

ANALYSIS OF THE INFLUENCE OF TOTAL QUALITY MANAGEMENT IN IMPROVING PRODUCT QUALITY AT PT. KIMIKA USAHA PRIMA

Cantika Rahmadhantri Priatmaja¹, Achmad Hasan Hafidzi², Yohanes Gunawan Wibowo³

^{1,2,3} Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Jember, Jember, Indonesia

Email : cantikapriatmaja@gmail.com, achmad.hasan@unmuhjember.ac.id,
gunawanwibowo@unmuhjember.ac.id

ABSTRACT

This study aims to analyze the impact of implementing Total Quality Management (TQM) on product quality improvement at PT. Kimika Usaha Prima. The study focuses on three key TQM indicators: customer focus, teamwork, and education and training. Employing a quantitative approach, the research involved 35 respondents selected using a saturated sampling technique. Data were collected through questionnaires and interviews, then analyzed using multiple linear regression to determine the relationships among the variables. The findings reveal that the three TQM indicators customer focus, teamwork, and education and training have a significant influence on product quality improvement. These results suggest that an effective application of TQM principles can enhance the quality of products produced by the company. This study provides practical recommendations for PT. Kimika Usaha Prima to strengthen its competitive advantage through the structured and sustainable implementation of TQM strategies. Moreover, it highlights the importance of organizational commitment to prioritizing customer satisfaction, fostering teamwork, and investing in human resource development as key drivers of quality enhancement.

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PENDAHULUAN

Persaingan bisnis yang semakin ketat menuntut perusahaan untuk beradaptasi dan meningkatkan daya saingnya. Dalam konteks ini, PT. KURP sebagai produsen benih padi menghadapi berbagai tantangan signifikan seperti kualitas produk yang tidak konsisten, stok yang melewati masa penyimpanan optimal, serta pelatihan karyawan yang kurang relevan dengan kebutuhan operasional. Tantangan-tantangan ini berdampak langsung pada kepuasan pelanggan, efisiensi operasional, dan keberlanjutan bisnis secara keseluruhan (Tatontos et al., 2019). Untuk mengatasi masalah-masalah tersebut, penerapan Total Quality Management (TQM) menjadi salah satu strategi yang efektif. TQM melibatkan seluruh tingkatan organisasi dalam upaya peningkatan keberlanjutan terhadap kualitas produk, layanan, proses, dan budaya perusahaan.

Total Quality Management (TQM) adalah pendekatan manajemen yang bertujuan meningkatkan performa secara berkelanjutan di seluruh level operasi organisasi dengan memanfaatkan sumber daya yang tersedia (Ma'rifah, 2023). Tiga elemen penting dalam TQM adalah fokus pada pelanggan, kerja sama tim, serta pendidikan dan pelatihan. Fokus pada pelanggan memastikan bahwa perusahaan memberikan pelayanan yang intensif dan berkualitas tinggi, yang pada gilirannya meningkatkan kepuasan dan loyalitas pelanggan (Erferndi & Mandala, 2018). Kerja sama tim, di sisi lain, memperlakukan komitmen karyawan terhadap kinerja organisasi melalui koordinasi yang efektif di antara anggota tim dengan keahlian beragam (Ibrahim et al., 2021). Selain itu, pendidikan dan pelatihan yang relevan meningkatkan kompetensi karyawan dan menciptakan lingkungan kerja yang adaptif dalam menghadapi tantangan globalisasi dan persaingan yang semakin ketat (Surkirman, 2016).

Pemilihan PT. KURP sebagai objek penelitian didasarkan pada relevansi dan signifikansi fenomena yang terjadi dalam sektor agribisnis di Indonesia. Sebagai perusahaan yang memiliki jaringan distribusi nasional dan memproduksi berbagai jenis benih, PT. KURP menghadapi masalah yang umum dihadapi oleh banyak perusahaan di sektor ini. Penelitian ini tidak hanya bertujuan memberikan solusi bagi PT. KURP tetapi juga memiliki potensi dampak yang lebih luas bagi perusahaan lain yang bergerak di sektor serupa. Dengan fokus pada perusahaan ini, analisis yang spesifik dan mendalam terhadap dinamika serta tantangan di industri agribisnis dapat dilakukan secara lebih efektif.

Data produksi dan penjualan benih padi PT. KURP selama tahun 2020 hingga 2023 menunjukkan variasi yang signifikan antar jenis benih. Tabel berikut menggambarkan produksi dan penjualan tiga jenis benih padi utama, yaitu Kurda Ronggolawe, Parimas Jumbo, dan Tukul Jumbo:

Table 1
Rice Seed Production Data in 2020-2023

Year	Rice Seeds	Production (Kg)	Seeds Sold (kg)
2020	Kuda Ronggolawe	74.205	65.300
	Parimas Jumbo	51.200	42.900
	Tukul Jumbo	63.500	49.800

2021	Kuda Ronggolawe	184.000	169.280
	Parimas Jumbo	141.500	121.500
	Tukul Jumbo	154.300	137.600
2022	Kuda Ronggolawe	176.595	153.636
	Parimas Jumbo	138.250	110.600
	Tukul Jumbo	149.900	126.000
2023	Kuda Ronggolawe	299.970	272.973
	Parimas Jumbo	234.500	196.800
	Tukul Jumbo	265.800	228.800

Sumber: Data primer PT. KUP

From the latest data, it can be seen that Kurda Ronggolawer in the way of the consisterm has the highest demand for each of his knowledge, while the production of Turkurl Jurmbo and Parimas Jurmbo has experienced flurkturing. Merskipurn PT. The KURP has been advocating an increase in production, the government still faces challenges related to suboptimal curitability, low shelf life, and poor coordination. In addition, employee performance is an urgent reason because of the lack of expertise that causes work errors. Although the training is carried out, often the training is not retractable with the specific training of employees, so that the results are maximized in improving competitiveness and producibility.

This study examines the phenomena that improve the efficiency of production, the erfercibility of employee training, and the internal and external coherence. These variaberls are explored urnturk to clarify how the application of TQM principles can improve the efficiency of the process. The problem of curability that is not consistent, training that is not refervitive, and non-refervective coherence become the basis of the Urtama Urnturk merngiderntification of the difference between the actuality and the maximum potency that can be achieved through the TQM-based process.

The contribution of this research is based on the comprehensive strategic communication for PT. KURP in integrating erlermern-erlermern TQM ker in merrerka business processors. This research offers an innovative approach to the analysis of specific problems in agribusiness sectors and the application of TQM principles that are often applied in depth in this sector. Fokurs in rerlervan training, good team work, and good cross-division co-purification are expected to be able to produce innovative solutions to improve the competitiveness of the country. In addition, this research highlights the synergy between the operational and organizational resources in the application of TQM, which can be a new problem in the management of curriality in the Indonesian agribusiness sector.

THEORETICAL STUDY AND HYPOTHESIS TESTING

Operational Management

Operational management is the management of the production of goods or services that can be judged (Herizerr & Rernderr, 2015). With an efective operational manager, the performance of the business can be optimized to produce a wealth of finished goods, finished goods, or services (Faiq, 2021).

Operational Management Function

Mernurrurt (Ferndy Curandra ert al., 2023) Operational managers have three essential responsibilities: organization, organization, and operational management.

1. Regulation: The operational manager establishes the regulations, develops programs, policies, and procedures to achieve them. This stage is responsible for the production of facilities, facilities, and the utilization of power supplies.
2. Organization: The manager is responsible for the operation structure, the power supervisor, the staff and the answer to the urnturk are to improve the achievement of the project.
3. Performance: The manager develops standards and the purification of urnturk ensures the implementation of the rational operation of the process and achieves the expected results.

Total Quality Management (TQM)

Mernurrurt (Herizerr & Rernderr, 2015) *Total Qurality Managermernt* (TQM) is a merpaya in an organization designed to ensure the quality of production and service of the contractor. TQM promotes holistic development in the face of cularity, involving the organization's stakeholders, from suppliers to consumers.

Benefits of TQM

Mernurrurt Nasurtion in (Ardillah, 2022), *Total Qurality Managermernt* (TQM) provides urgent benefits in improving competitiveness and improving disability. TQM is responsible for the development of a comprehensive concert that is consistent with the expectation of success, continuous improvement, and prevention of defects in the design stage to production. This process helps businesses reduce costs, avoid waste, and improve profitability.

Indikator Total Quality Management

Berrickurt is an urgent indicator that reduces the application of *the Total Qurality Managermernt* (TQM):

1. Fokurs on Subscriptions (Erferndi & Mandala, 2018): Identification of Subscriptions, Purification Modifications, and Subsequent Disturbances with Subscriptions.
2. Observation of Availability (Derwi, 2013): Subscription of various services, improvement of quality, and quality of service performance.
3. Scientific Development: Improving work and performance.
4. Long-Term Commitment (Widjaya, 2014): The practice of urnturk has achieved the mission of the law.
5. Kerrja Sama Tim (Hidayat ert al., 2019): Joint Regulation, Efficacy Validation, Regional Distribution, and Conflict Resolution.
6. Improvement of Berrkersinamburngan: Addressing problems and reforming.
7. Education and Training (Tatontos ert al., 2019): Development of attitudes, curfewes, mertoders, and training timing.
8. Kerberbasan Terrkerndali (Widjaya, 2014): Permberrian werwernang and kerberbasan berberberan.
9. Discipline of Regulation: Understanding the rules of the discipline together and advancing the rules.
10. Employee Involvement Discipline (Alhurdrri, 2015): Perran is active in taking care of students and improving their quality.

Product Quality

Mernurrurt Assaurri (Wijayanti & Surnrowiyati, 2019), the curity of the produrk reflects the flexibility of the suratut merrerk or produrk in the expected mermernurhi furngsi. Kottler & Armstrong added that the curacy of produrk includes reliability, inequality, frustration, and other valuable attributes. Sermerntara Itur, (Hilary & Wibowo, 2021) defines the curacity of production in various dynamic conditions that affect or exceed expectations related to goods, services, society, and the environment.

Product Quality Indicators

Indicators of the curacity of Garwin's mernurrurt production (Hilary & Wibowo, 2021) include:

1. Performance: Merrurjurk on the furnasi utama produrk which must be in harmony with the expectations of the consulmern of the permberberberrm permberberr.
2. Features: Additional urnturk characteristics improve the range and attractiveness of the product. Optional and frequently used features are produced in the market.
3. Reliability: The probability of production is good in the time frame of the project, and the probability of the situation is small.
4. Durability: The durability of urnturk production lasts a long time in the eyes of the consumer, which increases its rerupposition in the eyes of the consumer.
5. Erstertika: Dersain, blend, taste, and bernturk produrk that create a hurburngan that lasts for the consulmern.

Hipotesis

H1: Subscription is an individual who must be served by the prospect of prosperity and hope. Organizations that implement TQM must know, understand, and analyze the situation in the hope of contracting urnturk to clarify it. The produrk or services provided by the service must be a good result of the loss of the contract (Alhurdri & Herriyanto, 2015) The effect of the contract is very difficult to create a good and good relationship (Erferndi & Mandala, 2018). The growth of the contract is controlled by good product quality. The production that is serserai or mercerbihi hopes that the subscription will increase the level of merrerkka. High-quality production not only promotes long-term growth and loyalty. Maintaining the quality of production becomes a currlock utama urnturk achieves and maintains the purity of the contract, which in turn reduces the productivity and positive rerpuration of the situation (Tirtayasa ert al., 2021). Based on the above criteria, the hypotheses that can be concluded are: (H1) Probability in the contract (X1) in the face of the product efficiency (Y) in PT. Kimika Ursaha Prima.

H2 : Mernurrurt Sursanti, Widyanti, and Urtami in (Herrnanda & Murslimin, 2022), the work of the team is a group of sisters who develop various skills in the work of the team, in the case of leadership and co-purification, Urnturk produces a higher performance than the individual performance. The team is a group of people with the same turjuran. The work of the team is based on a variety of factors, such as colerative thinking that is more efektifive than individual thinking, the results of team work that are usually better than individual results, the work of the team that helps the members of the organization to behave well with each other, and the improvement of co-purification through the work of the team (Rahmawati & Surpriyanto, 2020). This statement is based on research conducted by Meri Warni Laoli,

Martha S. D. Merndrofa, Idarni Harerfa, Erdurar Baerner (2024). Based on the above details, the hypothesis can be summarized in various ways: **H2**: Work with the team (X2) in the face of the currrity of the process (Y) at PT. Kimika Ursaha Prima.

H3: Education and training are key factors in the implementation of Total Qurality Manager (TQM) in the organization. Each individual is encouraged to study without being able to study or hold a position, because he is a process that does not have a problem. Through continuous training, employees can develop their skills, improve their professional skills, and adapt to industrial changes. This learning is a process to understand the principles of TQM, so that it can contribute to improving processes and achieving organizational currability standards. The research of the olerh (Tatontos ert al., 2019) undermines this. Based on the above details, the hypotheses that can be concluded are: **H3**: Education and training (X3) in the face of the complexity of the process (Y) at PT. Kimika Ursaha Prima.

RESEARCH METHODS

Type of Research

The data provided in this research is quantitative in nature, that is, data with numerals or nurmerrik that can be measured and curried, which is derived from the research object. Quantitative data was provided by the method of curringer and direct interviews with PT. Kimika Ursaha Prima.

Population and Sample

Popurlation of individual or surbjerk spores in the region and time of terrterntur that has the kurkur rarity of urnturk sersarity is observed or studied (Surgiyono, 2019). In this research, the population consisted of the employees of PT. Kimika Ursaha Prima, which consisted of 35 people. This research wasted the mertoder sampling of jernurh, as well as the sample that was given to the mertorrurh popularity, namely 35 employees of PT. Kimika Ursaha Prima.

Data Analysis Techniques

In this study, the data analysis technique that was given was multiple linear rergrersion analysis. The process of data analysis consists of several technical steps, namely data instrumern urji, classical assurance urji, multiple linear rergrersi analysis, and hypothesis analysis.

RESULTS AND DISCUSSION

Test Data Instruments

Characteristics Responden

Table 2. Characteristics of Respondents

NO	Kategori	Keterangan	Jumlah	Persentase (%)
1.	Jenis Kelamin	Perempuan	7	20%
		Laki-Laki	28	80%
Total			35	100%
2.	Usia	22-30	11	31.43%

		31-38	14	40.00%
		39-49	6	17.14%
		50-60	4	11.43%
Total			35	100%
3.	Pendidikan Terakhir	SMA/SMK	6	17.14%
		S1	23	65.71%
		S2	6	17.14%
Total			35	100%
4.	Lama Masa Kerja	3-6 Tahun	14	40.00%
		Di atas 7 Tahun	21	60.00%
Total			35	100%

Sumber: primary data processed 2024

Based on data from 35 employees of PT. Kimika Usaha Prima, as many as 28 people (80%) are men, only 7 people (20%) are in the process, indicating the dominance of male employees in the process. The majority of employees are 31–38 years old, as many as 14 people (40%), which reflects the group with work experience and stability that undergoes optimal performance. In terms of the latest education, a total of 23 employees (65.71%) have a Bachelor (S1), 6 people each (17.14%) have a high school/vocational school education or have completed a Master's degree (S2), indicating the high education in the career profile. In addition, in the category of work period, 21 employees (60%) have experience from 7 knowledge, while 14 employees (40%) have a work period of 3-6 knowledge, describing the dominance of the group in the experience.

Test Data Instruments

Table 3. Validity Test Results

Variabel	Kode Butir	Statistik Hitung		Signifikansi	K.et
		r-hitung	r-tabel		
X1 – Fokus Pada Pelanggan	X1.1	0,840	0.333	0,000	Valid
	X1.2	0,713	0.333	0,000	Valid
	X1.3	0,787	0.333	0,000	Valid
X2 – Kerjasama Tim	X2.1	0,752	0.333	0,000	Valid
	X2.2	0,456	0.333	0,000	Valid
	X2.3	0,795	0.333	0,000	Valid
	X2.4	0,454	0.333	0,000	Valid
	X2.5	0,795	0.333	0,000	Valid
	X2.6	0,752	0.333	0,000	Valid
	X2.7	0,621	0.333	0,000	Valid
X3 – Pendidikan & Pelatihan	X3.1	0,834	0.333	0,000	Valid
	X3.2	0,764	0.333	0,000	Valid
	X3.3	0,819	0.333	0,000	Valid
Y – Kualitas Produk	Y1	0,856	0.333	0,000	Valid
	Y2	0,649	0.333	0,000	Valid
	Y3	0,802	0.333	0,000	Valid
	Y4	0,419	0.333	0,000	Valid

Y5	0,874	0.333	0,000	Valid
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Sumber: SPSS Data Processing Results 22, 2024

Based on the validity results displayed in Table 4.7, the correlation between each indicator and the total score of each variate indicates the results that meet the validity criteria. This can be seen from the *r*-hitung value which is higher than the *r*-tabel value (0.333) which is a significance value that is less than 0.05. In dermikian, it can be concluded that the item of the statement referred to has been declared valid.

Table 4. Reliability Test Results

Variabel	Jumlah Item	Cronbach Alpha	Nilai Standar	Keputusan
X1 – Fokus Pada Pelanggan	3	0,681	0,60	Reliable
X2 – Kerjasama Tim	7	0,765	0,60	Reliable
X3 – Pendidikan dan Pelatihan	3	0,729	0,60	Reliable
Y – Kualitas Produk	5	0,769	0,60	Reliable

Sumber: Hasil Olah Data SPSS 22, 2024

Based on the table above, the results of the SPSS analysis suggest that the variabel variety has a Cronbach's Alpha value above 0.60, until it is declared reliable. This indicates that the variabel variety has a high level of reliability and is worthy of further analysis.

Multiple Linear Regression Analysis

Table 5. Multiple Linear Regression Analysis Test Results

Variabel	Koefisien Regresi	Sig	Keterangan
Konstan	21.073	0,000	-
Fokus Pada Pelanggan (X1)	1,500	0,020	Signifikan
Kerjasama Tim (X2)	0,233	0,045	Signifikan
Pendidikan dan Pelatihan (X3)	1,760	0,017	Signifikan

Sumber: Hasil Olah Data SPSS 22, 2024

$$Y = a + B1X1 + B2X2 + B3X3 + e$$

$$Y = 21.073 + 1,500 X1 + 0,233 X2 + 1,760 X3$$

Keterangan:

- Y : Produk Qualification
- A : Constanta
- X1 : Fokus on Subscription
- X2 : Team Work

X3 : *Education and Training*

er : Error

From the above regression equation, it can be concluded that:

1. Koefisiern Fokurs on Subscription suggests that there is a positive hurburngan between the observed concern for the subscription and the quality of the product. This means that the more attention is paid to the growth and purpurity of the purchase, the better the purla kurity of the product produced. On the other hand, if the attention is faced with the mernurrurn contract, the curacy of the jurga cernderrung is experienced by the mernurrurnan.
2. Koefisiern Kerrjasama The team suggested that there was a positive hurrayal between collaboration in the team and the quality of the process. In other words, the better the cooperation between team members, the higher the quality of production that can be achieved. On the other hand, if the team works together, the currity of the jurga is not the same as the mernurrurn.
3. The Education and Training Coordination recommends that there is a positive hurburn between the improvement of education and training and the quality of the process. This means that the better the education and training programs provided, the higher the quality of the products produced. On the other hand, if the education and training of the kurrang is optimal, the currity of the jurga cernderrung mernurrurn.

Uji Hipotesis

Tabel 6. Hasil Uji t

Variabel	t-Hitung	Sig
Fokus Pada Pelanggan (X1)	2,560	0,020
Kerjasama Tim (X2)	4,315	0,045
Pendidikan dan Pelatihan (X3)	2,559	0,017

Sumber: Hasil Olah Data SPSS 22, 2024

From the table above, the results are shown in various ways:

1. The variabel fokurs in the subscription (X1) indicates a serbersar hiturng of 2.560 with a serbersar significance value of 0.020. Because of the significance value of the small scale from the significance level (α) which is 0.05, it can be stated that the variabel Fokurs in the contract is partially affected by the Yield Quality.
2. Variabell Kerrjasama Tim (X2) calculated the value of the serbersar hiturng 4.315 with the significance value of the serbersar 0.045. Because the significance value of the small percentage is from the significance level (α) which is 0.05, it can be stated that the variabell Kerrjasama Team has a partial difference in the face of the Procurement Quality.
3. The variabel of Education and Training (X3) ranked the number of serbers 2.559 with a significance value of 0.017. Because of the significance value of the kercl from the

significance level (α) which is 0.05, it can be stated that the variation of Education and Training is partially affected by the Curriculum of the Producer

Determinant Coefficient Test (R^2)

Tabel 7. Hasil Uji Koefisien Determinasi (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,684	0,468	0,467	1,250

Sumber: Hasil Olah Data SPSS 22, 2024

The results of the analysis in the table above suggest that the coordinates of dertermination are 0.468 or 46.8%. The percentage of the variable is 46.8% of the variabel derperndern, that is, the curability of the product can be smelted or the third variabel derperndernt consisting of Fokurs in Subscription (X1), Team Work (X2), Education and Training (X3). The remaining 53.2% was caused by other variables in the current research mode.

DISCUSSION

The Effect of Focus on Customers on Product Quality

The results of the investigation suggest that the variabel Fokurs in the subscription is partially affected by the Procurement Quality. The results of the retirees are compared to the variables of the Curriculum of the Producer because the value of the cooperative is positive. In this study, it was revealed that the coerfisiern rergrers of the variabel fokurs in the 1,500 serbersar subscription suggest that this variabel inderperndern has a significant effect on the variabel derperndern. This indicates that by increasing the attention to the growth, hope, and return of the subscription, the process can have a significant impact on the productivity produced. Variabel Fokurs in Procurement is a strategic factor that must be managed by both the hurrology and the improvement of competitiveness and consumer growth.

Fokurs on the merrmern merrrupa pernting that must be maintained by the Urnturk merrrupa is a good and continuous hurrburngan with its consulmern. Various factors of dwarfism in creating the probability of subscription, the phenomenon of perllur pays attention to various asperks that affect the perception and interaction of the transaction. Mernurrurt (Erferndi & Mandala, 2018), a situation that is close to the focus on the situation and the expectation of subscription will create a positive trend that can increase loyalty and subscription growth.

The purity of the subscription is very dependent on the quality of the products offered. A product with high efficiency can improve the perception of the contract in the face of the problem or the problem of the problem. If the product is given a gift of hope or even a gift of success, the merrerka will feel appreciated and the result will be a success. On the other hand, a process that does not fulfill expectations will lead to impurity, which can lead to the loss of subscribers and the failure to reruppose the situation (Tirtayasa ert al., 2021). Because of that, the efficiency of production is a factor in maintaining long-term problems and developing long-term problems that are mutually reinforcing.

The research conducted by Olerh (Koloay ert al., 2023) by the journal "Analysis of *the Total Application of Qurality Managermernt* at PT. Pos Indonersia (Perrserro) Manado" explained that the foquer in the market is an urgent priority for the government to increase competitiveness and maintain the reliability of consumers. This research emphasizes that the attention of stakeholders in the face of contracting improves the image of the business, loyalty, and service quality. Fokurs in the jurga contract is not the result of the application of TQM. The results of the jurga results were obtained in a study conducted by Olerh (Purtri, 2019) which concluded that the prevalence of the contract was positive on the quality of the product. This research explains the importance of information procurement that is structured to the basis of product innovation, the integration of information in the operational process, and the flow from dersain to distribution.

In an interview with staff from PT. KURP, it was explained that the fokurs in the subscription has become one of the priorities of the urgency of the regulations. Mernurrurt merrerka, the iderntification of the transaction is carried out through various mertoders, including the surveillance of the transaction transaction, the analysis of the return of the transaction from the management team, and the market transaction. In addition, several interviews have shown that the jurga jurga has been rvaluig the process of revaluation in the face of the process based on the purchase of the contract. The iderntification of jurga subscriptions is emphasized in the long-term strategy of the jurrsaha. One of the interviews revealed that the research team of the Urnturk Lebih Mernin Understanding the Prerferrensni of the Consumern. In this process, PT. KURP is confident that the results of the rergrers increase the productivity of the product significantly, as the results of the rergrers analysis suggest a positive hurburngan between the Yield Probability and the Yield Quality.

The Effect of Teamwork on Product Quality

The results of the investigation suggest that the variabel Kerjasama Team is partially affected by the Procurement Quality. The return is relative to the variability of the Yield Validity because the value of the rergrers is positive. In this study, it was revealed that the coerfisiern rergrers of the Kerjasama variabel team of 0.233 suggested that although the results were smaller than those of other variabels, this variabel had a positive contribution to the variabel derperndern. This indicates that the performance of the team's surat in the same work can be a change in the process of improving the efficiency of the process. To ensure that all team members have the same characteristics, efficient co-purification, and mutual improvement, the process can maximize the impact of this variation in the face of the Curriculum of the Produce. Although Merpurn's contribution is not dominant, Namurn maintains synergy in the team and is a step forward for Urnturk to achieve optimal results.

The same process creates synergy between team members, reduces the potential for conflict, and improves erfisiernation in the work process. This principle is in line with one of the pillars of urgency in TQM, namely *teramwork*, which explains the importance of collaboration between individuals to achieve the best quality of production and service (Polii & Karurmtur, 2019). This is the first step in a complete work environment, where each team member is working strategically in developing and producing production results. In addition, the establishment of the same discipline promotes good co-purification, close collaboration, and commitment to achieve high standards. If the team works with a clear and consistent

vision, it is possible to solve problems that are murncurl in the production process, so that the quality of the product can be improved.

In the framework of TQM, the work of a team that is flexible creates a harmonious work environment, where team members understand the answers, refine the way they are made, and contribute to the improvement of the team. The determination of the work in the jurga team ensures that each individual is responsive to the vision of the process, as well as the production process of the terror and the results are in line with the expected curacy standards. With the application of TQM that is integrated in the team's work, the process can improve the quality of the work of the team and improve the quality of the work of the team (Sertiyanti, 2012).

The research published by Olerh (Lasiyono, 2022) is the journal "The Pernting of Leadership and Team Cooperation in the Implementation of Manager Qualitativeness Integrated at PT. XYZ" states that the frequency of the contract is the top priority for the situation. The latest research suggests that leadership and teamwork in the process are very difficult and have a significant impact. The results of the jurga results were obtained in a study conducted by Olerh (Purtri, 2019) which concluded that the teamwork had a positive effect on the quality of the process. In the research, it was stated that the work environment that develops the work environment that prevents collaboration between employees is able to maintain high standards of currality. Good teamwork helps solve problems, improves the efficiency of production processes, and ensures the end result that meets the expectations of the customer.

The results of the interview are related to the variaberl Kerrjasama Team's performance in this term. Perrusahaan stated that the results in achieving the same results are very dependent on efective co-purification, poor gas distribution, and mutual trust among team members. If the team members have the same understanding facing the final game, Urnturk's motivation to contribute optimally increased. This encourages the role of the manager in ensuring that each team member understands and agrees on the vision and mission to be achieved. In addition, the interview revealed that conflicts in the team can be minimized if each member has a common vision. This harmony creates a harmonious and conducive work environment, so that it can improve the work process and have a positive impact on the quality of the product. Dermik Dirmikian, the results of the interview with the Merperrkurat Kersimpurlan show that they have the same problem among the team members who are concerned about the Kurality factor in improving the Quality of the Product through the Team's work.

The Influence of Product Quality Education and Training

The results of the study showed that the variation in Education and Training was partially affected by the Curriculum of the Produce, and the results of the training were compared to the coerfisiern value of the rergrers. Koerfisiern rergrersi serbersar 1,760 indicates..... the efficiency and the results of the production comply with the expected standards. Education and Training are one of the strategic factors that not only increase the efficiency of the process, but also the competitiveness of the process.

An efective education program provides basic knowledge that is important to employees, a training program that is related to developing a comprehensive curriculum and a deep understanding of the production process. With good education, employees will be ready to face challenges in their work, understand the standards of currality set, and be able to solve

the problem of early seizures. The jurga training allows urnturk employees to learn new technology or mertoder production that is more efficient, which in turn can improve the quality of the produced production.

In addition, continuous education and training can help create a variety of curacities in the organization. Employees who are well-trained have a good understanding of the efficiency of the production at each stage of production, from the design of the production to the final production. It is possible to improve the efficiency of independent methods, correct errors, and innovate to improve production. The training program that involves the most important work, problem solving, understanding of the problem and the hope that the job can encourage Urnturk employees to work closely and pay attention to the dertail, which is very important to Urnturk to produce high-quality production. The education and training that is attached not only improves the terknis, but also improves the attitude and motivation of employees in the face of kurality. Employees feel valued and empowered through training, they have a sense of responsibility that is more important than their work and they are committed to producing products that are not satisfied or even meet the expectations of customers. In that case, the investment in education and training is only about increasing the capacity of employees, but it is also about improving the quality of the work that is produced by the organization.

In addition, this research confirms that education and training with positive results are faced with procurement. This research is in line with the results of his comprehensive research conducted (Gera ert al., 2024) which is entitled "*Analysis of the Application of Total Qurality Managermernt in Increasing the Qualitative of Produce in UrD. Erli Karya in East Laherwa District, Nias Urtara District*". In the research, it was stated that education and training are considered as a way to improve employees' understanding of production techniques, TQM concerts, and awareness of the importance of curitability. In this term, he emphasized that the training for the Urnturk business is to improve the education and training of its employees, so that the training of the employees can improve the performance and self-efficacy so that they can maximize the efficiency of the production of the business.

CONCLUSION

Based on the results of the research, it can be concluded that the three variables, namely Fokurs in Subscription (X1), Team Work (X2), and Education and Training (X3), have a positive effect on Productivity Qualification (Y). Variabelr Fokurs in Procurement has a significant effect with high rergrers, suggesting that attention is faced with growth, hope, and reversal of the procurement strategy in improving the efficiency of the process. Education and Training are a major improvement, emphasizing the inversion of the process in the development of the work, knowledge, and competition of employees to create a better work process and a good production result. In the same way, the contribution of the Kerrjasama team is small, this variety is related to various aspects of the work that are produced, the first is through the synergy between the parties, these three varieties are mutually compatible and strategically in encouraging the improvement of the quality of the product, so that the work is managed in an optimal way.

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