be realized.

Work Focus

According to the Great Dictionary of the Indonesian Language, focus is defined as the concentration of attention or thought on a particular thing. Meanwhile, according to Kreis Warendorf (in Suwanto et al., 2019), focus is defined as an individual's ability to direct their attention focused on a particular thing.According to Regulatory Focus Theory (Hidayat et al., 2021) states that every individual is driven to achieve behaviorally oriented goals, but the methods used vary according to individual preferences and goals. This definition refers to the cognitive-behavioral approach individuals employ to achieve goals through two mechanisms: a promotion focus (directed toward achieving desired positive outcomes) and a prevention focus (aimed at avoiding actions that could potentially have negative impacts).Hidayat et al. (2021) explain that work focus plays a strategic role in ensuring each employee works in

accordance with organizational targets. Individuals with a high level of work focus are able to manage time optimally, prioritize tasks, and maintain accuracy in every stage of work. From an organizational perspective, work focus aims to ensure the effective achievement of company goals. Asbari et al. (2020) emphasize that employee work focus is a crucial indicator in evaluating organizational performance, as employees with high levels of focus tend to contribute maximally to company productivity. Work focus also serves as an indicator of management's success in building a conducive work environment that supports employee concentration.

Work focus is essentially intended to ensure that employees can allocate attention, energy, and mental resources optimally to the task at hand. According to Saefullah & Basrowi (2022), work focus aims to increase work effectiveness and efficiency, minimize errors, and accelerate task completion. With good work focus, individuals are expected to be able to maintain consistent work quality and avoid distractions irrelevant to their work. Work focus is strongly influenced by physical and mental conditions as well as intrinsic motivation (Aisyah, 2022). Work focus refers to an employee's ability to concentrate on the task at hand, avoiding distractions from external and internal factors. Employees with high work focus can focus their attention effectively, allowing them to complete work more quickly and accurately (Suwanto et al., 2019).

Work focus is often a measure of an employee's seriousness in carrying out their duties. Similarly, employee performance in providing services is assessed based on the level of customer satisfaction with the service received. Each employee's level of work focus naturally varies, influenced by internal factors..individual.and.factor.external from the surrounding environment..According to Lee et al. (2020), the state of flow in the workplace represents a tangible form of high-level work focus, where individuals experience intense engagement, an unconscious sense of time, and a consistent work rhythm. Research by Brown et al. (2023) adds an objective approach through digital activity data, showing that high duration of continuous, uninterrupted activity and an active time ratio are other indicators of flow.focused work.

According to Abuhashesh, Al-Dmour & Ed Masa'deh, the results of their research show that the factors of primary concern include wages, organizational culture, job satisfaction, stress, training, and job security.

According to (Gardner et al., 1989) what influences employees to react to focus is: (1) Develop a theoretical basis for considering employee attention focus as an important factor in understanding employee behavior. (2) Discussing the scope of the construct. (3) Offering operationalization of constructs. (4) Presents empirical evidence regarding the validity and usefulness of this operationalization. (5) Provides suggestions for further research to allow further refinement of this new construct.

Ways to increase focus at work are according to (Suwanto et al., 2019), as follows: (1) **Meaning work with heart**, Carry out every task with full awareness, responsibility, and sincerity. Working isn't just about fulfilling obligations, but also about understanding that every task has value and benefits, both for oneself and others. By deeply understanding one's work, one will be more motivated, take pride in their work, and be able to maintain enthusiasm and focus over the long term. (2) **Create and commit to a work schedule**, Develop a regular and structured work plan so that every task can be completed on time. A work schedule helps organize priorities, avoid procrastination, and minimize stress caused by piling up work. Commitment to a schedule means being disciplined in following it, resisting distractions from outside work, and striving for consistency to maintain productivity. (3) **Looking for a conducive place to work**, Choose a quiet, comfortable, and distraction-free environment to maintain concentration. A conducive workplace can help increase productivity by allowing the mind to focus and avoid distractions. A clean, well-organized environment with adequate lighting and a supportive atmosphere will make someone feel more at home and enthusiastic about completing their work. (4) **Give an example working culture which is good**, Demonstrate professional, disciplined, and responsible work behavior to serve as a role model for other coworkers. A positive work culture, such as arriving on time, respecting others' opinions, working as a team, and maintaining ethical communication, will create a harmonious work environment. By setting a good work culture example, one not only enhances one's self-image but also helps build a productive and supportive work environment. (5) **Practice mental rest to maintain energy**, Allowing your body and mind regular rest time to stay fit and avoid fatigue. Adequate rest, such as quality sleep, short breaks between work, or engaging in relaxing activities, is essential for restoring energy and maintaining emotional stability. By practicing good rest habits, you'll maintain

concentration, enabling you to work more effectively and stay focused over the long term. (6) **Strengthen the intention**, Instill a strong sense of determination before starting work. A strong intention will be the primary driving force behind staying focused and persevering despite challenges. Having a clear intention and a definite goal will motivate a person to complete their tasks well and maintain consistency in their work. A strong intention also helps build a sense of responsibility and dedication to their work. (7) Familiarize yourself, Making focused work a habit, repeated over and over again, becomes part of your daily routine. Consistently practicing focus, time management, and avoiding distractions will establish a regular work pattern. By practicing this habit, your ability to concentrate will be sharpened, productivity will increase, and work results will be maximized.

Work Focus Structure

Work focus structure refers to the important dimensions and components that shape an individual's ability to focus attention and energy on work. Hidayat et al. (2021) in Regulatory Focus Theory divide the work focus structure into two main dimensions:

Focus on Performance Improvement

This focus is a work orientation that emphasizes achieving positive results, self-development, and innovation. Individuals with a high promotion focus tend to take initiative, work proactively, and are growth-oriented (Suwanto et al., 2019). Indicators of a focus on performance improvement are as follows: (1) Work initiative – actively seeking new ways to improve efficiency (Hidayat et al., 2021). (2) Orientation towards achieving targets strives to complete work exceeding established standards (Suwanto et al., 2019). (3) Creativity and innovation – generating new ideas to improve work processes (Asbari et al., 2020). (4) Optimism towards work – positive belief that tasks can be completed on time (Saefullah & Basrowi, 2022).

Prevention Focus

Prevention focus is an orientation that focuses on avoiding risks and errors in work. Individuals with this dimension are more careful, meticulous, and adhere to work procedures to avoid failure (Asbari et al., 2020). Indicators of prevention focus are as follows: (1) Compliance with work procedures – following SOPs in a disciplined manner to avoid errors (Pawestri et al., 2024). (2) Carefulness in work – double-checking work results before submitting (Lestari & Febrian, 2024). (3) Attention to detail of work – ensuring conformity of results to company quality standards (Suwanto et al., 2019). (4) Personal risk management – avoiding actions that could potentially harm the company.

In addition to these dimensions, Saefullah & Basrowi (2022) added that the work focus structure also involves the following components: (1) Perseverance; The ability to continuously concentrate on one task for a long time. (2) Discipline; Compliance with established work schedules and standards. (3) Accuracy; Attention to detail to produce quality work according to standards. (4) Distraction Management; The ability to ignore internal (negative thoughts, mental fatigue) and external (noisy work environment) distractions.

The dimensions of work focus are divided into promotion focus, prevention focus, and supporting behaviors. The promotion focus dimension describes employees' orientation toward achieving positive results through creativity, initiative, and optimal target achievement (Hidayat et al., 2021). Meanwhile, prevention focus relates to caution, adherence to procedures, and thoroughness to avoid work errors (Pawestri et al., 2024). On the other hand, behaviors supporting work focus, such as perseverance, time discipline, the ability to manage distractions, and emotional control, help strengthen employee concentration in completing tasks (Saefullah & Basrowi, 2022). These dimensions complement each other and serve as a reference in measuring the level of work focus in an organizational environment. Thus, the structure of work focus is a combination of goal orientations (promotion and prevention) and work behavioral characteristics that support effectiveness and efficiency in completing tasks.

Implications of Work Focus on Performance

Employees with a high level of work focus are better able to complete tasks efficiently, minimize errors, and increase productivity and output quality. This directly contributes to: (1) Effectiveness of achieving organizational goals, (2) Increase company profits through maximum work results, (3) Competitiveness of companies in related industries

Impact of Work Focus

Work focus has a significant impact on individual, team, and organizational performance. A high level of work focus has been shown to directly contribute to increased work effectiveness and efficiency. Lestari & Febrian (2024) found that employees with high levels of focus can complete work 30% faster than those with low levels. This is due to their ability to reduce distractions, manage time effectively, and focus energy on priority tasks.

Besides affecting work speed, focus also impacts the quality of work. Research by Suwanto et al. (2019) shows that employees with high levels of focus make fewer errors than those with low levels of focus because they tend to be meticulous and follow procedures diligently. Pawestri et al. (2024) also emphasize the importance of focus, especially in the medical device industry, where even the smallest error can have fatal consequences for the safety of product users.

The impact of work focus is not limited to technical aspects but also affects employees' psychological well-being. Employees with good work focus tend to experience lower levels of work stress because they are able to complete tasks in a structured manner and avoid work overload (Saefullah & Basrowi, 2022). Furthermore, a good level of focus also contributes to job satisfaction, as employees feel more in control of their work and achieve set targets (Asbari et al., 2020).

At the organizational level, work focus impacts productivity and the achievement of company goals. Consistently focused employees will improve operational efficiency, reduce wasted time and resources, and strengthen the company's competitiveness. Hidayat et al. (2021) state that work focus can be a key indicator of organizational performance, as a company's success in achieving production and quality targets depends heavily on employees' ability to work with full concentration. From these various studies, it can be concluded that work focus has a broad positive impact, both on individual performance (effectiveness, efficiency, work quality), psychological health (low stress levels, high job satisfaction), and overall organizational performance (increased productivity and competitiveness). Therefore, companies need to pay special attention to building work systems and environments that support employee work focus.

From the experts above, it can be concluded that work focus can be defined as the employee's ability to direct and maintain full attention to the task at hand, by minimizing internal and external distractions, so that they can work more efficiently, accurately and productively.

Employee performance

Understanding Employee Performance

Performance is a comprehensive reflection of a company's condition during a specific period, reflecting the results and achievements achieved. This level of performance is influenced by the company's operational activities in managing and utilizing its resources effectively and efficiently. According to (Husna & Prasetya, 2024), employee performance is the output resulting from the implementation of functions or activities in a job within a specific time period, reflecting both the quality and quantity of work completed. According to (Arya Garin Nugraha et al., 2024), employee performance encompasses the achievement of results, productivity levels, and the ability to achieve predetermined work goals.

This concept also includes aspects such as work quality, initiative, and the influence of employee contributions to the overall success of the organization. The following are several employee performance indicators put forward by experts. (Harras (1) Work Results (2) Work Attitude (3) Work Behavior. The work results referred to are the achievement of targets or goals, both in terms of quantity..as well as in terms of quality..Work attitude refers to compliance with policies, rules, procedures, and instructions established by the organization. Examples of work attitudes include discipline, responsibility, commitment, and motivation. Work behavior refers to skilled or trained behavior, orderly behavior, and thoroughness in

carrying out tasks. With these behaviors, employees have a greater opportunity to achieve their goals (Asmarani, 2021).

Factors Affecting Employee Performance

Sani et al. (2022) explain that performance is a multidimensional concept, reflecting various aspects, and influenced by a number of factors. Some factors that can influence performance include: (1) Personal or individual factors include the abilities, skills, level of self-confidence, motivation, and commitment of each employee. (2) Leadership factors include the ability of leaders or managers to provide motivation, direction, support and work enthusiasm to their subordinates. (3) Team factors, which relate to the quality of interactions between team members, including support, trust, cohesiveness, and work solidarity within the team. (4) System factors include work systems, availability of facilities and infrastructure, work processes, and organizational culture that supports productivity. (5) Contextual or situational factors, which relate to the pressure and dynamics of change from the internal and external environment of the organization.

According to Gibson (Andrifan Dwi, 2022), performance is influenced by three main factors, namely: (1) Individual factors include abilities, skills, work experience, family background, and social and demographic conditions that a person has. (2) Psychological factors, including perception, role, attitude, personality, motivation, and level of job satisfaction. (3) Organizational factors, related to organizational structure, job design, leadership style, reward systems, and organizational rules such as work discipline.

According to Darmawan in , good performance is reflected in employee integrity, demonstrated through a focus on the quantity and quality of work, the ability to work collaboratively in groups, punctuality in completing work, and adherence to work procedures. Therefore, organizational success in improving employee performance can be achieved through consistent and appropriate work communication, as well as by building integrity in each employee. According to Ghebregiorgis (2018), Factors influencing employee performance include motivation, training, and working conditions, all of which have been shown to have a positive and significant relationship to performance. Therefore, the higher the employee motivation, the more effective the training, and the more conducive the working conditions, the higher the employee performance within the company.

According to Simamora, performance is influenced by three main factors. First, individual factors, including abilities, skills, background, and demographics. Second, psychological factors, including perception, attitude, personality, learning, and motivation. Third, organizational factors, related to resource availability, leadership, reward systems, work relationships, and job structure and design. These three factors play a crucial role in supporting optimal performance.

According to Mangkunegara in (Kamirullah, 2021), factors that influence performance can be divided into two main categories, namely internal factors and external factors. Internal factors include an individual's innate characteristics or traits that influence how a person works. External factors include various aspects of the work environment that impact individual performance, such as the behavior, attitudes, and actions of coworkers, subordinates, or superiors, the availability of work facilities, and the overall condition or climate of the organization.

Based on various previous studies, it can be concluded that employee performance is influenced by three main factors: individual factors, psychological factors, and organizational factors. Individual factors include abilities, skills, work experience, family background, and demographic aspects. Psychological factors include motivation, perception, personality, attitude, job satisfaction, and learning processes that play a role in shaping effective work behavior. Meanwhile, organizational factors relate to working conditions, organizational structure, job design, leadership, reward systems, work rules or discipline, and communication patterns that exist in the work environment.

Overall, optimal performance can be achieved if the company is able to manage these three factors in a balanced manner, such as by creating a conducive work environment, providing appropriate training, increasing motivation, and implementing a regular and directed work system.

Employee Performance Assessment Aspects

Performance can be defined as the results achieved by an individual in completing their tasks and responsibilities. It also refers to the extent to which an individual successfully completes their tasks comprehensively within a specific timeframe. Furthermore, performance can encompass the completion of responsibilities by a group of individuals within an organization. (Anggraini et al., 2023)

In an effort to achieve predetermined targets, employee performance assessments need to be carried out as a form of company attention. This assessment is also important for employees as a means of feedback. To improve employee performance, performance assessments are needed. Performance assessment is a process that aims to describe the extent to which programs, activities, or policies have been implemented in an effort to achieve the goals, objectives, vision, and mission of the organization that have been set through strategic planning. The assessment process is carried out systematically by measuring individual work achievements and comparing them with predetermined standards, so that the level of employee success in carrying out their duties and responsibilities can be known. Performance assessments provide an objective picture of the extent of employee contributions in achieving organizational goals, as well as being a basis for competency development...Employees and continuous improvement efforts in their work environment. Performance appraisals play a crucial role as a means of conveying information that can be used in evaluating and developing employee performance. Without a comprehensive performance appraisal system, companies will face difficulties in assessing the achievement of established goals and measuring performance improvements across various aspects each year.

Based on this explanation, the primary purpose of performance appraisals is to assess the extent to which employees have achieved their goals. The objectives of performance appraisals include the following: (1) Provide proportional rewards, according to the level of achievement and contribution of employees to the organization. (2) Encourage accountability, namely the company's responsibility in managing and evaluating its human resources. (3) Differentiating performance levels between individuals, thus facilitating the managerial decision-making process regarding human resources. (4) Supporting human resource development, including reassignment (job rotation), promotions, job promotions, and training and development programs. (5) Increase work motivation, through recognition of good performance and providing opportunities for development. (6) Building and strengthening work ethic, by creating a competitive and professional environment.

The objectives of employee performance appraisal include: (1) Provide proportional rewards, according to the level of achievement and contribution of employees to the organization. (2) Encourage accountability, namely the company's responsibility in managing and evaluating its human resources. (3) Differentiating performance levels between individuals, thus facilitating the managerial decision-making process regarding human resources. (4) Supporting human resource development, including reassignment (job rotation), promotions, job promotions, and training and development programs. (5) Increase work motivation, through recognition of good performance and providing opportunities for development. (6) Building and strengthening work ethic, by creating a competitive and professional environment.

According to Bernardin and Russel in (Andrifan Dwi, 2022), there are five aspects that are used in performance assessment, namely:

Quantity(quantity)

Quality refers to the extent to which an activity or work product approaches perfection and aligns with predetermined standards and objectives. Quality is a crucial indicator because it demonstrates the accuracy, precision, and conformity of work results to organizational expectations. The higher the quality of work, the less likely errors or deviations are to occur in task execution. (Lestary & Chaniago, 2018)

Quality (quality)

Quantity describes the amountoutputThe amount of work that an individual can complete within a certain time period. The measurement can be in physical units such as the number of product units, nominal money (rupiah), or the number of successful activity cycles. This indicator assesses the extent to which employees are able to meet the work volume targets assigned by the organization efficiently and on time. (Lestary & Chaniago, 2018)

Timeliness (punctuality)

The ability to complete tasks or produce output within the specified time limit, in line with the results of other work, and able to utilize time effectively for additional activities.

Cost effectiveness(cost effectiveness)

Demonstrates an individual's or organization's ability to optimally utilize resources, including human, financial, and material resources. The primary goal is to achieve optimal results at the lowest possible cost while minimizing potential losses from resource utilization. This indicator is important in assessing operational efficiency and managerial budget management.

Interpersonal impact(interpersonal relationships)

The level of an employee's ability to foster an attitude of mutual respect, build good relationships, and create harmonious cooperation with colleagues and subordinates.

These components serve as a reference for management in assessing employee performance comprehensively, thus providing a comprehensive understanding of employees' roles and contributions to organizational success. Employee performance measurement aims to support performance improvement, ensure effective resource allocation, and serve as a basis for informed decision-making (Khaeruman et al., 2023). Continuously maintained and improved performance will have a positive impact on the organization or business entity concerned. In the context of public organizations, this can strengthen and increase public trust. Meanwhile, for companies, good performance will gradually drive increased profits, and if maintained and improved, will generate sustainable profits (Ma'ruf Abdullah) in (Anggraini et al., 2023).

According to Cascio (Setiobudi, 2017), in order for performance assessments to be carried out effectively, there are several important aspects that must be considered, namely:

Relevance

Performance assessment standards need to be prepared with a clear link to organizational goals, and must demonstrate..connection..which is close between the elements..main job results of job analysis with dimensions used in the assessment form.

Sensitivity

System assessment performance must be able to distinguish employees who have good performance from those who are less effective.

Reliability

Assessment data must be reliable, so the assessor must have sufficient time and opportunity to directly observe employee performance. Without this, the assessment will be less objective.

Acceptability

The performance appraisal program must be acceptable to those who use it, both managers and employees, because if not, there is a possibility of rejection or attempts to thwart its implementation.

Praktikalitas (Practicality)

Performance assessment instruments need to be structured simply and clearly so that they are easy to understand and can be applied by both managers and employees.

Employee performance appraisal is a systematic process to assess the extent to which programs, activities, and policies have been implemented in order to realize the strategically planned goals, objectives, vision, and mission of the organization. This process is carried out by measuring individual work achievements and comparing them with established standards, so that the level of employee success in carrying out their duties and responsibilities can be known. Moreover, performance appraisal provides an objective picture of employee contributions to achieving organizational goals, as well as being the basis for competency development and continuous improvement...in the work environment..

Employee Performance Dimensions and Indicators

Dimensions are understood as a set of specific elements known as performance indicators. Robbins, as quoted by Anwar..king..Mangkunegara. In research (Safitri, 2022), it is stated that performance dimensions and indicators can be identified and evaluated through various aspects certain

Quality of Work

Work quality is a measure of an employee's success in completing tasks according to established standards. This dimension can be assessed through three main indicators: (1) Neatness. (2) Accuracy. (3) Work result.

Quantity Work

Work quantity is a measure that indicates the amount of work or tasks an employee can complete within a certain time period. This aspect describes the speed and number of tasks an individual can complete. The work quantity dimension can be evaluated through two main indicators, namely: (1) Speed. (2) Ability.

Not quite enough Answer

Not quite enough answer in context. Job responsibility refers to an individual's awareness and commitment to the obligations they must fulfill in accordance with the tasks assigned by the company. This dimension reflects the level of compliance and sense of ownership in the work they undertake. Responsibility is measured through: (1) Work result. (2) Take a decision.

Cooperation

Cooperation reflects an employee's readiness and willingness to participate in collaborative relationships, both vertically with superiors and horizontally with coworkers, both within and outside the workplace. The primary goal is to improve the effectiveness and quality of work output. The dimensions of cooperation can be assessed through two main indicators:: (1) Braided cooperation. (2) Compactness..

Initiative

Initiative refers to an employee's ability to take proactive action or decisions without having to wait for instructions from superiors, particularly when dealing with problems in the work environment. This initiative dimension is measured through one main indicator, namely: problem-solving skills.

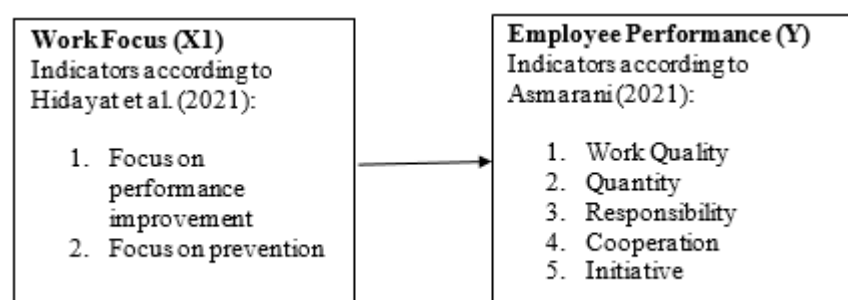


Figure 1. Framework.

Research proposition

The hypothesis formulated in this study aims to test.. Work focus is an employee's ability to concentrate on a task so that it can be completed on time, accurately, and according to set targets. Employees with a high level of work focus tend to be able to minimize distractions, prioritize work, and maintain the quality of their work. This can impact performance improvements, both in terms of quantity and quality of work produced.

Referring to the above description, the hypothesis proposed is:

H1 = Hypothesized to exist..Focus..Work (X1) .influential positive on Performance Employee (Y).

Ho = It is suspected that there is no positive influence of Work Focus (X1) on Employee Performance (Y).

3. RESEARCH METHODS

This study employs a quantitative approach with a descriptive and analytical design to examine the relationship between work focus and employee performance at PT Nipro Indonesia Jaya. The research was conducted over three months, covering the planning stage, data collection through questionnaires, and data analysis. The population consists of all employees of PT Nipro Indonesia Jaya, with a sample of 100 respondents selected using simple random sampling to ensure representativeness. The independent variable is work focus, defined as employees' ability to concentrate, avoid distractions, and complete tasks effectively. The dependent variable is employee performance, measured through quality, quantity, and achievement of work targets. Data were collected using structured questionnaires based on the dimensions and indicators of each variable. Multiple linear regression analysis was applied to determine the extent to which work focus influences employee performance.

4 RESEARCH RESULTS AND DISCUSSION

Research result

Respondent Profile

| No | Gender | Frequency | Percentage |
|--------------|--------|------------|-------------|
| 1 | Woman | 90 | 90% |
| 2 | Man | 10 | 10% |
| Total | | 100 | 100% |

Based on the results of data processing on 100 respondents, the data obtained shows that the majority of respondents were women, namely 90 people or 90% of the total respondents. Meanwhile, there were 10 male respondents, or approximately 10%. This indicates that the composition of respondents in this study is dominated by female employees compared to male employees. This dominance of women may reflect the real conditions in companies where the majority of the workforce is female, especially in the production and operations departments. Thus, the results of this study describe more of the views and experiences of female employees compared to male employees.

Descriptive Statistics

Descriptive statistical measurements on these variables were conducted to provide an overview of the data, including the average value (Mean), maximum value (Max), minimum value (Min), and standard deviation for each variable, namely Work Focus (X) and Employee Performance (Y). The results of the descriptive statistical analysis are presented in the following table.

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|-----|---------|---------|-------|----------------|
| Fokus Kerja | 100 | 38 | 110 | 75.00 | 15.891 |
| Kinerja Karyawan | 100 | 47 | 115 | 78.00 | 14.555 |
| Valid N (listwise) | 100 | | | | |

Source: Processed by the author 2025

Based on the results of descriptive statistical tests, the Work Focus variable has a total of 100 respondents (N), with a minimum value of 38 and a maximum value of 110. The average value (Mean) was recorded at 75.00, while the standard deviation was 15.891. This shows that in general, respondents have a moderate to high level of work focus, but the existence of a fairly low minimum value (38) and a relatively large standard deviation indicates a significant difference between respondents in terms of work focus.

The Employee Performance variable has a total of 100 respondents, with a minimum value of 47 and a maximum value of 115. The average value recorded was 78.00 with a standard deviation of 14.555, which indicates that overall employee performance is in the good category. A fairly wide range of values indicates that there are employees with performance that is far below or above average.

A valid N (listwise) value of 100 ensures that all respondent data can be included in further analysis without any missing data.

These results provide a preliminary indication that both employee work focus and performance tend to be positive, but there is significant variation between individuals. This variation is likely influenced by other factors, such as the work environment, leadership style, and individual motivation, which will be further analyzed in the next phase.

Classical Assumptions

Normality Test Results

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|-----------------------|-------------------------|
| N | | 100 ^a |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 14.5544670 |
| Most Extreme Differences | Absolute | .088 |
| | Positive ⁺ | .067 |
| | Negative | -.088 |
| Test Statistic | | .088 |
| Asymp. Sig. (2-tailed) | | .054 ^c |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

These results using the One-Sample Kolmogorov-Smirnov table indicate that the data obtained are normally distributed, meaning the data distribution does not deviate to the left or right. Furthermore, based on the Asymp. Sig. value of $0.200 > 0.05$, it can be concluded that the data meets the assumption of normality.

Multicollinearity Test Result

A multicollinearity test is conducted to determine whether there is a very strong relationship between items within a variable. In PLS-SEM, a VIF value of 5 or more indicates a potential collinearity problem (Hidayat et al., 2021). Based on the analysis results, there is no indication of multicollinearity in this research model, as all items show VIF values below 5.

| Coefficients ^a | | | | | | | |
|---------------------------|-----------------------------|------------|--------------------------------|--------|------|-------------------------|-------|
| Model | Unstandardized Coefficients | | Standardized Coefficients Beta | t | Sig. | Collinearity Statistics | |
| | B | Std. Error | | | | Tolerance | VIF |
| 1 (Constant) | 78.777 | 7.150 | | 11.017 | .000 | | |
| Fokus Kerja | -.010 | .093 | -.011 | -.111 | .912 | 1.000 | 1.000 |

a. Dependent Variable: Kinerja Karyawan

Based on the multicollinearity test results in the table above, the Work Focus variable shows a Tolerance value of 1.000 and a VIF (Variance Inflation Factor) of 1.000. This indicates that the Work Focus variable is free from high correlation issues with other independent variables, making it suitable for use in regression analysis.

Heteroscedasticity Test Results

| Coefficients ^a | | | | | |
|---------------------------|-----------------------------|------------|--------------------------------|-------|------|
| Model | Unstandardized Coefficients | | Standardized Coefficients Beta | t | Sig. |
| | B | Std. Error | | | |
| 1 (Constant) | 9.493 | 4.183 | | 2.269 | .025 |
| Fokus Kerja | .029 | .055 | .054 | .535 | .594 |

a. Dependent Variable: abs_res

Because the significance value is greater than 0.05, it can be concluded that the regression model does not exhibit heteroscedasticity. This means that the residual variance (error) is constant or homogeneous for each value of the independent variable. Thus, the regression model meets the classical assumptions of homoscedasticity and is suitable for further analysis.

Validity and Reliability

Validity Test Results

Validity testing is a process to ensure that the research instrument is in accordance with the research objectives and is able to measure the intended aspects, so that the resulting data is accurate and relevant (Rizki et al., 2024). The questionnaire validity test was conducted by taking a sample representing all respondents, using the product-moment correlation technique. Validity testing is performed by comparing the calculated *r* value to the table *r* value. An item is considered valid if the calculated *r* value is greater than the table *r* value, whereas if the calculated *r* value is less than or equal to the table *r* value, the item is declared invalid. Based on the table above, all items in the questionnaire are declared valid because their calculated *r* values are greater than the table *r*. This indicates that each question item accurately measures the intended variable indicators. Therefore, the research instrument has met validity criteria and is suitable for further data collection. High validity ensures that the data obtained accurately reflects the construct being studied, ensuring scientifically sound research results.

Reliability Test Results

Reliability testing is a method for assessing the consistency of a measuring instrument. An instrument is said to be reliable if it produces the same data when used repeatedly on the same object. (Dahlan Ramdhani & Pepri Sulistiani Muningsih, 2024). Reliability testing aims to assess the consistency or reliability of an instrument. An instrument is considered reliable if it is able to produce consistent data when used repeatedly. This test generally uses the Cronbach's Alpha value, with the following criteria: A Cronbach's Alpha value ≥ 0.70 indicates the instrument is reliable.

| Variabel | Cronbach's Alpha | Kriteria | Hasil |
|----------|------------------|----------|----------|
| X | 0,938 | 0,6 | Reliabel |
| Y | 0,919 | 0,6 | Reliabel |

Based on the results of the reliability test, if one of the tables shows a Cronbach's Alpha value ≥ 0.70 , it can be concluded that the instrument in the table is reliable or has a good level of consistency in measuring the intended variable.

Hypothesis Analysis

Simple Linear Regression Test Results

| Coefficients ^a | | | | | |
|---------------------------|-------------|-----------------------------|------------|---------------------------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | Sig. |
| | | B | Std. Error | Beta | |
| 1 | (Constant) | 78.900 | 7.091 | | .000 |
| | Fokus Kerja | -.012 | .093 | -.013 | .897 |

a. Dependent Variable: Kinerja Karyawan

Based on the output results in SPSS above, the regression equation model can be formulated as follows:

$$Y = 78,900 - 0.012 + 0.368$$

Information:

Y = Employee Performance (dependent variable)

X = Work Focus (independent variable)

78,900 is a constant, meaning that if there is no influence from Work Focus, then the Employee Performance value is estimated at 78,900.

-0.012 is the regression coefficient of Work Focus, which indicates that every one unit decrease in Work Focus will decrease Employee Performance by 0.012 points, although this effect is very small.

Hypothesis Test Results

H₁: Work Focus has a significant effect on Employee Performance.

Based on the results of the regression analysis, a regression coefficient of -0.012 was obtained with a significance value (Sig.) of 0.897. Because the significance value is greater than 0.05, the H₁ hypothesis is rejected.

The Work Focus variable did not significantly influence Employee Performance. Furthermore, the negative coefficient indicates a negative relationship between Work Focus and Employee Performance, although this relationship was not statistically significant. This means that increasing or decreasing Work Focus did not significantly impact Employee Performance in the context of this study.

Discussion

Based on the results of simple linear regression analysis, the Work Focus variable shows a regression coefficient of -0.012 with a significance value (Sig.) of 0.897. Because the significance value is greater than $\alpha = 0.05$, the hypothesis H₁ which states that "Work Focus has a positive effect on Employee Performance" is rejected. Thus, statistically, work focus does not have a significant effect on employee performance at PT Nipro Indonesia Jaya.

The negative direction of the relationship, although not significant, indicates that increased work focus does not automatically translate into increased employee performance. This phenomenon could be caused by several possibilities:

Other variables that more dominantly influence performance.

In the context of the medical device industry such as PT Nipro Indonesia Jaya, factors such as technical skills, adequate training, teamwork, and work facility support may have a greater influence on performance than work focus alone.

High work focus is not necessarily productive.

Some employees may have high focus, but this is not balanced with efficient work methods, good coordination, or innovation in completing tasks, so that the final results do not experience significant improvement.

Differences in perception and work style.

A high level of work focus can be interpreted differently by each individual. For example, some employees may be overly meticulous, slowing down the work process, or overly focused on avoiding mistakes, making them less productive.

The results of this study differ from most previous studies (e.g., Asbari et al., 2020; Hidayat et al., 2021), which found that work focus positively influences employee performance. This difference indicates that within PT Nipro Indonesia Jaya, the relationship between work focus and performance may be mediated or moderated by other factors such as work motivation, workload, leadership, and organizational culture.

6. CONCLUSION AND SUGGESTIONS

CONCLUSION

Based on the results of data analysis and discussion, several conclusions can be drawn. The work focus of PT Nipro Indonesia Jaya employees is generally in the medium to high category, with an average score of 75.00 on the measurement scale, although there is considerable variation among respondents. Employee performance is classified as good, with an average score of 78.00, indicating that, in general, employees are able to carry out their duties and responsibilities in accordance with company targets and standards. However, the hypothesis test results show that work focus does not significantly influence employee performance (Sig. value $0.897 > 0.05$), leading to the rejection of the hypothesis that work focus has a positive influence on employee performance. These findings suggest that an increase in work focus does not directly contribute to better performance, and that other factors such as work motivation, teamwork, technical skills, leadership, and work facility support may play a more significant role. Overall, this study successfully addressed its research objectives by describing the level of work focus, describing the level of employee performance, and testing the influence of work focus on employee performance at PT Nipro Indonesia Jaya.

SUGGESTION

Based on the research findings showing that work focus does not significantly impact employee performance, PT Nipro Indonesia Jaya is advised to not only focus on improving employee work concentration, but also strengthen other factors that have a greater impact on performance, such as technical training, increased motivation, workload management, and the creation of a collaborative work culture. The company also needs to provide a balanced competency development program between aspects of work focus, technical skills, and soft skills to improve overall productivity. For regulators or the government, these results can provide input for formulating policies to increase workforce productivity in the medical device industry sector by emphasizing the balance between psychological and technical factors. For future researchers, it is recommended to consider mediating or moderating variables such as work motivation, job satisfaction, leadership, and work environment, and use mixed methods to gain a more comprehensive understanding. The research can also be expanded to other companies in the same sector to compare the results and strengthen the generalizability of the findings.

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