

Impact Of Motivation And Working Environment On Productivity Of The Employer's Works At PT.Wiska Sayang

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Abstract

Examining the relationship between employee motivation and the work environment in relation to productivity at PT.WISKA SAYANG is the purpose of this research. The study's scope is delineated to include the concept that employee productivity is significantly influenced by motivation and the work environment. The methodology utilised for data acquisition in this study comprises an integration of field research and library research. In order to establish the validity and dependability of the research instrument, stringent examinations were undertaken. Classical hypothesis testing, multiple linear regression analysis, uji partial (uji-t), uji simultaneous (uji-F), and the computation of the coefficient of determination (R) comprise the methodological approach. The results of the research demonstrate a discernible correlation between employee motivation and output; the strength of this correlation is contingent upon a multitude of additional factors, such as the calibre of the work setting. The synergy between employee motivation and the work environment possesses the capacity to significantly impact productivity. The statistical analyses yield substantial evidence that the productivity of employees at PT.WISKA SAYANG is substantially influenced by both motivation and the work environment. Based on the assessment of the F value and its statistical significance, it is possible to assert with certainty that the combined impact of motivation and the work environment on productivity at PT.WISKA SAYANG is substantial. Upon conducting an examination of the R² value, it becomes apparent that the motivation and work environment variables collectively explain approximately 23.7% of the variance observed in employee productivity. The residual 76.3% of this variability may be ascribed to additional factors that were not investigated in the course of this research. In summary, this research emphasises the significant influence of motivation on employee productivity, both independently and in conjunction with other factors. Moreover, the results of the research emphasise the reciprocal relationship between employee motivation and the work environment as it relates to productivity at PT.WISKA SAYANG.

Keywords: Motivation, Work Environment, Employee Productivity

Introduction

Human resources are resources that are ready and able to contribute to the achievement of the goals of the organization. (Samsuni, 2017). Therefore, investment efforts are needed to strengthen existing human resource capacity. This step aims to improve the efficiency and efficiency of employee productivity, producing a positive impact of such company performance. In pursuit of this improvement, attention to factors such as training, development and employee motivation will be key. (Afifah, 2021).

In order to improve employee productivity, it is important to pay attention to aspects that take into account their individual needs, such as motivation and a supportive working environment. Management of PT.WISKA SAYANG.

Methods

The present study was conducted at WISKA SAYANG, situated at Jalan. K.H. Wahid Hasyim No. 37 Kelurahan Babura, New Medan Prefecture, Kota Medan, from May to August 2023.

The sample for this research comprises 42 individuals who are participants of the P.T. In research, the complete population is being utilised as a sample.

In addition to library research, the study employs primary data collected through fieldwork, including questionnaires and observations. The source of the data is PT.WISKA SAYANG..

Results and Discussion

a. Characteristics of the respondent

Table 1. Respondent characteristics based on Age

Age	Total	Presentasion (%)
23-27	28	66,67
28-32	11	26,19
>33	3	7,14
Total	42	100

Source : Primary Data (2023)

Table 2. Respondent characteristics based on jenis kelamin

Gender	Total	Presentasion (%)
Male	25	59,52
Female	17	40,48
Total	42	100

Source : Primary Data (2023)

Table 3. Respondent characteristics based on education

Pendidikan	Total	Presentasion (%)
D3	5	11,9
S1	34	80,95
S2	3	7,14
Total	42	100

Source : Primary Data (2023)

Table 4. Respondent characteristics based on years of work

Years of work	Total	Presentation (%)
1-3	21	50
4-6	20	47,62
>6	1	2,18
Total	42	100

Source : Primary Data (2023)

b. Research Instrument Test Results

a) Variable Validity Test X_1

Table 5. Validity Test Motivation

No	<i>Corrected Item Total Correlation (r_{hitung})</i>	<i>r_{tabel}</i>	Validitas
1	0.743	0.304	Valid
2	0.497	0.304	Valid
3	0.874	0.304	Valid
4	0.802	0.304	Valid
5	0.759	0.304	Valid

Source: Researcher SPSS W20 Processing (2023)

b) Variable Validity Test X_2

Table 6. Validity Test work environment

No	<i>Corrected Item Total Correlation (r_{hitung})</i>	<i>r_{tabel}</i>	Validitas
1	0.602	0.304	Valid
2	0.569	0.304	Valid
3	0.809	0.304	Valid
4	0.725	0.304	Valid
5	0.648	0.304	Valid

Source Researcher Processing Results (2023)

c) Variable Validity Test Y

Table 7. Validity Test Work productivity

No	Corrected Item Total Correlation (rhitung)	r tabel	Validitas
1	0.751	0.304	Valid
2	0.753	0.304	Valid
3	0.797	0.304	Valid
4	0.781	0.304	Valid
5	0.604	0.304	Valid

Source: Researcher Processing Results (2023)

d) Test Reabilitas Variabel X1

Table 8. Test Realibitas Variabel Motivation

Variable	Reliability Statistics	
	Cronbach's Alpha	N of Items
Motivation	0,789	5
Work Environment	0,697	5
Work Productivity	0,776	5

c. Test Asumsi Klasik

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error				Tolerance	VIF
(Constant)	28.211	2.664		10.589	.000		
Motivasi	.321	.102	.455	3.135	.003	.885	1.130
Lingkungan kerja	.137	.135	.147	1.014	.317	.885	1.130

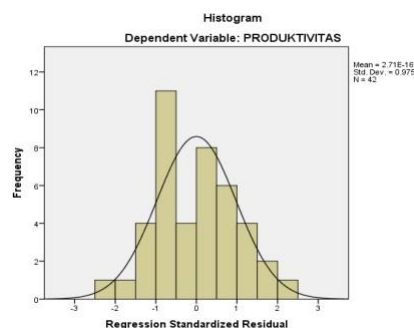
Source: Researcher SPSS W20 Processing (2023)

a) Test Normalitas

b) Multikolinieritas Test

Figure 1. Chart Histogram

Normal P.Plot

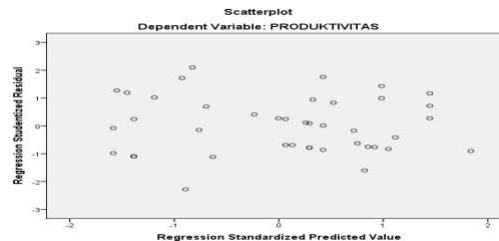


Dependent Variable: Work Productivity

Source : Researcher SPSS W20 Processing (2023)

c) Test Heteroskedastisitas

Figure 3. Chart Scatterplot



Source: Researcher SPSS W20 Processing (2023)

Multiple linear regression analysis produces coefficients for each independent variable.

Table 10. Analisis Regresi Linier Multiple

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	28.211	2.664		10.589	.000
Motivasi	.321	.102	.455	3.135	.003
Lingkungan kerja	.137	.135	.147	1.014	.317

Dependent Variable: Work Productivity

Source : Researcher SPSS W20 Processing (2023)

d. Test Hypotesis

a) Test Parsial

Table 11. Results est Signifikansi Parsial (Test t)

a. Dependent Variable: Work Productivity

Coefficients ^a					
Model	Unstand ardzied Coefficie nts		Standar dized Coeffic ients	T	Si g.
	B	Std. Err or	Beta		
l(Constant)	28.211	2.664		10.589	.000
Motivasi	.321	.102	.455	3.135	.003
Lingkungan Kerja	.137	.135	.147	1.014	.317

Source : Researcher SPSS W20 Processing (2023)

b) Test Simultan

Table 14. Results Test f (Test simultan)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	79.380	2	39.690	7.353	.002 ^b
	Residual	210.525	39	5.398		
	Total	289.905	41			
a. Dependent Variable: PRODUKTIVITAS KERJA						
b. Predictors: (Constant), LINGKUNGAN KERJA, MOTIVASI						
Sumber : Pengolahan SPSS20 (2023)						

c) Koefisien Determinasi (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.523 ^a	.274	.237	2.323
a. variabel prediktor: (Constant), LINGKUNGAN KERJA, MOTIVASI				
b. Dependent Variable: PRODUKTIVITAS				
Hasil Pengolahan menggunakan SPSS20 (2023)				

This discussion describes the impact of motivation and working environment conditions on the level of productivity in Trubun Mrdan daily. The findings from this study reveal that motivation has a clear and strong influence on workers' productivity, while the Work Environment aspect has a less dominant relationship influencing workers' production. Double linear regression is a representation used to figure the complex relationship between independent variables and dependent variables represented by the symbol $Y = 28\,211 + 0,321 + 0,137 \text{ Constant} = 28,211$. It seems that if there is no effect of self-changing that is (Motivation and Work Environment), then the Total Productivity of employees remains 28.211 people.

Motivation regression coefficient value (b_1) = 0.321. This determines that motivation has a significant impact (X_1) on employee's work productivity, which means that whenever motivation increases by 1% then its impact on work Productivity is increased by 0.321%. The regression coefficient value of the Work Environment (b_2) is = 0.137%. This indicates that the work environment variable (X_2) has a positive effect on labour productiveness, meaning that every 1% increase in the working environment then its effect on worker's (Y) produciveness is increasing by 0.137. The result of the Test F shows that the calculation is 7353 whereas the FTable is obtained $dk = 42-3 = 39$ with a 5% error rate of 3.24. Because of the Fcalculation $7.353 > F\text{Tables } 3.24$ Therefore it can be noted that the incentive of motivation (x_1) and work environment (x_2) together - have mutual effects that affect the employee's Work Productiveness. (Y). The Adjusted R Square determination test value = 0.237 or 23.7%, which means that the employee's work productivity is influenced by the factors Motivation and Work Environment. The remaining 76.3% was influenced by other factors not described in this study, such as salaries or incentives provided by companies.

Conclusion

In partial analysis (through Test t) motivation has an influence on work productivity. This can be observed when the thitung value exceeds the tTable value ($3,135 > 2,023$) at a significant level ($0,03 < 0,05$). This means that motivation (X_1) specifically has a partial influence on the conditions of the Work Environment (Y). This phenomenon can be observed from the comparison of thitung values (1,014) that are smaller than Table values (2,021) at the indicative degree of significance (0,05) ($3,17 > 0,05$).

While (TEST F), labour productivity is influenced by the Motivation and Work Environment, which shows that the hsil Test F shows F calculation (7,353) is smaller than the FTable (3,24) at the

level of significance ($0,02 < 0,05$). This indicates that the H_0 hypothesis is accepted while the H_a hypotheses are rejected. It implies that Motivation and the Work Environment have similar adherents to Work Productivity.

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