The Influence of Supervision, Coordination, Work Attitudes, Work Skills, and Empowerment on Work Productivity of UMKM Tahu Tempe Employees in Semarang City

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ARTICLEINFO	ABSTRACT
	This study aims to determine the effect of Supervision, Coordination, Work Attitude, Work Skills, and Empowerment on Work Productivity of UMKM Tahu Tempe Employees in Kotap Semarang. The research population is all employees of UKM Tahu Tempe in Semarang City, the sample that has been determined in this study is 385 employees using a non-probability sampling technique with the convenience sampling method using the PCochran formula. Data analysis in this study used multiple linear regression analysis of the SPSS version 24 program. The results of the analysis and discussion show that partially Supervision has a positive and significant effect on Work Productivity, that partially Coordination has a positive and significant effect on Work Productivity, partially Work Attitude has a positive and significant effect on Work Productivity, partially Skills Work has a positive and significant effect on Work Productivity, partially Empowerment has a positive and significant effect on Work Productivity, Supervision, Coordination, Work Attitude, Work Skills, and Empowerment simultaneously has a positive and significant effect on Work Productivity of UMKM Tahu Tempe Employees in Kota Semarang.

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1. INTRODUCTION

MSMEs are companies with the same owner and management. Capital is provided by the owner or a small group of capital holders. The target market for MSMEs is generally local, but there are also companies that export their products abroad and have a small number of employees, total assets and infrastructure. MSMEs consist of various types of businesses such as manufacturing companies, trading companies and service companies (Savitri & Saifudin, 2018) .Labor productivity achieved by tempe SMEs in the city of Semarang is not optimal and the tempeh produced is yellowish in color, this needs to be resolved immediately. The first problem faced by partners is related to the lack of understanding of related employees during the soybean cooking process (Apriyanti et al., 2022) . Performance is the result of work by someone carrying out based on, effort, and and time to standards criteria (Sutrisno et al., 2022) .

Bintari, (2014) based on a field survey found that in a series of tahu and soy milk production processes in Bandungan, Semarang Province, where the production process is divided into several stages, the problem encountered in terms of production is the process of crushing the soybeans. I found that the soybeans were still being trampled on. This is done manually. This method is very laborious and takes at least 10-15 minutes per 15 kg of raw materials. Therefore, craftsmen need

technical assistance to support the production process. Not only the technical aspects of machines and equipment, but also the aspects of production management are not paid enough attention to by craftsmen. This can be seen in the layout of production facilities, cleanliness and environmental protection, as well as workers in slum settlements. In several partners, equipment work position (ergonomics), equipment arrangement, raw materials and warehouses are still not well organized, which also affects labor productivity. Based on data from the Umkm Semarang website, there are 137 tahu producers and 177 tempe producers in various sub-districts in the city of Semarang.

Based on the problems that have been done by previous research, the researcher conducted a pre-survey of this research at Tahu Tempe UMKM in Semarang City. Based on the Pre-Survey by taking 5 UMKM Tahu Tempe in Semarang City, the problem in its implementation is that employees are unable to complete the production of tahu and tempeh within the specified timeframe, for more details can be seen in the following table:

Tabel 1.1
Realisasi Produksi 5 UMKM Tahu Tempe Di Kota Semarang 2021-2022

No	Nama UMKM	Wilayah	Tahun	Jumlah Pemesanan	Realisasi Pengiriman Produk	Ketidakterpenuhan pengiriman produk
1	Tempe Sari Murni M. Said	Kec. Tembalang	2021	8500 pcs	8000 pcs	500 pcs
			2022	10.000 pcs	9000 pcs	1000 pcs
2	Tempe Arif Ambon	Kec. Semarang Tengah	2021	5800 pcs	5700 pcs	100 pcs
			2022	6500 pcs	5400 pcs	1.100 pcs
3	Tempe Muslih	Kec. Semarang Timur	2021	9000 pcs	8900 pcs	100 pcs
			2022	7000 pcs	6850 pcs	150 pcs
4	Tahu LS	Kec. Semarang Barat	2021	10.000 pcs	9950 pcs	50 pcs
			2022	8000 pcs	7900 pcs	100 pcs
5	Tahu Muslim MsM	Kec. Gayamsari	2021	7500 pcs	7400 pcs	100 pcs
			2022	7650 pcs	7500 pcs	150 pcs

Sumber : 5 UMKM Tahu Tempe di Kota Semarang (2022)

Based on table 1.1 regarding data on the realization of tahu and tempeh production in 2021-2022, UMKM Tempe Sari Murni M. Said has experienced an increase in non-fulfillment of product shipments according to orders, initially in 2021 500 pcs increased in 2022 to 1000 pcs whose products were not realized, UMKM Tempe Arif Ambon experiencing an increase in non-fulfillment of product shipments according to orders, initially 100 pcs in 2021, increasing in 2022 to 1,100 pcs whose products were not realized, UMKM Tempe Muslih experienced an increase in non-fulfillment of product shipments according to orders, which initially in 2021 100 pcs increased in 2022 to 150 pcs, UMKM Tahu LS experienced an increase in non-fulfillment of product shipments according to orders, which initially in 2021 50 pcs increased in 2022 to 100 pcs whose products were not realized, MSME Tahu Muslim MsM also experienced an increase in non-fulfillment of product deliveries according to orders which initially in 2021 100 pcs increased in 2022 to 150 pcs of unrealized products. This initial problem can be associated with indicators of employee productivity determined by three factors, namely quality, quantity, and timeliness. If it is determined by looking at the data above, of course the company's productivity will experience problems because the targeted quantity is not achieved and is directly related to the delivery of orders that do not match the number of orders from tahu and tempeh traders in completing the target of employee work productivity for 2021-2022 even the product is increasing unattainability.

One of the factors that can affect employee work productivity is *Supervision* . *Supervision* is defined as a well-established practice that is supported by a large number of professionals who are recognized by the agency and served by a growing group of practitioners with specialized training

(Bachkirova et al., 2020) . *Supervision* is very closely related to productivity because the first task before producing a product is to make plans about what to do. If your supervision is carried out well, then your productivity can run well too Efforts to achieve these goals , then you need to increase the work productivity of employees (Wulandari et al., 2021). Every work activity requires supervision so that deviate from the rules that have been set (Sutrisno, 2022) . Factors other than supervision, or adjustment, can affect labor productivity. One of the keys to coordination is communication. Vertical and horizontal communication increases employee productivity and performance. Leaders must communicate and inform all employees about the vision, mission, goals and objectives of the organization, organizational culture, and applicable policies. This leads to a better understanding of the employee's organizational values. A good understanding of company values leads to high engagement. This effort increases labor productivity (Kapi, 2017) . Work attitude is a mental state, learned and regulated through experience, which specifically influences a person's response to other people, objects and related situations (Diyah et al., 2020) . In addition, work attitude refers to a person's behavior both towards his own work and towards other employees (Arisandra, 2017) .

Work skills refer to skills or competencies to do work that can only be obtained through training, either through direct training or experience (Marringan et al., 2016) . Meanwhile, according to Sari et al., (2019) about task-related competencies, such as computer skills or clear communication for group goals and assignments . Employee empowerment is a key strategy for organizations to increase the power and engagement of their employees. This assumes that empowered employees are generally more effective in their jobs. This is related to previous research which found that empowerment variables have a strong impact on productivity, the relationship between empowerment variables and productivity (Purnami & Utama, 2019) . Savitri & Komalasari, (2021) states that employee empowerment is a strategy that encourages individuals or groups to provide space for employees for choices or behaviors that are consistent with organizational goals, which increases employee ownership in their work, Productivity for work is used to assess the results of the quality of the company 's resources in a job, as well as the level of suitability for the needs of human resources . Some companies or organizations aim to increase work productivity (Sutrisno et al., 2023(.

2.   RESEARCH METHOD

Based on the explanation, this research includes quantitative research with a causal-associative approach, which means causal research which shows the influence of the independent variable on the dependent and the data used in this study uses figures from statistical analysis (Rahman & Yanti, 2016) . The population in this study is all MSME employees who know Tempe in Semarang City. The selection of the sample in this study used the non-probability sampling method. Sekaran & Bougie, (2010) explained that the non-probability sampling technique is sampling which does not provide us with equal opportunities for each element or member of the population to be selected as a member of the sample. The selection of respondents for this research will use convenience sampling. The determination of the number of samples to be calculated uses the determination of the size of the sample according to Arikunto, (2016) with a large and unknown population size, in this study it was determined using the ucochran formula as follows;

$$N = \frac{z\,2\,pq}{e\,2}$$

$$N = \frac{(1.96)\,2\,(0.5)(0.5)}{(0.5)\,2} = 385$$

Description: p.s
N p = number of samples
Z p = Price in the u normal curve for u field 5% , with a value of 1.96
p p = Probability are right 50 % = 0.5
q p = probability wrong 50 % = 0.5
e p = Rate of sample error (sampling of error), usually 5%

Based on the results of the calculations from the formula above, it is known that the number of samples is 385 respondents because the number of samples is increasing so that the statistical

power is getting better. The number of samples in this study were 385 employees of Tahu Tempe UKM in Semarang City. The data analysis technique in this study used multiple linear regression analysis to determine or test the magnitude of the relationship between the variables Supervision, Coordination, Work Attitude, Work Skills and Empowerment with the Work Productivity (Y) variable either partially or simultaneously.

3. RESULTS AND DISCUSSIONS
Validity and Reliability Test Results
a. Validity test

The validity test was measured to determine the level of effectiveness if the effectiveness of the valid variable was high, but the size was less effective when the device was not valid. The survey criterion compares the r-count value with the r-table.

Table 2 validity test results

Variable	Items Question	r count	r table	Sig. 1Tailed	Information
Supervision (X1)	X1.1	0.670	0.1 00	0.000	Valid
	X1.2	0.673	0.1 00	0.000	Valid
	X1.3	0.703	0.1 00	0.000	Valid
	X1.4	0.712	0.1 00	0.000	Valid
	X1.5	0.666	0.1 00	0.000	Valid
	X1.6	0.698	0.1 00	0.000	Valid
	X1. 7	0.687	0.1 00	0.000	Valid
	X1. 8	0.752	0.1 00	0.000	Valid
	X1. 9	0.736	0.1 00	0.000	Valid
	X1. 10	0.762	0.1 00	0.000	Valid
	X1. 11	0.695	0.1 00	0.000	Valid
	X1. 12	0.663	0.1 00	0.000	Valid
	X1. 13	0.590	0.1 00	0.000	Valid
	X1. 14	0.668	0.1 00	0.000	Valid
	X1. 15	0.615	0.1 00	0.000	Valid
	X1. 16	0.688	0.1 00	0.000	Valid
	X1. 17	0.687	0.1 00	0.000	Valid
	X1. 18	0.680	0.1 00	0.000	Valid
	X1. 19	0.756	0.1 00	0.000	Valid
	X1. 20	0.734	0.1 00	0.000	Valid
Coordination (X2)	X2.1	0.724	0.1 00	0.000	Valid
	X2.2	0.695	0.1 00	0.000	Valid
	X2.3	0.7 70	0.1 00	0.000	Valid
	X2.4	0.8 07	0.1 00	0.000	Valid
	X2.5	0.731	0.1 00	0.000	Valid
	X2.6	.650	0.1 00	0.000	Valid
	X2.7	0.677	0.1 00	0.000	Valid
	X2.8	. 782	0.1 00	0.000	Valid
	X2. 9	0.802	0.1 00	0.000	Valid
	X2. 10	0.630	0.1 00	0.000	Valid

	X3.1	0.7 65	0.1 00	0.000	Valid
	X3.2	0.7 57	0.1 00	0.000	Valid
	X3.3	0.728 _	0.1 00	0.000	Valid
	X3.4	0.7 29	0.1 00	0.000	Valid
	X3.5	0.645 _	0.1 00	0.000	Valid
	X3. 6	0.696	0.1 00	0.000	Valid
	X3. 7	0.738	0.1 00	0.000	Valid
	X3. 8	0.651	0.1 00	0.000	Valid
Attitude Work (X3)	X3. 9	0.757	0.1 00	0.000	Valid
	X3. 10	0.752	0.1 00	0.000	Valid
	X3. 11	0.762	0.1 00	0.000	Valid
	X3. 12	0.684	0.1 00	0.000	Valid
	X3. 13	0.534	0.1 00	0.000	Valid
	X3. 14	0.744	0.1 00	0.000	Valid
	X3. 15	0.676	0.1 00	0.000	Valid
	X3. 16	0.762	0.1 00	0.000	Valid
	X3. 17	0.701	0.1 00	0.000	Valid
	X3. 18	0.765	0.1 00	0.000	Valid
	X3. 19	0.668	0.1 00	0.000	Valid
	X3. 20	0.583	0.1 00	0.000	Valid
	X 4 .1	0.637 _	0.1 00	0.000	Valid
	X 4 .2	0.7 12	0.1 00	0.000	Valid
	X4.3 _ _	0.743 _	0.1 00	0.000	Valid
	X4 .4 _	0.7 28	0.1 00	0.000	Valid
	X4.5 _ _	0.596 _	0.1 00	0.000	Valid
	X 4 . 6	0.745	0.1 00	0.000	Valid
	X 4 . 7	0.727	0.1 00	0.000	Valid
	X 4 . 8	0.712	0.1 00	0.000	Valid
	X 4 . 9	0.786	0.1 00	0.000	Valid
Work Skills (X 4)	X 4 . 10	0.663	0.1 00	0.000	Valid
	X 4 . 11	0.746	0.1 00	0.000	Valid
	X 4 . 12	0.694	0.1 00	0.000	Valid
	X 4 . 13	0.671	0.1 00	0.000	Valid
	X4. 14	0.732	0.1 00	0.000	Valid
	X 4 . 15	0.756	0.1 00	0.000	Valid
	X 4 . 16	0.591	0.1 00	0.000	Valid
	X 4 . 17	0.614	0.1 00	0.000	Valid
	X 4 . 18	0.662	0.1 00	0.000	Valid
	X 4 . 19	0.576	0.1 00	0.000	Valid
	X4. 20	0.577	0.1 00	0.000	Valid
	X 5 .1	0.602	0.1 00	0.000	Valid
	X 5 .2	.737 _	0.1 00	0.000	Valid
	X 5.3 _	0.537 _	0.1 00	0.000	Valid
	X 5 .4	0.622 _	0.1 00	0.000	Valid
Empowerment (X 5)	X5.5 _ _	0.7 70	0.1 00	0.000	Valid
	X 5 . 6	0.767 _	0.1 00	0.000	Valid
	X 5 . 7	0.664	0.1 00	0.000	Valid
	X 5 . 8	0.684	0.1 00	0.000	Valid
	X 5 . 9	0.696	0.1 00	0.000	Valid
	X 5.10	0.727	0.1 00	0.000	Valid

	X 5.11	0.628	0.1 00	0.000	Valid
	X 5 . 12	0.495	0.1 00	0.000	Valid
	X 5 . 13	0.471	0.1 00	0.000	Valid
	X 5 . 14	0.555	0.1 00	0.000	Valid
	X 5 . 15	0.670	0.1 00	0.000	Valid
	X 5 . 16	0.771	0.1 00	0.000	Valid
	X 5 . 17	0.563	0.1 00	0.000	Valid
	X 5 . 18	0.742	0.1 00	0.000	Valid
	X 5 . 19	0.545	0.1 00	0.000	Valid
	X 5 . 20	0.563	0.1 00	0.000	Valid
	X 5.21	0.696	0.1 00	0.000	Valid
	X 5 . 22	0.537	0.1 00	0.000	Valid
	X 5 . 23	0.808	0.1 00	0.000	Valid
	X 5 . 24	0.708	0.1 00	0.000	Valid
	X 5 . 25	0.684	0.1 00	0.000	Valid
	X 5 . 26	0.645	0.1 00	0.000	Valid
	X 5 . 27	0.676	0.1 00	0.000	Valid
	X 5 . 28	0.690	0.1 00	0.000	Valid
	X 5 . 29	0.598	0.1 00	0.000	Valid
	X 5 . 30	0.385	0.1 00	0.000	Valid
Productivity Work **(Y)**	Y . 1	.520 _	0.1 00	0.000	Valid
	Y . 2	0.628 _	0.1 00	0.000	Valid
	Y . 3	0.631 _	0.1 00	0.000	Valid
	Y . 4	0.589 _	0.1 00	0.000	Valid
	Y . 5	.652 _	0.1 00	0.000	Valid
	Y . 6	0.607 _	0.1 00	0.000	Valid
	Y .7	0.647 _	0.1 00	0.000	Valid
	Y .8	0.667 _	0.1 00	0.000	Valid
	Y .9	0.681 _	0.1 00	0.000	Valid
	Y .10	0.624 _	0.1 00	0.000	Valid
	Y .11	0.629 _	0.1 00	0.000	Valid
	Y .12	0.626 _	0.1 00	0.000	Valid
	Y .13	0.534 _	0.1 00	0.000	Valid
	Y .14	0.668 _	0.1 00	0.000	Valid
	Y .15	0.607 _	0.1 00	0.000	Valid

Source : Data   primary   that   processed,   (2023)

Based on Table 2 above, it can be seen that the results of the validity test using SPSS 24. 115 items of the questionnaire statements from 385 respondents were declared valid and could be used as a measuring tool. All of the items forming the variable are r-count > r-table 0.100 and the significant us value of each item forming the variable this < 0.05 so that all items are said to be invalid.

b. **Reliability Test**

The reliability test was conducted to find out whether the instrument can be used. Ghozali, (2005) states that the reliability test is used to measure the questionnaire which is a variable indicator. This test is a value that indicates whether the tool used gives consistent measurement results. The results of the reliability test are as follows:
:

Table 3 Results reliability test

Variable	Cronbach Alpha	Description
Supervision	0.9 57	Reliable
Coordination	0.9 01	Reliable
Attitude Work	0.9 47	Reliable
Skills Work	0.9 40	Reliable
Empowerment	0.9 51	Reliable
Productivity Work	0.9 16	Reliable

Source: Primary data processed, (2023)

Based on the table 3 above, it can be seen that Cronbach's Alpha value is > 0.60, namely Supervision (0.957), Coordination (0.901), Work Attitude (0.947), Work Skills (0.940), Empowerment (0.951), and Work Productivity (0.916) which means that the value of the instrument on all variables can be said to be reliable.

Classical Assumption Test Results

a. **Normality test**

The normality test aims to test whether in the regression model the dependent variable and the independent variable both have a normal or abnormal distribution. Based on the processing results of SPSS, the following results are obtained

Table 4 Normality test results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		385
Normal Parameters [a,b]	Means	,0000000
	std. Deviation	4.68776060
Most Extreme Differences	absolute	,094
	Positive	,068
	Negative	-.094
Test Statistics		,094
asymp. Sig. (2-tailed)		,200 [c]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Processed primary data, (2023)

Based on table 4 above, it can be seen that the normality test value using the Kolmogorov-Smirnov bone sample method shows an Asymp value. Sig. h (2-tailed) of 0.200 > b0.05. So it can be concluded that the data in this study show that the data is normally distributed and fulfills the assumption of normality.

b. **Multicollinearity Test**

The multicollinearity test is carried out to find out whether the regressive model found has similarities between the variables in a model. The correlation between variables can be known by looking at the Tolerance and Variance Inflation Factor (VIF) values which indicate which independent variables are explained by other variables with a Tolerance > 0.10 and

Variance Inflation Factor (VIF) <10, so multicollinearity does not occur as a result of the multicollinearity test results. The results of the multicollinearity test are as following:

Table 5 Multicollinearity test results

Coefficients ᵃ			
	Model	Collinearity Statistics	
		tolerance	VIF
1	(Constant)		
	Supervision	,362	2,759
	Coordination	,237	4,221
	Work attitude	,348	2,870
	Work Skills	,312	3,204
	Empowerment	,242	4,128
a. Dependent Variable: Work Productivity			

Source: Primary   data that   processed,   (2023)

Based on table b5 above, it can be seen that the Supervision variable shows a tolerance value of (0.362), Coordination of (0.237), Work Attitude of (0.348), Work Skills of b (0.312), and Empowerment of b (0.424). This shows that the independent variable has a tolerance value > 0.10. Meanwhile, judging from the VIF value, the Supervision h variable shows a VIF value of (2.759), Coordination of (4.221), Work Attitude of (2.870), Work Skills of (3.204), and Empowerment of (4.128). shows VIF value < 10,00. Thus it can be concluded that there is no multicollinearity disorder between the independent variables in the regression process.

c. Test Heteroscedasticity

The regression of model either iis for which homoscedasticity or does not occur heteroscedasticity. Here the results of the glejser :

Table 6 Multicollinearity Test Results

Coefficients ᵃ						
	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	2,559	1,652		1,549	, 122
	Supervision	,101	.025	,336	1.025	, 179
	Coordination	,004	,070	,006	.060	,952
	Work attitude	,021	,028	,064	,756	,450
	Work Skills	.024	.032	.066	,736	,462
	Empowerment	.039	.026	, 156	1,526	,128
a. Dependent Variable: ABS						

Source: Processed primary data, (2023)

Based on table 6 above, it can be seen that the hsig value of the Supervision variable shows sig-value of (0.179), Coordination of (0.952), Work Attitude of (0.450), Work Skills of (0.462), and Empowerment of (0.128) based on the sigh value data of the five variables > 0.05, which can be concluded that there are no symptoms of heteroscedasticity and a proper regression model is used.
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Hypothesis Test Results
a. Multiple Linear Regression Analysis

Multiple linear regression analysis was used to determine the influence of the variables Supervision, Coordination, Work Attitude, Work Skills, and Empowerment on Work Productivity

of UMKM Tahu Tempe Employees in Semarang City. The table of multiple linear regression results is as follows:

Table 7. Test results of multiple linear regression analysis and T test

		Unstandardized Coefficients		Standardized Coefficients		
	Model	B	std. Error	Betas	t	Sig.
1	(Constant)	4,307	2,234		1,928	.055
	Supervision	,118	.034	, 169	3,471	,001
	Coordination	,558	.095	,354	5,875	,000
	Work attitude	.075	.038	,098	1,972	.049
	Work Skills	,094	.044	, 113	2.157	.032
	Empowerment	, 103	.035	, 176	2,953	,003
a. Dependent Variable: Work Productivity						

Source: Processed primary data, (2023)

Based on table 7 above can be seen the results of the analysis of linear regression, obtained multiple linear equations, namely:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5$$

Description:
Y : Work Productivity
a : Coefficient Constant
$\beta_1 \beta_2 \beta_3 \beta_4 \beta_5$: Coefficient Regression
X_1 : *Supervision*
X_2 : *Coordination*
X_3 : Work attitude
X_4 : Work Skills
X_5 : Empowerment

multiple linear regression equation h can be interpreted as follows:

1) The value of hα is 4.307 the value of is a constant or explains the variable Effect of *Supervision, Coordination,* Work Attitudes, Work Skills, and Empowerment on Work Productivity Employees of UMKM Tahu and Tempe in the City of Semarang is worth 4.307.

2) β_1 b (value of h regression coefficient X1), namely equal to h0, 118. This shows that variable *Supervision* experienced enhancement as big as one unit will result in an increase in h of the Work Productivity variable Employees of 0, 118.

3) β_2 (value of regression coefficient X2), namely of 0.558. This thing shows that *Coordination* variable experience an increase of one units i will resulted increase Work Productivity variable Employee is h 0,558.

4) β_3 (value of regression coefficient X3), namely of 0.075. This shows that is the variable Work Attitude experienced an increase of one units i will resulted increase Work Productivity variable Employee is 0,075.

5) β_4 (value of h regression coefficient X3), namely of 0.094. This shows that is the variable Experienced Job Skills an increase of one units i will resulted increase Work Productivity variable Employee is 0, 094.

6) β_5 (value of h regression coefficient h X3), namely of 0.103. This shows that is the variable Empowerment experiences an increase of one units i will resulted increase Work Productivity variable Employee is 0,103.

b. T test

Unidirectional t test is used to find out the value of the variable, if it is significantly divided by 2 < 0.05, then the independent variable (X) partially affects the dependent variable (Y). The following are the results of the test using the SPSS program, which can be seen from table 7:

1. The Effect of Supervision on Work Productivity of Employees.
    The results of statistical testing of the effect of Supervision on Employee Work Productivity show that the u test is unidirectional, namely the significant value divided by 2 while the u 0.001: 2 = 0.0005 < 0.05 is significant. From these results, it can be concluded that H1 is accepted, so that Supervision has a positive and us significant effect on the productivity of UMKM Tahu Tempe employees in Kota Semarang.
2. The Effect of Coordination on Employee Productivity.
    The results of statistical tests on the effect of Coordination on Employee Work Productivity show that the t-test is unidirectional, that is, the significant value is divided by 2, while for this variable the significant value is 0.000: 2 = 0 < 0.05. From these results, it can be concluded that the WahH2u is accepted, so that Coordination has a positive and significant effect on the Productivity of MSMEs Tahu and Tempe Employees in Kota, Semarang.
3. The Effect of Work Attitudes on Employee Work Productivity.
    The results of statistical tests on the effect of work attitudes on employee work productivity show that the test results are unidirectional, that is, the significant value is divided by two, while for this variable, the significant value is 0.049:2 = 0.0245 <0.05. From these results, it can be concluded that H3 is accepted, so that work attitude has a positive and significant effect on work productivity, UKM employees know Tempe in Kota, Semarang.
4. Effect of Work Skills on Employee Work Productivity.
    The results of statistical tests on the effect of work skills on work productivity of employees show that the test is unidirectional, namely is significant for two, while for this variable it is 0.032: 2 = 0.016 <0.05. From these results it can be concluded that H4 is accepted, so that work skills have a positive and significant effect on the work productivity of UMKM Tahu Tempe employees in Kota Semarang.
5. The Effect of Empowerment on Employee Productivity.
    The results of statistical tests on the effect of Empowerment on Work Productivity Employees show the result that the test is unidirectional, namely the significant value divided by 2 while the value is significant 0.003: 2 = 0.0015 <0.05. These results can be concluded that h5 is accepted, so that Empowerment has a positive and significant effect on the Work Productivity of UMKM Tahu Tempe Employees in Kota Semarang.

c. F test

According to Ghozali, (2005) the f test aims to explain whether the independent variables entered into the model simultaneously or together have an influence on the dependent variable. In the criterion of praise fu as follows if F-count > F-table and sig value <0.05 then it can be said to have a simultaneous effect. The following is the result of the F-test as follows:

Table 8 F-Test results

ANOVA [a]					
Model	Sum of Squares	df	MeanSquare	F	Sig.
1 Regression	17387,811	5	3477,562	156,190	,000 [b]
residual	8438,438	379	22,265		
Total	25826,249	384			
a. Dependent Variable: Work Productivity					
b. Predictors: (Constant), Empowerment, Supervision, Work Attitude, Work Skills, Coordination					

Source: Processed primary data, (2023)

Based on the 8 table above, it shows that the F-test has a sig-value of 0.000 < 0.05, so it can be said that it has a simultaneous effect on Supervision, Coordination, Work Attitudes, Work Skills, and Empowerment on Work Productivity of UMKM Tahu Tempe Employees in Kota Semarang.

d. Coefficient Test Determinant (R²)

The coefficient of determination (R^2) test shows how big the percentage is that explains the effect of the independent (independent) variable on the dependent (bound) variable by looking at the Adjusted R^2u value as an influence factor (1-Adjusted R^2). The following are the results of the determination coefficient (R^2) data test as follows:

Table 9. Determinant coefficient test results (R^2)

Summary Model [b]				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,821a	,673	,669	4.71858
a. Predictors: (Constant), Empowerment, Supervision, Work Attitude, Work Skills, Coordination				
b. Dependent Variable: Work Productivity				

Source: Processed primary data, (2023)

Based on Table 9 above, it shows that the value of the coefficient of determination (R^2) is 0.669 so that it can be concluded that the influence of Supervision, Coordination, Work Attitudes, Work Skills, and Empowerment on Employee Work Productivity of UKM Tahu Tempe in Kota Semarang is 66.9%, the remaining 33.1% is influenced by other variables.

4. CONCLUSION

Based on the discussion that has been explained previously, the following conclusions can be drawn:
1. The results of the test show that Supervision has a positive and significant effect on Work Productivity, UKM Employees, Tahu Tempe, in Kota, Semarang.
2. The test results show that partially Coordination has a positive and significant effect on the Work Productivity of UKM TahuTempe Employees in Kota Semarang.
3. The results of the test show that partially the work attitude has a positive and significant effect on the work productivity of UMKM Tahu Tempe employees in Kota Semarang.
4. The test results show that, in a partial way, work skills have a positive and significant effect on the work productivity of UMKM Tahu Tempe employees in Kota Semarang.
5. The test results show that partially Empowerment has a positive and significant effect on the Work Productivity of MSMEs Tahu Tempe in Kota

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