

The Influence of Work Motivation on the Work Productivity of PT Employees. GS Battery Karawang

Euis Widia Sari¹, Yudi Kristanto², Widya Lelisa Army³

Universitas Pertiwi

Article Info

Article history:

Received: 13 July 2024

Publish: 16 July 2024

Keywords:

Motivation, Employee Work Productivity

Abstract

This research is motivated by the problem of lack of work motivation resulting in a problem phenomenon regarding a decrease in employee work productivity, where employees seem to get bored easily with the routine work they do and the work environment is less supportive, resulting in employees being less comfortable doing their work. The aim of this research is to determine the influence of work motivation on employee work productivity. This research using quantitative methods with associative techniques was carried out at PT. GS Battery Karawang with a population of 35 employees with data collection techniques using questionnaires. Based on the calculation results, the correlation coefficient is $r = 0.897$ and the determination coefficient is $R = r^2 = 0.486$. Testing the significance of the correlation obtained $t_{count} (5.582) > t_{table} (2.021)$ at $\alpha = 0.05$, indicating that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between work motivation and work productivity can be accepted. This means that the better a person's work motivation will be followed by higher work productivity. Meanwhile, the coefficient of determination of 0.486 shows that 48.6% of the variation in Work Productivity can be explained by variations in Work Motivation, the remaining 51.4% is determined by other factors outside Work Motivation.

This is an open access article under the [Lisensi Creative Commons Atribusi-BerbagiSerupa 4.0 Internasional](https://creativecommons.org/licenses/by-sa/4.0/)



Corresponding Author:

Euis Widia Sari

Universitas Pertiwi

Email : 20120067@pertiwi.ac.id

1. INTRODUCTION

Good and quality Human Resources (HR) are needed in companies to realize organizational functions. If these resources are considered properly and appropriately, they will produce good performance which can be seen from the level of productivity. The thing that needs to be considered in improving employee performance is by providing motivation to employees so that they can provide positive value towards achieving company goals, because with motivation, an employee will have high enthusiasm in carrying out their duties and responsibilities.

Every year, it is not uncommon for employee performance to decline, every company basically wants and demands that all employees can complete their work well. One of the determining factors for work success, apart from achieving good performance, the company must have quality employees who play an important role in achieving company goals.

Human Resources have a very important role in an organization or company. Companies are required to be able to adapt in order to survive in the face of increasingly fierce and increasing competition. Therefore, to overcome this problem, quality human resources are needed, creative, innovative, highly competitive and have high performance. Companies are also required to be better able to manage and develop as well as possible all the potential and quality of human resources so that the company does not experience a decline in performance and in order to achieve company goals (Trisna and Guritno, 2021).

According to Mangkunegara (2012: 61) motivation is a condition or energy that moves employees who are directed or aimed at achieving organizational or company goals. Therefore, a person's actions based on certain motivations contain a theme according to the underlying motivation. Motivation is something that plays an important role in increasing work productivity and is also a force within a person that encourages his behavior to act.

The level of someone's strength in carrying out tasks to achieve their goals shows the level of motivation. Therefore, highly motivated people do their best to make their work as successful as possible to increase labor productivity.

According to Herzberg, he put forward a two-factor theory, namely: (1) Hygiene Factors which include salary, personal life, quality of supervision, working conditions, job security, interpersonal relationships, company policy and administration. In this case Hygiene Factors are also called External Motivation; (2) Satisfaction factors (Motivators) associated with work content include success, recognition, challenging work, improvement and growth in work. Motivation Factors are also called Internal Motivation.

To inspire others, we can give rewards, we can create more interesting work, we can be good listeners, we can appreciate, challenge and help, but we can do for others what we can actually do ourselves. With incentives, employees can be motivated to exert more energy and ideas to achieve company goals. If these needs are met, a feeling of satisfaction and smoothness will increase employee work productivity.

Low employee motivation also results in decreased employee performance so that work productivity does not reach optimal results. Based on the results of initial interviews with some employees, the motivation factor is lacking because it is felt that the salaries received by employees cannot meet employee needs. Apart from salary problems, low work motivation is because employees easily get bored with the routine work they do and lack challenging things to do. The factor of decreasing employee work motivation is also thought to be because the work environment at PT GS Battery Karawang is not supportive. This is reflected in the warehouse location where the work environment does not have cooling equipment such as fans or AC (Air Conditioning), which makes employees less comfortable doing their work.

Theoretically, as explained above, work productivity can be influenced by employee work motivation. Therefore, the work productivity of PT GS Battery employees is closely related to the variables above, this is what inspired the research entitled "The Influence of Monkey Motivation on the Work Productivity of PT GS Battery Karawang Employees". In this way, it is hoped that the research carried out will reveal the magnitude of the influence of each variable studied on EMPLOYEE productivity.

2. RESEARCH METHOD

This research is a type of quantitative descriptive research, according to (Sugiyono, 2017) quantitative methods can be interpreted as research methods based on positivist philosophy used to research certain populations or samples, data collection using research instruments, data analysis, quantitative/statistical in nature, with the aim is to test the established hypothesis. In this study, the population was 35 employees of the PT GS Battery Karawang office in the GA Division, and the researcher took the entire population as a sample of 35 people. The sampling technique used in this research was determined using the population sampling method. This means that all 35 employees of PT GS Battery Karawang were the sample.

3. RESULTS AND DISCUSSION

In the next stage, test the research hypothesis, namely empirically testing the influence between Work Motivation (X) and Work Productivity (Y), which is tested using the Pearson Product Moment Correlation Test technique. The strength of the influence between Work Motivation and Work Productivity is explained by the correlation coefficient calculated using the Pearson Product Moment correlation technique.

Based on the calculation results, a correlation coefficient of $r = 0.897$ and a determination coefficient of $R = r^2 = 0.486$ were obtained. Testing the significance of the correlation obtained $t_{count} (5.582) > t_{table} (2.021)$ at $\alpha = 0.05$, indicating that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between work motivation and work productivity can be accepted. This means that the better a person's work motivation will be followed by higher work productivity. Meanwhile, the coefficient of determination of 0.486 shows that 48.6% of the variation in Work Productivity can be explained by variations in Work Motivation, the remaining 51.4% is determined by other factors outside Work Motivation.

Thus, based on the results of the data analysis above, empirical evidence was obtained which shows that there is an influence between work motivation and work productivity. In other words, the stronger the work motivation, the greater the work productivity. Thus, empirically it can be said that one of the efforts to increase work productivity is by increasing work motivation. In the next stage, test the research hypothesis, namely empirically testing the influence between Work Motivation (X) and Work Productivity (Y), which is tested using the Simple Linear Regression Test technique.

The influence of Talent Management on Employee Performance is explained by testing the research hypothesis which is stated statistically as follows:

$H_0 : \rho = 0$

There is no influence between Talent Management on Employee Performance.

$H_1 : \rho > 0$

There is a positive influence between Talent Management on Employee Performance.

The strength of the influence of Talent Management on Employee Performance is explained by the regression coefficient calculated using the Simple Linear Regression technique. The results of the calculation of significance and linearity tests using the F-test with the following steps:

The first step in hypothesis testing is constructing a regression equation model. Based on the results of calculations to develop a regression equation model between Work Motivation (X) and Work Productivity (Y), the constant $\alpha = 4.18$ and the regression coefficient $\beta = 0.89$ are obtained. Thus, the influence between the independent variable X and the dependent variable Y can be expressed in a simple linear regression equation model as follows: $\hat{Y} = 4.18 + 0.89X$

The next data analysis is testing the significance and linearity of the regression equation based on the ANOVA table.

The results of the regression significance test based on the ANOVA table obtained $F_{count} (31.15) > F_{table} (7.50)$ at $\alpha = 0.01$. This shows that the regression equation model is significant. The linearity test results obtained $F_{count} (0.82) < F_{table} (2.26)$ at $\alpha = 0.05$. These results indicate that the regression equation is linear.

Based on the test results above, the regression equation $\hat{Y} = 4.18 + 0.89X$ can be used to explain the form of a linear relationship between Work Motivation and Work Productivity. This relationship shows that there is a direction of change in the trend of Work Productivity due to Work Motivation. This relationship can then be depicted in the form of a line graph as in Figure 1.

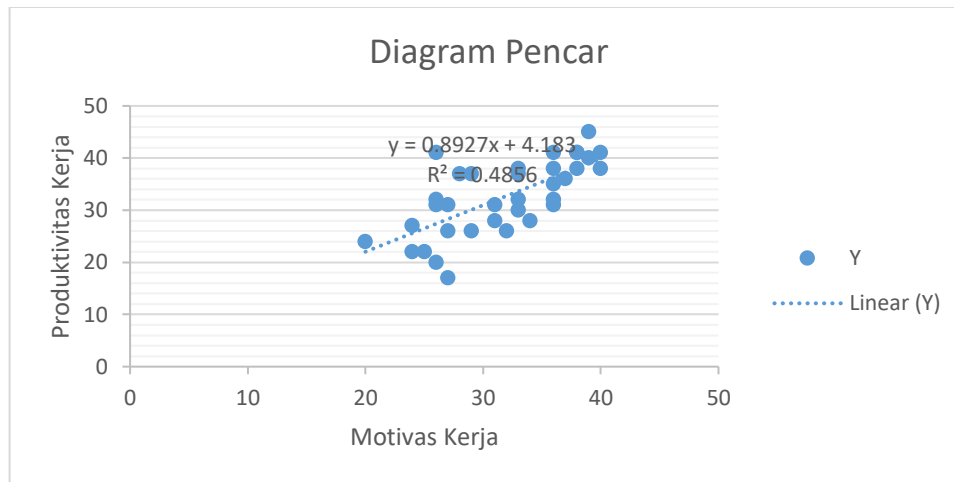


Image of Regression Equation Scatter Diagram

$$\hat{Y} = 4.18 + 0.89X$$

4. CONCLUSION

Based on the research findings and discussion presented previously, the following conclusions were obtained:

1. Based on the results of data obtained from the Work Motivation questionnaire conducted on 35 respondents, the highest score was 40 and the lowest score was 20 with a range of 20 and a standard deviation of 5.48 and a variance of 30.05. Mean 31.80; median 33 and mode 36. This is categorized as good.
2. Based on the results of data analysis obtained from the Work Productivity questionnaire conducted on 35 respondents, the highest score was 45 and the lowest was 17 with a range of 28 and a standard deviation of 7.02 and a variance of 49.31. Mean 32.57; median 32 and mode 41. This is categorized as good.
3. Based on the calculation results, a correlation coefficient of $r = 0.897$ and a determination coefficient of $R = r^2 = 0.486$ were obtained. Testing the significance of the correlation obtained $t_{count} (5.582) > t_{table} (2.021)$ at $\alpha = 0.05$, indicating that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between work motivation and work productivity can be accepted. This means that the better a person's work motivation will be followed by higher work productivity. Meanwhile, the coefficient of determination of 0.486 shows that 48.6% of the variation in Work Productivity can be explained by variations in Work Motivation, the remaining 51.4% is determined by other factors outside Work Motivation.

4. BIBLIOGRAPHY

- Arep, Ishak. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Universitas Trisakti.
- Arikunto, S. (2016). *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta
- Sugiyono. (2016). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Tumiwa, Ramon Arthur Ferry. (2021). *Manajemen Motivasi Kerja*. Yogyakarta: Diandra Kreatif.
- Wijaya, Candra dan Ojak Manurung. (2021). *Produktivitas Kerja*. Jakarta: Kencana.