

Relationship Motivation and Job Satisfaction on Employee Productivity

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ABSTRAK

Produktivitas kerja sangat penting untuk mencapai tujuan perusahaan secara optimal. Salah satu caranya adalah dengan memberikan motivasi dan kepuasan kerja. Karyawan yang termotivasi bekerja dengan semangat, sehingga kepuasan kerja tercapai dan produktivitas kerja karyawan meningkat. Tujuan dari penelitian ini adalah untuk mengetahui apakah variabel motivasi dan kepuasan kerja berpengaruh signifikan terhadap produktivitas kerja karyawan PT. Amanah Sang Surya Tuban dan mengetahui variabel mana yang paling besar pengaruhnya terhadap produktivitas karyawan. Jenis penelitian ini adalah penelitian kuantitatif yang menggunakan pendekatan asosiatif. Data penelitian ini diperoleh dari hasil kuesioner yang dibagikan kepada responden, pada saat uji validitas dan reliabilitas, uji awal yang terdiri dari uji linieritas dan uji normalitas, uji regresi parsial (uji-t) dan uji regresi simultan (F-test). Berdasarkan pengujian menggunakan uji regresi linear simultan antara motivasi kerja dengan produktivitas kerja, kepuasan kerja, Dari sini dapat disimpulkan bahwa motivasi kerja dan kepuasan kerja secara simultan berpengaruh terhadap produktivitas kerja pada PT. Amanah Sang Surya Tuban

Kata Kunci: Motivasi, Kepuasan Kerja dan Produktivitas

ABSTRACT

Work productivity is very important to achieve company goals optimally. One way is to provide motivation and job satisfaction. Motivated employees work with enthusiasm, so that job satisfaction is achieved and employee work productivity increases. Job satisfaction has a significant effect on work productivity of employees of PT. Amanah Sang Surya Tuban and find out which variables have the greatest influence on employee productivity. This type of research is quantitative research using an associative approach. from linearity test and normality test, partial regression test (t-test) and simultaneous regression test (F-test). Based on testing using a simultaneous linear regression test between work motivation and work productivity, job satisfaction, From this it can be concluded that work motivation and job satisfaction simultaneously affect work productivity at PT. Amanah Sang Surya Tuban

Key words: Motivation, Job Satisfaction and Productivity

INTRODUCTION

Globalization has led to fierce competition between companies for market share. To be able to compete in a highly competitive business world, every company must be able to excel both in goods or services and in human resources. Success in achieving company goals does not only depend on the amount of own

funds, the technology used or equipment and infrastructure, but the most important factor is personal factors, namely human resources (HR).

HR is a basic asset in the company's operating system, which plays an important role in achieving company goals. Therefore,

companies need to manage and develop their human resources properly. HR development in both the public and private sectors must be planned and implemented in a sustainable manner. Motivation and Good job satisfaction can also support the company's success in achieving its goals. Because the presence of these two factors ensures high labor productivity so that it supports the company's success. If productivity falls, the company cannot achieve its goals.

Suhartini (2013: 18) motivation is encouragement from employees to meet stimulated needs oriented towards individual goals in achieving satisfaction, then implemented to others to provide good service to society. So very motivational required in increasing high productivity.

Every company always wants the productivity of each of its employees to increase. To achieve this, companies must provide good motivation to all employees to achieve work performance and increase productivity. Besides that, besides employee job satisfaction, it also provides good cooperation to achieve productivity. Handoko (2012: 193-194) Job satisfaction is a pleasant or unpleasant emotional state with which employees perceive work them

The work productivity of an employee results from job requirements that must be met by each employee. These requirements are the employee's desire to work with passion and responsibility. A worker who meets the job requirements is considered fit to work, has a healthy body, intelligence and education, certain qualifications and has acquired the skills to perform relevant tasks and meet satisfactory qualitative and quantitative requirements.

PT. Amanah Sang Surya is a company that produces bottled drinking water under the Suli 5 brand. The presence of Suli 5 drinking water in Tuban is an effort to love and consume native products. Therefore, it is necessary to further examine the most important factors that influence work

motivation, job satisfaction and work productivity. employee.

In general, every company that runs its business is inseparable from the problem of employee motivation, because every company has employment problems, employment problems related to work motivation and job satisfaction are common things at Company. In addition, employees sometimes do not use the available facilities. In this case, hiring employees for a long time in the same field or field is very prone to burnout due to monotonous work. As a result, employees lack the interest and ability to develop further.

This situation can be properly handled and managed by the company's human resource management. If management fails to manage human resources properly, it will backfire on the organization and have a significant impact on employee performance.

Sinungan (2003:12) In general, productivity is defined as the relationship between tangible and physical results (goods or services) with actual income. For example, "Productivity is a measure of productive efficiency. A comparison between output and input or output. Inputs are often limited by labor inputs while outputs are measured in physical terms of form and value.

Likewise, employee productivity decreases to the detriment of the company. Given the importance of motivation, when facing the problem of employee motivation at work, management's attention should make business by giving employees in the company certain efforts or incentives, such as gifts. B. promotions and bonuses according to company policy, so that employees remain motivated at work.

With the background above, the researcher is interested in examining the labor productivity of workers. Therefore, the research title proposed in this study is "The Influence of Work Motivation and Job Satisfaction on Work Productivity of PT. Amanah Sang Surya Tuban".

METHOD

Sugiyono (2010: 8) Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative/statistical with the aim of testing established hypotheses. In terms of the level of explanation or the level of clarity, this research is an associative research. Sugiyono (2003: 110) associative research is research that aims to determine the effect or relationship between two or more variables.

The company that became subject research is at PT. Amanah Sang Surya, whose address is at Jln. Goa Suci Dsn. Wangun Timur Rt. 01 Rw. 01 Ds Wangun Kec. Palang Kab. Tuban. It was carried out in April - May 2018. The population and respondents in this study were all permanent employees at PT. Amanah Sang Surya Tuban, totaling 40 people. In this study the sampling technique used saturated sampling. The samples in this study were all permanent employees of PT. Amanah Sang Surya Tuban

The primary data source in this study was a questionnaire about the effect of work motivation and job satisfaction on employee work productivity at PT. Amanah Sang Surya. Then Secondary Data in the form of company profiles, number of employees, characteristics of respondents based on age, gender, and education

Data Collection Techniques

Data collection techniques are the methods used by researchers to collect data. The following are data collection techniques used by researcher, among others: 1). Interview: Interviews are used as a data collection technique, if the researcher wants to conduct a preliminary study to find problems that must be studied, and also if the researcher wants to know things from respondents that are more in depth and number the respondent a little/little.

Sugiyono (2010: 194) This is done to get an overview of the problems that usually occur due to special causes that cannot be explained with a questionnaire. 2). Questionnaire, In this study the data collection technique used was a questionnaire with closed questions, where respondents could directly answer questions from the answer choices provided. Questionnaires or questionnaires are data collection techniques that are carried out by giving a set of questions or written statements to the respondent he replied (Sugiyono, 2010:199). Respondents are people who provide responses to the questions posed by researchers. The distribution of the questionnaire was carried out by means of the researcher giving a questionnaire to each consumer or member who was met until it met the predetermined number of respondents.

Instrument study

Sugiyono (2013: 222) "in quantitative research, the quality of research instruments is related to validity and reliability instruments and quality of data collection with regard to the accuracy of the methods used to collect data. Therefore an instrument that has been tested for validity and reliability, may not necessarily be able to produce valid and reliable data, if the instrument is not used appropriately in collecting data. Instruments in quantitative research can be in the form of tests, interview guides, observation guidelines, and questionnaires. Questionnaire is a way of collecting data by distributing the number of questions or statements. The questionnaire contains questions about work motivation, job satisfaction and employee work productivity given by PT. Amanah Sang Surya Tuban towards respondents or employees, each of which consists of 7 questions about work motivation, 6 questions about job satisfaction, 6 questions about work productivity.

The measurement scale used in this instrument is the Likert scale. Sugiyono (2010: 132-133) the Likert scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena. In

this study, social phenomena have been specifically defined by researcher, hereinafter referred to as the research variable.

With a Likert scale, the variables measured will become variable indicators. Then these indicators are used as a starting point for compiling instrument items which can be in the form of statements or questions.

The answer to each instrument item that uses a Likert scale has a gradation from very positive to very negative which can be in the form of words.

For analysis purposes quantitative, then the answer can be given a score

- a. SS = Strongly agree, given a score of 5
- b. S = Agree, scored of 4
- c. KS = Disagree, given a score of 3
- d. TS = Don't agree, scored of 2
- e. STS = Strongly disagree, given a score of 1

Data analysis

Instrument Test

Reliability test is a tool used to measure questionnaires which are indicators of variables or constructs. A questionnaire is said to be reliable or reliable if a person's answers to statements are consistent or stable from time to time. To test the reliability in this study is to use the SPSS facility, Test reliability in this study is expressed by looking at the value Cronbach Alpha (α). A variable is declared reliable if the value Cronbach Alpha > 0.6 , where the value of 0.6 has unfavorable criteria, 0.7 is sufficient or acceptable, and above 0.8 is declared good (Priyatno, 2009:172).

Validity test is a measure that shows the level of reliability or validity of a measuring instrument. (Priyatno, 2009:17). Measuring instrument that is less valid means it has low validity. To test the validity of the measuring instrument, first look for the correlation between part part from background as a whole by correlating each item, using the Pearson Product Moment formula.

Prerequisite Test

The normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution. In principle, normality can be detected by looking at the spread of data (points) on the diagonal axis of the graph or by looking at the histogram of the residuals.

The linearity test aims to determine whether two variables have a linear relationship or not significantly (Priyatno, 2009: 73). This test is usually used as a prerequisite in correlation or linear regression analysis. SPSS testing uses a test for linearity with a significance level of 0.05. Two variables are said to have a linear relationship if the significance (linearity) is less than 0.05.

Hypothesis testing

t Test

The t statistical test is basically used to show how far the influence of one independent variable is individually explain the dependent variable (Ghozali, 2016: 98) in this study t-test was used to determine the effect of work motivation (X1) partially on productivity (Y) and the effect of job satisfaction (X2) partially on employee productivity (Y). With Criteria;

- a. H_0 is accepted and H_a is rejected if $-t \text{ table} \leq t \text{ count} \leq +t \text{ table}$ or significance value > 0.05 .
- b. H_0 is rejected and H_a is accepted if $t \text{ count} \leq -t \text{ table}$ or $t \text{ count} > +t \text{ table}$ or significance value < 0.05 .

F Test

The F statistical test basically shows whether all the independent variables or independent variables included in the model have a joint effect on the dependent/dependent variable (Ghozali, 2016: 2016). Testing is done by F test through the following procedure. With test criteria:

- a. To rejected if $F \text{ count} > F \text{ table}$ or Significant value is less than 0.05.
- b. To Accepted if $F \text{ count} < F \text{ table}$ or Significant value is less than 0.05.

Regression Test

Multiple regression analysis is used to determine the effect of the two independent variables on the dependent variable (Priyatno, 2010: 61). This analysis is also to determine the direction of the relationship between the independent variables and the dependent variable whether each independent variable is positively or negatively related to predicting the value of dependent variable if the value of the dependent variable if the value variable independent experienced an increase or decrease (Priyatno, 2009: 73). The multiple regression formula used is as follows:

$$Y = a + b_1X_1 + b_2X_2$$

Information:

a= constant, b_1, b_2 = regression coefficient (value improvement and decrease), X_1 and X_2 = Independent Variable, e=Dependent Variable

RESULTS

Based on the results of research data analysis and calculations that have been carried out using the SPSS V. 22 program, it is known that the results of the analysis of hypothesis testing are as follows:

The results of data normality analysis of the variables Work Motivation (X_1), Job Satisfaction (X_2), and Work Productivity (Y) are normally distributed, which can be indicated by the significance value (Asymp Sig) for the X_1 variable of 0.116; X_2 of 0.074; and Y of 0.053;. Because the significance (Asymp Sig) > 0.05, then H_0 is accepted. So, it can be concluded that the distribution of Work Motivation (X_1), Job Satisfaction (X_2), and Work Productivity (Y) is normally distributed.

There is a partial influence between Work Motivation (X_1) on Work Productivity (Y) at PT. PT. Amanah Sang Surya Tuban is proven, this is shown by the influence of the Work Motivation variable (X_1) which has a regression coefficient of 0.765 (positive sign) on the Work Productivity variable (Y), where the value of determination (R^2) of 0.586 this proves that the effect of Work Motivation (X_1) on Work Productivity (Y) by 58.6% and the

rest is influenced by other variables. While the value of tinside coefficient shows that work motivation (X_1) has an effect on work productivity (Y) proven by X_1 to Y with a value of $t_{count} > t_{table}(7.329 > 2.024)$ and significance < 0.05 (0.000 < 0.05) then H_0 is rejected. So, it can be concluded that work motivation affects productivity Work On PT. Amanah Sang Surya Tuban

There is a partial influence between Job Satisfaction (X_2) on Work Productivity (Y) at PT. Amanah Sang Surya Tuban is proven, this is shown by the influence of the Job Satisfaction variable (X_2) which has a regression coefficient of 0.846 (positive sign) on the Work Productivity variable (Y), where the value of determination (R^2) of 0,716 of these prove that the effect of Job Satisfaction (X_2) on Work Productivity (Y) by 71.6% and the rest is influenced by other variables. While the value of tinside coefficient shows that Job Satisfaction (X_2) has an effect on Work Productivity (Y) evidenced by X_2 on Y with a t value $t_{count} > t_{table}(9.785 > 2.024)$ and significance <0.05 (0.000 <0.05) then H_0 is rejected. So, it can be concluded that job satisfaction affects productivity Work on PT. Amanah Sang Surya Tuban.

There is a simultaneous influence between Work Motivation (X_1) and Job Satisfaction (X_2) on Work Productivity (Y) at PT. Amanah Sang Surya Tuban is proven, this is shown by the influence of the variables Work Motivation (X_1) and Job Satisfaction (X_2) which have a regression coefficient of 0.866 (positive sign) on the Work Productivity variable (Y), where the value of determination (R^2) of 0.750 this proves that the effect of Work Motivation (X_1) and Job Satisfaction (X_2) on Work Productivity (Y) is 75% and the rest is influenced by other variables. While the value of tinside coefficient shows that Work Motivation (X_1) and Job Satisfaction (X_2) have an effect on Work Productivity (Y) proven by X_1 to Y with a t value $t_{count} > t_{table}(2.240 > 2.026)$ and significance < 0.05 (0.031 < 0.05) then H_0 is rejected. So, it can be

concluded that Motivation Impact Work on Work Productivity; and X2 against Y with a value of $t_{count} > t_{table} (4.927 > 2.026)$ and significance $< 0.05 (0.000 < 0.05)$ then H_0 is rejected. So, it can be concluded that Job Satisfaction affects Work Productivity at PT. Amanah Sang Surya Tuban then the value inside coefficient shows that Work Motivation (X1) and Job Satisfaction (X2) have an effect on Work Productivity (Y) as evidenced by X1 on Y with an $F_{value} > F_{table} (55.444 > 3.252)$ and significance $< 0.05 (0.000 < 0.05)$, then H_0 is rejected. So it can be concluded that work motivation and job satisfaction together influence work productivity.

CONCLUSION

Based on the results of research that has been done to test the influence of motivation and job satisfaction on employee work productivity at PT. Amanah Sang Surya Tuban it can be concluded that: The results of the data normality analysis of the variables Work Motivation (X1), Job Satisfaction (X2), and Work Productivity (Y) are normally distributed. There is a partial influence between Work Motivation (X1) on Work Productivity (Y) at PT. Amanah Sang Surya Tuban. There is a partial influence between Job Satisfaction (X2) on Work Productivity (Y) at PT. Amanah Sang Surya Tuban There is a simultaneous influence between Work Motivation (X1) and Job Satisfaction (X2) on Work Productivity (Y) at PT. Amanah Sang Surya Tuban. And then based on the value of the regression coefficient, the variable that has the most dominant influence on employee work productivity at PT. Amanah Sang Surya Tuban is the job satisfaction variable with a regression coefficient of 0.846 (positive sign) on the Work Productivity variable (Y).

Based on the results of the research, suggestions that may provide benefits are as follows: The results of this study indicate that job satisfaction and work motivation have a positive and significant effect on employee work productivity at PT. Amanah Sang Surya

partially or simultaneously. Based on the background of the problems that have been described, one of them is the placement of employees in the same section or field of work for a long period of time, which will make these employees very vulnerable to experiencing burnout due to the monotonous work they are doing. Given the importance of motivation, management's attention to the problem of employee motivation at work is to do business by providing motivation and job satisfaction to employees in the company through a series of efforts or certain encouragement such as promotions and bonuses according to company policy, so that employee work productivity will increase. stay awake and improve.

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