

EMPLOYEES' MOTIVATION TO INCREASE THE WORK PRODUCTIVITY

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ABSTRACT

This study aimed to determine the effect of motivation on the increasing productivity. This research was conducted at the Sub-District Office Medan Municipality. The population in this study was the total employees who worked for the sub-district office; there were 30 people and all used as sample. Data analysis revealed that the value of the influence was (shown by the value of coefficient of determination (r^2) of 0.620, 62%; thus, the percentage of influence of motivation (x) on work productivity (y) is 66.50% while the rest of 38% (100% - 62%) was influenced by other variables outside the model of this study. It concluded that the result of the research showed that the motivation has a significant effect on the increasing of work productivity.

Keywords: motivation, work productivity, employees

INTRODUCTION

The increasingly diverse competition requires many organizations to realize the importance of having quality human resources, integrity and high commitment to encourage the organization's performance. It thus increasingly requires strong carrying capacity in an effort to achieve its mission and objectives. As an important asset, employee empowerment is needed to support the best performance is important to implement. Great human ability to grow and develop hence improvement of ability and management and maintenance of human resource of organization become something that is absolute. In addition, an organization is also required to improve the effectiveness of their management; one way is to help employees realize their potential and raise their spirits in order to give their best talent and energy to achieve organizational goals. Thus, human beings, both scientifically and culturally already resulted in competition between many parties, ranging from personal to collective and resulted in the emergence of various needs and means of fulfillment. Many organizations are emerging, and developing to increase productivity.

The need for high productivity makes employees' motivation is the most important and challenging management aspect. Motivation basically exists between organizations and productivity of employees. It gives is mutually beneficial relationship. On the one hand, the organization wanted to get great achievements; in fact, the employees want certain expectations and needs that must be met by the organization. The ability of leaders to motivate, influence, direct and communicate with their subordinates determined the employees' productivity. The success of management motivates employees is determined by how management takes care of the needs of its subordinates and is able to align their personal goals with organizational goals, because to be motivated and to be productive, employees must feel a great interest in their tasks and earn income from their work.

A sub district office as the public organization where employees wish to have high work productivity, the organization must be able to motivate its employees, so they can work to

serve the community. With the motivation of the leadership of the organization then the productivity of employees will also increase.

From the description above, it is revealed that the work motivation of employees is one of the factors that affect the productivity of work. This condition is often presented one of the methods to increase productivity by providing stimulation (motivation) to foster employee morale so that employees can work more effectively and efficiently. Basically a skill in combining the interests of employees and the interests of the organization can be satisfied together with the achievement of organizational goals.

Based on the above description, the author tries to conduct a research on "The Effect of Motivation to Increase Employee Productivity".

RESEARCH PURPOSES

The purposes of this study to (1); know the effect of motivation to increase work productivity of employees; (2) collect the data of employees' motivation and productivity level for the public services in the sub district office in Medan Municipal, of Indonesia.

RESEARCH METHOD

This research was conducted by using a Qualitative Approach to seek the working motivation of employees in District Office of Medan. The population technique in this study was the total employees who work for the sub-district office of Medan Municipal. There were 30 officials as sample. The independent variable in this research was motivation, while the dependent one was the work productivity. The simple linear regression analysis was applied to analyze the obtained data from the sub district office of Medan.

THEORETICAL DESCRIPTION

Motivation

Motivation is a condition or energy that moves self-directed or targeted employees to achieve organizational goals. Employee motivation is one of the policies of managers to increase effectual job management amongst employees in organization (shadier in Chukwuma, 2014). The mental attitude of employees who are pro and positive to the work situation strengthens the motivation to work to achieve maximum performance. The mental attitude of the employee must have a mental attitude that is ready psycho-basic (ready mentally, physically, situation and purpose). That is, employee in working mentally prepared, physically healthy, understand the situation and conditions and strive to achieve the target work (Mangkunegara, 2005: 61). Motivation is formed from the attitude employees in the challenge of the workloads in an organization.

Gibson, et al (2006: 94) explained that the motivation is defined as a concept that describes the forces that exist in employees who initiate and direct behavior. Siagian (2002: 102) argued that motivation is the impetus for a person to contribute as much as possible to the success of the organization in achieving its goals. With the understanding that the achievement of organizational goals means also achieved the personal goals of the members of the organization concerned. Organizational success is dependent upon the performance of members being motivated to use their full talents and abilities, and directed to perform well in the right areas (Osabiya, 2015).

From the above opinion, it is defined that the motivation is a process that produces an intensity, direction and persistence of individuals in the group to achieve a goal. The element of intensity, direction and persistence is concern how hard someone trying to get something.

This element is the most dominant in motivation. Then motivated employees understand their goals and actions and believe that they will be achieved as well. This is the most effective form of motivation.

Productivity of Employees

Productivity refers to the real output per unit of labor (Naqvi et al, 2013). The definition of production with productivity when viewed from the definition of the origin of the word; there is a difference in the term "production" is more directed to the increase in the number of work achieved, while "productivity" contains a sense of improvement in the means of achieving production. But nevertheless, both of these have a clear relationship. The relationship shows that production and productivity require individuals as the executing element.

Many experts have successfully implemented the context of understanding productivity. Hasibuan contended that the productivity is the ratio between output and input. If increased productivity is made possible only by increased efficiency (time-of-manpower) and work systems, production techniques and skills enhancement of its workforce (Hasibuan, 2003: 126). Michac (in Ekienabor, 2016) outlined reasons for low productivity as follows; poor training in the company, machine break downs, non-established performance standards, lack of planning and motivation, change, poor atmosphere and environment, inadequate communication at many levels, non-identification with company goals. Sinungan explained that the productivity is a universal concept that aims to provide more goods and services for more people, using fewer real resources (Sinungan, 2008: 17).

Hasibuan explains that productivity is sometimes seen as an intensive use of conversion sources such as labor and measured machinery appropriately and actually shows an efficiency performance (Sinungan, 2008: 126).

Measurement of Productivity

In general productivity measurement means the comparison that can be distinguished in three very different types, namely:

1. Comparisons between present and historical executions which do not indicate whether the current implementation is satisfactory, or not, but it only suggests whether it increases or decreases as well as its extent.
2. Comparison of implementation between one unit (individual task, section, process) and others. Measurements such as these show relative achievement.
3. Comparison of the current implementation with the target, and it is best to focus on the goals (Sinungan, 2008a: 23).

Effect of Motivation on Working Employees' Productivity

The organization must be a tool or means to meet individual needs. Nonetheless, organizations are established not only to meet the needs of the individual, but also relate to the viability of the organization through productivity. Achieving productivity coupled with meeting the needs of employees should be the concern of all organizations. In this case, the role of motivation is important for managers because with this motivation, it is expected that every individual employees will work hard and enthusiastic to achieve high work productivity. Therefore, the ability to motivate the employees is a managerial skill that every organizational manager needs to master, and the managers themselves have a responsibility to help their subordinates perform their tasks effectively and efficiently.

However, managers will not be able to influence subordinates if they do not understand what employees need. Thus, the success to encourage subordinates in order to achieve work productivity through understanding of work motivation that exists outside the workers will be very helpful in achieving optimal work productivity.

Employees who have high motivation will provide good work performance, while for employees who have low motivation will not give achievements as well as employees who have high motivation. All that is reflected through the attitude of employees in the face of their work, among others marked by the decline of morale, quickly feel bored, often absent, late arrivals and so on that ultimately all have an impact on decreased employee productivity. Low motivation will harm group productivity. Behavior members who only want to meet the needs or self-interest will reduce the feeling of satisfaction of other members, because it will arise conflict. Thus, it can be said that there is a negative relationship between productivity and selfish desires. Susana work is one of the determinants of group productivity.

With the existence of an effective motivator is expected human resource behavior that refers to the increase in labor productivity can be formed. Therefore, work motivation becomes a very important subject because it is functionally considered to have a link with the productivity of human resources through improving employee performance.

RESEARCH RESULTS

Data analysis in this study used linear regression analysis using SPSS 20.0 for windows. Analysis of variables is described in the following description:

Tabel 1. *Results of Linear Regression*

Model	Coefficient ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1. (Constant)	12.174	5.955		2.044	.050
Productivity	.832	.123	.788	6.764	.000

a. Dependent Variable: Motivation

F-count = 45,757; sig. = 0,000; R² = 0,620

From the table above, it can be formulated a regression equation for the following:

$$Y = 0.830 X$$

Information:

Y = Productivity

X = Motivation

Based on the results of multiple regression equation shows that the value of coefficient X of 0.830 which means there is a positive relationship motivation with employee productivity. It means that by giving motivation to employees, the work productivity will increase. To determine the effect of motivation on productivity test significance F. Procedures and acceptance criteria and rejection of the hypothesis is set as follows:

a. Hypothesis:

$\beta = 0$: There is no significant influence of motivation in increasing work productivity.

$\beta \neq 0$: There is a significant effect of motivation to increase work productivity.

- b. Alfa (α) = 0.05; k (variable number), N - 2; N = 30, then based on F-table obtained F-table 5% (2:28) of 3.34.
- c. Criteria for acceptance and rejection of hypotheses. If F-arithmetic > F-table then H0 is rejected or H1 accepted, whereas if F-count < F-table then H0 accepted or H1 (proposed hypothesis) is rejected.
- d. Based on the results of data processing with SPSS, it is known F-count of 45.757 > F-table 1, so H0 rejected or H1 accepted. This shows that motivation has significant effect (real) increase work productivity of employees, thus hence hypothesis acceptable.

As a basis for accepting or rejecting the hypothesis, a causal test is tested using a t-test. Hypothesis testing is the the effect of independent variables to the dependent variable by comparing the value of t-count with the t-table value. With a significant level of 0.05 or 5% on degrees of freedom (n-k) then obtained t-table = 1.701. To test the effect of motivation variable on productivity by comparing t-count equal to 1.701 and t-table 6,764 which means t-count > t-table, so it can be concluded that variable of motivation have real positive effect to work productivity of employee. Thus the hypothesis can be accepted which means the real motivation variable increase the productivity of employees.

The coefficient of determination (R^2) essentially measures the extent to which the regression model capability in explaining the variation of bound variables. The value of R^2 is between 1 - 0. A small or near-zero R^2 value means that the limited variable bound variation capability is limited. If the value is close to one, then the free variables provide almost all the information needed to predict the dependent variable. The value used in looking at the coefficient of determination in this study is on adjusted R square column. This is because the adjusted R square is not vulnerable to the addition of independent variables.

Tabel 2. Coefficient of Determination Value

Model Summary				
Model	R.	R. Square	Adjusted R. Square	Std. Error of the Estimate
1	.788 ^a	.620	.607	3.41737

a. Predictors: (Constant), Productivity

The value of the influence is shown by the value of coefficient of determination (R^2) of 0.620 or 62% that is the percentage of influence of motivation (X) on work productivity (Y) is 66.50% while the rest of 38% (100% - 62%) is influenced by other variables outside the model of this study.

DISCUSSION

The result of the research showed that the motivation had a significant effect to increase work productivity of employees. It was shown by the high interest in the work productivity. The high motivation was also shown from the positive attitude towards the agency where the work. Many employees felt happy when their work reached the targets set by the organization, it was shown also with high attendance; however when they are not present, the employees ask for permission first from the supervisor. Thus, overall employees' work motivation in the sub district office was in good category. This condition affected the high productivity of work. It was shown from result of F test with F-count equal to 45,757 > F-

table (3.34). A high motivation of officials increased the productivity. Their motivation had been one of the factors that contributed to work productivity. Thus, a high motivation in the observation indicated a high interest in running a routine work in accordance with roles and the responsibilities. The high interest of employees worked with pleasure made public services better. This happy feeling contributed to the efficiency and productivity of employees.

It was observed that the high motivation that shown from positive attitude of employees to work; thus, the expected target of the organization was fulfilled or met. Another finding was the positive attitude feeling and having a high attendance frequency. Such attitudes had a meaningful contribution to the effectiveness and productivity of the work.

This observed government agency, not just expecting capable and skilled employees but most importantly they were willing to work hard and to achieve optimal results. For that, the supervisor made the employees have a high motivation to carry out the task or work. The importance of the role of motivation was to encourage employee morale in completing the work. Thus, motivation in this office has encouraged the employees to work hard by providing all the skills and skills for the realization of the goals of an organization. The supervisor directed the employees to work which created the conditions in which employees feel inspired to work hard. Highly motivated employees were found and by providing motivation high performance results.

Productivity was reflected in the awareness of employees. Supervisor was giving the motivation to employees according to the level of education and position. Motivate subordinates is done by giving the responsibility and opportunity for employees to make decisions in completing their work. Motivation becomes very important because with the motivation to every employee had have the willingness to work hard and enthusiastic to achieve high work productivity. Motivation already provided the inspiration, encouragement, and morale for employees; so that a good working relationship between employees and leaders made the goals achieved optimally.

Work productivity is the utilization or use of personnel resources effectively and efficiently, the accuracy or compatibility of the use of methods or ways of work compared with the tools or time available in order to achieve the goal. It was found some persons who had a high work productivity showed a positive attitude towards tasks, while the dissatisfied ones showed a negative attitude to the work itself. High productivity was a reflection of employees who were satisfied with their work and fulfill all their obligations as employees or had a good discipline. One of the factors supporting the creation of high employee work productivity that had been observed in the sub district office was the rewards from supervisor. It was seen that the work productivity of the employees led to the achievement of the tasks assigned to them. It was still not maximal productivity of employees, until a problem that must be solved was hanging around. Thus, employees' productivity has been directed at how to do something well in order to get maximum results. Productivity as a result of work functions or activities of a person or group in an organization is influenced by various factors to achieve organizational goals within a certain period of time. The function of work or activity intended here in was the execution of the work or activity of a person or group which is the authority and responsibility within an organization. While the factors that affect the work or job performance of a person or group consists of internal and external factors. From what is said proven that work motivation is actually the main activity to improve work productivity of employees. Through motivation, employees were influenced and changed in their behavioral attitudes to improve work productivity. From these motivations, the possibility of

organization had been increased from multi-faceted as it led to productivity of employee work and satisfactory public service.

CONCLUSION

Obtained data and the analysis give the conclusions as following:

1. Supervisor efforts undertaken in maintaining the employees' motivation in the sub district office of Medan Indonesia through the promotion positions, bonus and rewards had made the Employees' motivation increased.
2. Motivation of employees in the sub district office in Medan Municipal has a significant effect on the increase of work productivity such as better performances and public services.

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