

The Impact of Employee Motivation on Productivity

Bestadrian Prawiro Theng^{1*}, Robin²

Institut Bisnis Informasi Teknologi dan Bisnis
adriantheng2020@gmail.com

Abstract

Productivity refers to the capability of employee in making significant achievements which are higher than the company expectations. It means that the outcome of the work is better than what the company expect them to do. Employee productivity can be realized if the human resource is able to be responsible in accomplishing the task or job. One of the key factors which influence productivity is employee motivation. The problem at UD Segren Binjai are the lacking of productivity in terms of coming to work late and not accomplishing the task on time. The research designs used in this study are descriptive study and correlative study. In this research, the writer used questionnaire to collect the data. The sample used in this study is the employees at UD Segren Binjai which are 33 employees. The result got from this research is the employee motivation has impact on productivity at UD Segren Binjai which can be seen from the hypothesis test ($z_{count} > z_{table}$ ($4.28 > 1.96$)) which means that the H_0 is rejected and the H_a is accepted. From the correlation test done, it shows the result is 0.771 which means that employee motivation has strong and positive impact on productivity.

Keywords: Employee Motivation; Productivity

INTRODUCTION

Human resource is the most important asset of a company that supports the organizational development. It is one of the basic resources that we need to manage professionally in order to achieve the company objectives and goals. The company growth highly depends on the productivity of the employees in the company. It is the company's competitive advantage if they have high productivity employee. Productivity refers to the capability of employee in making significant achievements which are higher than the company expectations. It means that the outcome of the work is better than what the company expect them to do. The improvement in productivity is indeed the main goal for any firm where all units work closely to increase their performance. Employee productivity can be realized if the human resource is able to be responsible in accomplishing the task or job. One of the key factors which influence productivity is employee motivation. Therefore, it is company's responsibility in giving support and motivation to the employees. Employee motivation refers to the willingness of the employee to put extra efforts to achieve the objectives and goals. It means that the individual represents the feeling of enthusiasm to achieve certain goals for the company. 2 Employees will show their best if they have interest toward their job. Company needs to help them by giving support and motivation to the employees.

Employees need frequent motivations in order to boost their productivity level and accomplish their tasks as desired. Besides, company also needs to appreciate the employees' work by giving them reward and chance to grow. Other than that, the factor that motivates someone to work is their needs and desires. It is the external motivation that motivates the employees to achieve certain goal for the expected reward. By motivating them with the reward, the employees are willing to work and accomplish their task at their best. Hence, company needs to support their human resource by motivating

them. The motivation on employees is an important role in transforming an organization. It is necessary for the company to further understand what motivate the employees to be more productive. Highly motivated employees are the most valuable assets of company that have impact on long term organizational performance. They will give their fullest to accomplish their task. Hanaysha and Majid (2018:20) stated that, Motivation is very important for improving organizational commitment among workers, which resultantly leads to higher levels of productivity. In other words, committed employees tend to receive motivation at the workplace and be rewarded for good achievements. Therefore, motivation can be considered as the driver of employee's productivity and organizational commitment.

The employees who work in the company said that they are not motivated to work because the company does not pay them on time. They are not being appreciated of their work even they did well and they do not receive any bonus for their hard work toward the company. These are why the employees of the company reduce their productivity toward the work.

METHODS

Research design is the framework of methods and procedures to conduct the research study in a systematic way. It is used as the basis in conducting the research in order that the research can run correctly. Research design includes how the data is to be collected, what instruments will be employed, how it will be used and the intended means for analyzing data collected. In this research, the writer uses two types of research designs which are descriptive study and correlative study. Descriptive study is the study used to describe the data and characteristics of the variables. The purposes of this research are to collect, compile and classify the obtained data, then interpreting the problem encountered. The data can be obtained by conducting the interviews and questionnaires survey. Correlative study is the study in which correlate one variable to another to determine whether there is relationship between the variables. The statistical tolls that will be used in this study are as follows:

Validity Test

Validity refers of how well a test or instrument is accurately measuring what it is supposed to. In this study, the writer will test the validity of data by distributing the questionnaires to the research object to figure out whether it is valid or not. The higher the results of the validity test, the more accurate the questionnaire will be.

Reliability Test

Reliability refers to the ability to reproduce the consistent result as required. This test is to know the consistency and stability of the questionnaires.

Normality Test

Normality test is used to determine if the sample fits a standard normal distribution. The purpose of normality test it to test whether the regression model, confounding or residual variable has a normal distribution. The writer will use the Kolmogorov-Smirnov test to check the normality assumption. If the significance level is more than 0.05, then the distribution of the population is normal. On the other hand, if the significance level is below 0.05, it means that the population are not distributing normally.

Coefficient of Correlation

A correlation coefficient is a measure to determine the strength of the linear relationship between two variables. This correlation test can be used to know the correlation between independent variable and dependent variable whether the hypothesis can be accepted or rejected. The writer will use Pearson product-moment correlation coefficient to measure the strength of the linear relationship between variables.

Determination Test

Determination is tested in order to find out how far the value of variable X may influence the value of variable Y. The result of correlation coefficient will determine the value of determination. The closer the result to the 100%, the bigger the influence of variable X toward variable Y.

Linear Regression Equation

Regression analysis is used to describe data and to explain the relationship between one dependent variable and one more independent variable by estimating coefficient for an equation for a straight line. It is used to determine the strength of the relationship between the dependent variable and independent variable and to predict how much is variable Y bound to variable X if the variable X is changed.

$$Y = a + b X$$

Source: Sugiyono (2015)

$$a = \frac{(\sum y)(\sum x^2) - (\sum x)(\sum xy)}{n\sum x^2 - (\sum x)^2} \qquad b = \frac{n \cdot \sum xy - (\sum x \cdot \sum y)}{n \cdot \sum x^2 - (\sum x)^2}$$

Hypothesis Test

After the data collected have been accepted and the relationship between variable X and variable Y has been determined, the writer would like to test the hypothesis by using the Z-test. Hypothesis test is done to conclude the results which were obtained from the sample. Basically t-test and z-test are both used to test whether the hypothesis is accepted or rejected. However, t-test takes the population that is lower than 30 and z-test usually takes the population that is higher than 30. Therefore, in this research, the writer would like to apply the z-test.

- Ztable < Zcount < + Ztable	Null hypothesis (Ho) is accepted
	Alternative hypothesis (Ha) is rejected
-Zcount ≤ - Ztable or Zcount ≥ + Ztable	Null hypothesis (Ho) is rejected
	Alternative hypothesis (Ha) is accepted

Which: z = hypothesis test n = number of sample r = correlation between variable x and variable y The scale used for the result of hypothesis test of two-tail hypothesis test: Margin of error/ level of significance = 5% Level of Confidence = 95%

RESULTS AND DISCUSSION

Normality Test

Normality test is done to determine whether the sample data fits the standard normal distribution. Normality test can be performed. mathematically or graphically. The normality test result is shown in the table below:

		Employee Motivation	Productivity
N		33	33
Normal Parameters ^{a,b}	Mean	17,61	15,55
	Std. Deviation	4,123	5,534
	Absolute	,100	,141
Most Extreme Differences	Positive	,100	,133
	Negative	-,068	-,141
Kolmogorov-Smirnov Z		,574	,809
Asymp. Sig. (2-tailed)		,896	,529

The test of Kolmogorov Smirnov should have the significance of more than 0.05. That means that the data should be more than 0.05 in order to have the normal distribution. From the table above, the significance of Employee Motivation (Variable X) is 0.896 and the significance of Productivity (Variable Y) is 0.529. This means, the sample from variable X and variable Y are normally distributed.

Correlation Test

Correlation test is done to calculate how strong the relationship between the independent variable and dependent variable. Below is the correlation test in the research.

		Employee Motivation	Productivity
Pearson Correlation	Employee Motivation	1,000	,771
	Productivity	,771	1,000
Sig. (1-tailed)	Employee Motivation	.	,000
	Productivity	,000	.
N	Employee Motivation	33	33
	Productivity	33	33

From the table above, the result of correlation coefficient between Variable X (Employee Motivation) and Variable Y (Productivity) is 0.771. The correlation coefficient of 0.771 is indicated as strong and positive relationship between the independent and dependent variables. It means that Employee Motivation has strong and positive impact on Productivity of the employees as UD Segren Binjai.

Determination Test

the percentage of the impact of Employee Motivation on Productivity is 59.5% and the remaining 49.5% is impacted by the other factors which are not discussed in this *skripsi*. From the table of determination scale, the result of 59.5% is shown as high determination which means that Employee Motivation has high impact on Productivity at UD Segren Binjai.

Linear Regression Equation

Linear Regression Equation is a statistical data technique that analyzes the linear relationship between the two variables by estimating coefficient for a linear equation.

Model	Unstandardized		Standardized	t	Sig.
	Coefficients				
	B	Std. Error	Beta		
(Constant)	-2,683	2,773		-,967	,341
1					
Employee Motivation	1,035	,153	,771	6,745	,000

$$Y = a + b X$$

$$Y = -2.683 + 1.035 X$$

$$x = 0 \quad y = -2.683 + 1.035 (0) = -2.683$$

$$x = 1 \quad y = -2.683 + 1.035 (1) = -1.648$$

$$x = 2 \quad y = -2.683 + 1.035 (2) = -0.613$$

$$x = 3 \quad y = -2.683 + 1.035 (3) = 0.422$$

The linear regression shows when X = 1, the Y is -1.648 which increase 1.035. When X = 2, the Y is -0.613 and when X = 3, the value of Y is 0.422. From the equation, it shows that the Employee Motivation has a positive equation on Productivity which the increase of X is increasing the value of Y.

Hypothesis Test

Hypothesis test is done to know whether the hypothesis is accepted or rejected. In this research, the writer used the z-test as the sample size in the research is more than 30 samples. The confidence level of hypothesis test is 95% and the error degree is 5%, since this research is using two-tailed hypothesis test, $0.95/2 = 0.4750$ so the ztable is 1.96. From the calculation above, the zcount = 4.28, so $+zcount > +ztable$ ($4.28 > 1.96$). From the result above, the writer draws a conclusion that Null Hypothesis (Ho) is rejected and the Alternative Hypothesis (Ha) is accepted. This means that employee motivation has impact on productivity at UD Segren Binjai.

The analysis of the result of the research can be summarized as follows:

The validity test of variable X (Employee Motivation) and variable Y (Productivity) shows the result of between 0.666 and 0.883 which means that the questionnaires used in the research is valid.

The reliability test of variable X (Employee Motivation) shows the result of 0.876 and the reliability test of variable Y (Productivity) shows the result of 0.877 which means that the questionnaires of variable X and variable Y used is reliable.

The statistics of variable X (Employee Motivation) shows that the average of the respondents answers "Moderate" and most of the respondents disagree to the variable X (Employee Motivation). In variable Y, the average of the respondents answers "Disagree" and 68 most of the respondents strongly disagree to the variable Y (Productivity).

The normality test of variable X (Employee Motivation) shows the result of 0.896 and the normality test of variable Y (Productivity) shows the result of 0.529. The significance of variable X and variable Y are greater than 0.05 which means that the data obtained have normal distribution.

The correlation test of the variable X and variable Y shows the result of 0.771 which means that Employee Motivation has strong and positive impact on Productivity at UD Segren Binjai.

The determination test of the variable X and variable Y shows the result of 59.5% which reflected to high determination between variable X (Employee Motivation) and variable Y (Productivity) at UD Segren Binjai.

The linear regression equation results $Y = -2.863 + 1.035 X$ means that if there is increasing in variable Y, it will increase the variable X. It shows that variable X (Employee Motivation) has positive impact on variable Y (Productivity) at UD Segren Binjai.

The hypothesis test is tested using the z-test with the result $+zcount > +ztable$ ($4.28 > 1.96$). Thus, the Alternative Hypothesis (H_a) is accepted in which the employee motivation has impact on productivity at UD Segren Binjai

CONCLUSION

Based on the result and analysis done, the writer concludes that in this research employee motivation has impact on productivity at UD Segren Binjai. From correlation test, it can be seen that the employee motivation has strong and positive impact on productivity at UD Segren Binjai. From determination test, it can be seen that 59.5% of the productivity is impacted by employee motivation. The linear regression equation shows that employee motivation has positive impact on productivity at UD Segren Binjai. The z-test done shows that $zcount > ztable$ ($4.28 > 1.96$) which result at the alternative hypothesis is accepted that means the employee motivation has impact on productivity at UD Segren Binjai.

SUGGESTION

Based on the research done at UD Segren Binjai, the writer found some problems that happen in the company. The problem occur in the company is the lacking of productivity of the employees at UD Segren Binjai in which the employees do not finish the job on time and do not come to work on time besides, the employees also showing less initiative toward the task. The problems are caused by the lacking of motivation given to the employees at UD Segren Binjai. From the questionnaire done, the writer can conclude that the employees are lacking of productivity because they did not receive any bonus even the employees did well on the task and the employees also did not receive recognition from the superior on the task they did. Thus, the writer recommends the company to pay the bonus to employees when the employees achieve the task well in order to motivate the employees to be more productive. Moreover, the writer suggests to the superior to be more attentive and giving more praise to the employees who did better.

REFERENCES

- Arikunto, Suharsimi. (2006). *Prosedur Penelitian: Suatu Pendekatan Praktik*. Jakarta: Penerbit Rineka Cipta.
- Basit, Acep Abdul. (2017). *Pengaruh Motivasi Internal Terhadap Produktivitas Kerja Karyawan di PT Indosat Tbk Cabang Garut*. Jawa Barat: Forum Manajemen Indonesia.
- Burma, Zehra Alakoc. (2014). *Human Resource Management and Its Importance for Today's Organizations*. Turkey: International Journal of Education and Social Science. Vol. 1. No. 2. Pg. 85-94.
- Chukwuma, Edwin Maduka and Okafor, Dr Obiefuna. (2014). *Effect of Motivation on Employee Productivity: A Study of Manufacturing Companies in Nnewi, Nigeria*: International Journal of Managerial Studies and Research. Vol. 2. No. 7. Pg. 137-147.
- Elqadri, Zaenal Mustafa; Wardoyo, Dewi Tri Wijayati and Priyono. (2015). *The Influence of Motivation and Discipline Work against Employee Work Productivity Tona'an Markets*. Indonesia: Canadian Center of Science and Education. Vol. 7. No. 12. Pg. 59-66.
- Hanaysha, Jalal Rajeh and Majid, Muhammad. (2018). *Employee Motivation and its Role in Improving the Productivity and Organizational Commitment at Higher Education Institutions*. Malaysia: Journal of Entrepreneurship and Business.
- Parameswari, B. Naga and Yugandhar, V.. (2015). *The Role of Human Resource Management in Organizations*. Narsapur: International Journal of Engineering Technology, Management and Applied Sciences. Vol. 3. No. 7. Pg. 58-63.
- Sugiyono. (2015). *Metode Penelitian Pendidikan (Pendekatan Kuantitatif, Kualitatif dan R&D)*. Bandung: Alfabeta.
- Weldeyohannes, Gebremedhin. (2015). *Employee Motivation and Its Impact on Productivity in the Case of National Alcohol and Liquor Factory (NALF)*. Lideta: Journal of Povetry, Investment and Development. Vol. 15. Pg. 163-167.