ANALYSIS OF THE ROLES OF TEAM WORK AND TEAM COMMUNICATIONS ON EMPLOYEEPERFORMANCE OF FUTURES TRADING BROKERAGE COMPANIES

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ARTICLEINFO	ABSTRACT
Keywords: *cooperation team ,* *communication team ,* *performance employee*	Study this explain about influence cooperation team and communication team in the *a* company with the impact on variables performance employee . Object in study this namely PT. Mahadana Asta Futures. Aim from study this is (1) for now and analyze influence communication team and cooperation team to performance employee. (2) for now and analyze variable that has influence dominant to performance employee . Obtained data in study this is primary data with method spread questionnaire to respondent. Study this use method quantitative through a questionnaire survey spread through google forms to the next 30 respondents processed with use SPSS version 20.0 with method taking sample is non probability sampling. Results test hypothesis (t test) that Teamwork has an effect significant to performance employee with t count as big (0.687) ≥ Ttable (2.048). Communication team influential significant to performance employee with t count of (5.851) ≥ Ttable (2,048) with coefficient determination by 94%. Teamwork and _ communication team influential significant in a manner simultaneous to performance employee. Implications from study this could give understanding for para researcher for notice and build cooperation team and communication team good.
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1. INTRODUCTION

Competition world effort in economy in Indonesia moment this very tight. Matter this because the more many company that has stand and develop in accordance with increase total units effort or increasing activity economy in Indonesia. Party government already give various relief so could more Upgrade activity economy, like example that is give permission effort and help capital. In activity economy. In Upgrade Profit Company can take with various type method that is like with method invest in the capital market. Capital ie something that very needed for continuity something effort, p this is constraint which often faced by company.

One _ type investment used _ so obtain profit in Century front that is example like the capital market. Capital market according Market Law _ _ Capital No. 8 of 1995 is is related activities _ with offer general and trading effect, company public which related with effect which issuance, as well related institutions and professions _ with effect. Capital market said effective and efficient if price all traded securities _ already reflect all information which has available. With exists development activity investment for the current capital market this so the more many found mutual stock exchange company _ compete in Indonesia. Exchange effect is a market who have something connection activity for purchase and sale effect company which has registered in exchange the. Exchange effect Becomes where _ brokers and dealers meet for buy and sell securities or share and bonds. In organization exchange effect in Indonesia this must operate and run very well on _ environment which competitive and dynamic. (Sarah et al., 2020). Researcher has do study that from year year already many company company large listed inside _ _ Indonesian stock exchange company , wrong only one is PT Mahadana Asta Futures .

Mahadana PT Asta Futures is one _ company broker , company which is located AXA Tower Fl-32, Jl. Prof. Dr. Satrio , Kuningan , Setiabudi , South Jakarta as one _ company broker big in Indonesia , company this move in the field trading financial derivative futures with form index Japan , Hong Kong and also South Korea. South, Loco London Gold and Multilateral Commodities with specification service advanced technology _ to exchange futures in Indonesia. Besides that company this also do various other activities eg

like do contract futures for the foreign currency _ many utilise sophistication technology for the futures exchange in Indonesia. However that all are seen from aspect environment company how para employee control it.

Mahadana PT Asta Futures inside _ growth the more develop keep - continuously keep up with the times moment this. For example with platform has best and most complete web based as well technology wireless , so could with easy accessed for look development from exchange market world. Mahadana PT Asta Futures use platforms "MetaTrader 4" which could accessed on Ipad , Iphone , Androids, Client Terminal, and Mobile Terminal.

Figure 1. Results survey live in PT Mahadana Asta Futures.

If seen in Figure 1. above is form atmosphere at PT Mahadana Asta Futures can see that atmosphere room for employee the very comfortable with facing conditions _ front and exist board wrote that has provided for stated activity or data data in the office, atmosphere the aim order employees one and others in order to be able to permanent communicate with good to be able to operate cooperation between good team and good communication order between team permanent walk effective. Before researcher continue study this, has researcher do study literature about results research. Researchers can too find difference influence positive and negative from results research.

Communication influential positive and significant at its level performance employee. Matter this proven because results study say that process communication which already run has given impact positive for employees , example is change attitude to more direction _ good and also relationship between employees , employees and leader which the more improving .

Research results this is also supported with theory (Hariandja , 2002) that communication is one _ important thing _ in life work , so matter this easy understand because less communication _ good could have broad impact on life _ organization , for example conflict between employees , gaps employees and vice versa . (Laws & Triatmant, 2017). Communication no fully influential on performance because there is research gaps from study study which has available, Pearce and Gerald (2011) conclude that satisfaction communication no relate in a manner significant with performance employee (Ardiansyah, 2016). Cooperation team also very influential to performance employee. According to (Dwiarko & Pratiwi , 2014), said that cooperation team (teamwork) which consists of two say team and work, so that cooperation team is combined people which intelligent which consists from 2 until 20 people and covers condition fulfillment understanding so that formed synergy Among various type activities carried out its members (Siagian , 2020). But according to study before (Eva Silvani Lawasi, 2017) that cooperation team no always influential significant to enhancement performance employee. This _ has tested on results research says _ that variable that propose influence on performance employee is communication team. Teamwork _ built by faith or trust. The more high trust and _ convinced between employees so the more good cooperation _ team so that could give influence to performance employee. And where could concluded that Teamwork can also _ have influence on improvement performance employee but no more big from influence which given by communication team (Lawasi & Triatmanto, 2017).

2. METHOD

Study this use with through method study quantitative. On study quantitative this , usually tool for gather something information from   existing research data /instruments used by researchers expanded through explanation variable study which already develop from theories which already tested pass activity study which already resolved . From matter the before instrument study which has develop so do it for

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gather information from the data on the object or actual respondents, should be instrument following tested validity and its reliability formerly before. (Dr. Wahidpuri , 2017)

Based on research (Dr. Wahid Murni, 2017) according to the part that has available there is two a must _ developed that is like approach research and types research. Because that , candidate researcher required so that decipher reason happening approach already quantitative _ used and also how type existing research that could Become something choice . Because on study quantitative there is example from a number of type research, like matter experiment and non-experiment. Each type this shape various. Because that study this could use approach quantitative, from problem this according to the opinion (Creswell, 2014) who said that study quantitative is approach so could test theory objective through method test connection between variable. Variable these, in turn, can be assessed reject measure through instrumental method the, and could Become gathering data amount which can checked through method procedure statistics. So could expose type study this , researcher get meaning from study correlation , *"correlational research is a type of nonexperimental research in whichthe researcher measures two variables and assesses the statistical relationships (ie, the correlation) between them with little or no effort to control extraneous variables (Price, 2012)"* example sentence the is definition from expert explains _ words like it . (Creswell, 2014) state that when design correlational currently carry out investigation so will use method statistics correlational so could symbolizes andlook mark reject measure on the level or association (or relationship) between two or more variable or bsa also covers various type range score . According to study this , researcher using primary data and secondary data , which is in this primary data could collected live from field with method spread online questionnaire via feature *Google Forms* and data secondary from study this could generated with method studies literature through media period, journal scientific and books . (Dr. Wahidpuri, 2017)

Time and the place taking sample in study this done in Jakarta on month February through April 2021 with do deployment questionnaire. In period time three month has done manufacture, distribution, collection and processing questionnaire. According to research (Komala & Nellyaningsih , 2017) says that according to (Sugiyono , 2016) on books which there is that explain about Population is : "Region generalization which there is various type on object / subject which have quality and various type character certain which has determined by study so could study and later will pulled form conclusion ". Based on population following meaning from pulled sample pass using simple random sampling (sample random simple) is how method he took sample in a manner totally free (random) . Give opportunity which same. Kindly statistics explained that size sample which very big required for give results which the more ok.

Through large sample, mean and standard the obtained deviation will have increasing probability height to be the same such as mean and standard deviation population. Matter following have reason, cause total sample there is relation with testing hypothesis statistics. Although large sample _ will the more ok, however when small sample _ chosen in a manner random so will get reflection from accurate population (Hajar, 1996).

(Dr. Wahidpuri, 2017) Via activity study sample can we explain that part from total population which position replace population and will so source collection data research. Relate with sample study (Sudjana, 1988) say that "On provision which raw or definite formula _ that its nature no available. Because of the truth sample there is from nature and type approach population or no, which means no based on big or many minimum 30 subject. This based on calculations or condition usual testing _ which worn on statistics". (Gay , 1981), (McMillan & Schumacher, 1984) argued that " For study correlational at least 30 subjects (people)". (Arikunto , 1995), differentiate based on many subject research , matter this for subject which not enough from 100 with which more from 100, which explain that " For reference the when the subject not enough from 100, more good taken all so that his research Becomes study population ; next if total the subject big so could take between 10 to with 15% or between 20 to with 25% or more depends on matter the :

3. RESULTS AND DISCUSSION
3.1. Test hypothesis
a. Coefficient Regression kindly Partial (Test Q)

Test t have aim for understand is there is connection or influence amongvariable independent on variable dependent. Criteria testing test Q namely:

1) If t count ≤ t table, then Ho accepted it means no there is influence Among variableindependent to variable dependent.
2) If t count > t table so Ho rejected. It means there is influence Among variable independent to variable dependent.

Study this is also looking for mark significance and also the value of t arithmetic and t table instudy this could see from table following:

Table 1. Results Test t

Model		Q	Sig
1	(Constant)	.189	.852
	Cooperation Team	.687	,498
	Communications Team	5,851	.503

Based on SPSS output results (Table 4.18) are obtained with level significance 5%, based on table obtained t count as big 0.687 and 5,851 with level freedom (df)

> = n-2=30-2=28. With 2 sided test results obtained _ for t table of 2,048. Based on SPSS output results (Table 4.18) are obtained mark significance of α, Based on results output SPSS obtained mark significance α for variable cooperation team is as big 0.498 0.05 and t value 0.687 > 2.048, this showing that cooperation team no influential on employee performance, with thus H 2 is rejected . Based on SPSS output results (Table 4.18) obtained mark significance α, Based on results output SPSS obtained mark significance α for variable communication team is as big 0.503 > 0.05 and mark t 5,851

> 2048, here showing that communication team influential against employees performances, with thereby H 3 accepted.

3.2. Test F

Test this used so that could understand is variable independent (X 1, X 2, Xn) in a manner together influential significant to variable dependent (Y). Criteria test F namely:

1. If Fcount ≤ mark Ftable , So hypothesis zero accepted (with level error 0.05)
2. If Fcount > mark Ftable , So hypothesis zero rejected (with level error 0.05

Table 2. Results Test F Submodels 1

Model	Sum of Squares	df Means Square	F	Sig.
Regressions	1830.5441	1830544	431,966	.000 b
1	residual	118,656	28	4,238
	Total	1949,200	29	

Based on Table 2 obtained with use (nk-1) or 30-2-1 = 27, obtain F table as big 3,354. Because F count > F table (431.966>3.354), so H 1 rejected , it means there is influence in a manner significant Among cooperation team and *communication team* to *employees performance,* so that concluded that cooperation team and*communication team* in a manner together influential to *employees performance.*

3.3. Test Coefficient Determination (R $^{2)}$

Determination test done in order to understand the influence from variable cooperation team (X1) and the communication team (X2) against variable dependent on employee performance (Y). Determination test analysis, results determination data processing with using IBM programsSPSS 20 could see on table 3

Table 3. Results Test Determination Variable employees performance (Y) Model Sum Mary [b]

R model	Square	Adjusted R Square	std. Error ofthe Estimates
1 .970 a	.940	.936	2.07823

Based on table 3 showing that number on column *R Square* as big 0.940 orby 94%. This _ showing that percentage variable independent that is cooperation team(X1) and communication *team* (X 2) on variables dependent *employee performance* (Y) is by 94% and the rest by 6% that can affected by variables other which no including in study this .

3.4. Test Regression linear Simple

Regression linear simple showing influence variable independent tovariable dependent with equality following Y = a + bx

Table 4**.** Regression Simple Variable Cooperation Team to Variable Employee performance

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
(Constant)	2,530	2,905		.871	.391
1 Work Same Team	.932	.070	.930	13,355	.000

A. dependent Variables: Employee performance

Equality Y = 2,530 + 0.672 indicates adana influence positive cooperation team to employees performance. Test t showing that Performance Employee (Y)influential in a manner live to Cooperation Team (X 1) with mark significance 0.001 < 0.05 and mark t 0.687 > 2048 so that Cooperation Team very urgent Performance Employees . Next, for variable Communication Team influential in a manner live to Performance Employee with mark significance 0.000 > 0.05 and mark t 5.851 > 2.048 means in a manner Partial variable Communication Team influential positive to Performance Employee in PT Mahadana Asta Futures.

Table 5. Regression Simple Variable Communication Team Against VariableEmployee performance

Coefficients [a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	Std. Beta Errors		B		
(Constant)	.556	1.963.	283.779		
1 Communicationsteam	.991	.048	.96920	.784	000

A. dependent Variables: Employee performance Source: processed Researcher, 2021

Y equation   = 0.556   +0.991 indicates   a   positive influence communication team to employees performance.

3.4. Test Regression linear Double

Influence from test regression linear double aim for could measure how much big influence Cooperation Team (X1) and Communications team (X2) to Employee performance
(Y) like table under this :

Table 6. Regression linear Double

	Model	Unstandardized Coefficients		Standardized Coefficients
		B	std. Error	Betas
1	(Constant)	.377	1999	
	Cooperation Team	.103	.149	.102
	Communication team	.892	.152	.872

From the results table 6 Table coefficient regression showing mark coefficient in equality regression linear double. Mark equality which worn that is which there is on column B (coefficient). Standard equality multiple linear regression is could obtained results as following:

$$Y = 0.377 + 0.103X_1 + 0.892X_2 + e$$

From results equality regression above, could interpreted as following:

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1) Mark constant which obtained that is as big 0.377, which could in interpret cooperation team (X_1) and communication teams (X_2) value is 0, so employees performance (Y) Have mark as big 0.377.

2) Coefficient regression variable cooperation team (X_1) obtained that is by 0.103, that is can be interpreted if cooperation team (X_1) experience increase by 1 level , then employees performance (Y) experience increase as big 0.103.

3) Coefficient regression communication team (X_2) which obtained that is as big 0.892, which could means communication _ team (X_2) experience increase as big 1 level , then employees performance (Y) experience increase as big 0.892.

After already done testing in sub- chapter before, according to dimensions*Performance Concept* if performance employees at PT. Mahadana Asta Futures could appear if quality profession good employee _ will in accordance with the best wishes _ for team **(EP 1.5)** so that could have cooperation which good between team one with other if employees _ have a high desire _ for achieve that best. And if have not quite enough answer **(EP 1.3)** which tall with results which maximum so employees will too feel a number of impact positive from superior PT. Mahadana Asta Futures like get bonuses, promotions or something else . Whereas based on dimensions *Sportsmanship* if have Satisfaction work to colleague work **(EP 2.5)** then profession which done employee also will increase so that Becomes more good again if cooperation and communication between colleague it works also ok. And if employee get positive feedback from boss , then employee also will get impactful promotions _ Satisfaction work to promotion employee **(EP 2.3)** so that profession become more good again whereas position the more tall again.

3.5. Cooperation Team Very Influential kindly Significant to Performance Employee

According to results on research su chapter before, shows that Teamworkcould have significant influence on Employee Performance PT. Mahadana Asta Futures with t count as big 0.687. Indicator reason could is known through results *pearson correlation* where indicator which have mark highest from dimensions *Teamwork based Assessment* that is Ability coordinate with team other (KT 1.2) and Flavor satisfaction in work done (KT 1.5). And indicator which have mark highest in dimensions *Contribution Teamwork* that is with indicator Approach general combined from from individual, groups and assignments. (KT 2.2) and Cooperation in aim end (KT 2.4) four statement the be items which influence Employee Performance PT. Mahadana AstaFutures on Cooperation variable team.

With exists research conducted by (Jalili & Shishavan , 2020) entitled *"Responding to student feedback: Individualizing teamwork scores based on peer assessment"* results his research explain that is the dimension of " *Teamwork Based Assessment*" has an effect significant on performance employees and according study (Hotapeti et al., 2020) entitled *"Influences of Demographics background on Teamwork Ability: A Study"* results his research state that dimensions *"Contribution Teamwork "* effect significant to performance employee . Although there is a little difference results Among study this and study before, however in a manner line big could interpreted that variable cooperation team influential significant to performance employee .

3.6. Communications Team Very Influential Kindly Significant to Performance Employee

According to results study on sus chapter before, showing that *Communication* Influential *team* significant on Employee Performance at PT. Mahadana Asta Futures with t count as big 5,851. Indicator reason could is known through results *pearsoncorrelation* where indicator which have mark highest from dimensions *spontaneous Communications* that is Feeling to employee other **(ct 1.5)** and Flavor dependency in the profession **(CT 1.3).** And indicators that have mark highest in dimensions *Clustering* ie with indicator of sense of ability for Becomes the best team **(CT 2.4)** and No separate member team one and another **(CT 2.2)** four statement the be an itemaffect Employee Performance PT. Mahadana Asta Futures on variables *Communication team* .

Results study this in line with study which done by (Liu et al., 2020) *Chang Gun University of Science and Technology,* results his research state that *The Communication Team* is very influential in a manner significant on Conflict and interaction on nursing. And research conducted by (Marchukov & Montano, 2017) shows Interdisciplinary team student nursing in study this meet with that conflict influential very significant , especially Duty conflict , and in accordance on dimensions *(Contribution).*

4. CONCLUSION

Aim from exists study this is for could is known how much big there is The influence of Teamwork and Communication team to performance employees at PT. Mahadana Asta futures , from study this data

which obtained through method with deployment questionnaire on 30 respondents with criteria specified, then the data will processed with use tool analysis statistics form program that is SPSS. The results of the data processing concluded as following Teamwork Variable (X1) influential and significant on Employee Performance (Y) at PT. Mahadana Asta Futures with Tcount (0.687) ≥ Ttable (2.048) and value significance 0.498 <0.05. Variable Communication Team (X2) is influential and significant on Employee Performance (Y) at PT. Mahadana Asta Futures with tcount (5,851) ≥ ttable (2,048) and mark significance 0.503 < 0.05. Variable Cooperation Team and Communication Team in a manner simultaneous influential to Performance Employees .

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