

MOTIVATION EFFECT TO PRODUCTIVITY ON THE PT. XYZ IN SIDOARJO EAST JAVA

Hari Mainantyo¹, J.E.Sutanto²

Ciputra University, Surabaya
INDONESIA

Emails: ¹hari.minantyo@ciputra.ac.id, ²je.sutanto@ciputra.ac.id,

ABSTRACT

The company will not be successful if not supported by the productivity of its employees . Employee productivity would increase if employees have the motivation to work . Motivation can be defined as an individual's personal situation that encourages the desire of individuals to undertake certain activities in order to achieve. PT . XYZ is currently implementing additional bonus policy. This additional bonus in the form of money as a reward for the achievement of production targets. This policy is implemented in lieu of working time. Benefit this study was to determine what the motivating factors that have a dominant influence on labor productivity at PT . XYZ In this study using multiple linear regression testing .

Results of the data processing is known that the dominant motivating factor to work productivity at XYZ is the motivation factor of safety and job security.

Keywords : productivity , motivation ,

INTRODUCTION

Productivity is closely linked to the progress and success of a company. The company will not be successful if not supported by the productivity of its employees . Employee productivity would increase if employees have the motivation to work . Motivation can be defined as an individual's personal situation that encourages the desire of individuals to undertake certain activities in order to achieve a goal. In order for a person compelled to do something , it is necessary to know the deficiencies that exist in the individual form of the needs in everyday life .

PT . XYZ is currently implementing additional bonus policy . This additional bonus in the form of money as a reward for the achievement of production targets. Implementation of this policy is expected that all of the supporting company has a high morale and quality so that production targets can be achieved.

According to Hasibuan (2003) motivation is concerned about how to encourage the morale of their subordinates to be willing to work hard to provide all the capabilities and skills to achieve company goals. Motivation is done by the leadership of subordinates because leaders share his

work with his subordinates to work properly, there is a subordinate who is able to do his job but he is lazy or less excited to do it, to maintain or increase the excitement of the work of subordinates to complete tasks and to give awards and job satisfaction to his subordinates.

Motivation is a driving factor and encouragement that can lead to a sense of spirit and also capable of changing human behavior or individuals to lead to better things for himself. Sardiman (1986: 750) describes the motivation to learn is the psychological factor that is non-intellectual. Typical role is in terms of growing passion, happy and eager to learn. Many learners are not berkembangdalam study due to lack of motivation that can encourage learners to learn. Yamin (2007: 219) also found the motivation to learn is the driving force in the psyche of a person to be able to perform learning activities and add skills, experience.

Suprijono (2009: 163) describes the motivation to learn is the process that gives the spirit of learning, direction, and persistence of behavior. That is, the behavior is behavior that is motivated energetic, purposeful and long-lasting. Another opinion expressed by Mc. Donald in Sardiman (1986: 73) defines motivation is the energy change in a person who is characterized by the emergence of feeling and preceded with the response to their destination. Hamza (2008: 3) explains the term motivation is derived from the word motive which can be interpreted as the power contained within the individual, which causes the individual act or acts. Motive can not be observed directly, but can be interpreted in behavior, a stimulus boost, or power plants emergence of a certain behavior. Hamalik (2004: 173) describes the motivation may be basic impulses or intensive internal and outside individuals or prizes. Motivation is the process generate, maintain, and control interests. Another opinion regarding the motivation was also put forward by Dimiyati and Mudjiono (2009: 80) which says that the motivation was seen as a mental boost and pengarahkan that drives human behavior, including learning behavior. Based on the above understanding of the motivation it can be concluded that the motivation of an impulse of a person to do something, as well as giving direction in his behavior, one of which urge someone to learn.

LITERATURE REVIEW

Types of Motivation

Motivation can be distinguished by the types . There is a kind of motivation that occurs because of the desire for someone who wants to get something . Another type of motivation is motivation that happens because someone wants to pursue the target which has been determined to be successful in accordance with what is expected . Biggs and Telfer in Sugihartono et al. (2007 : 78) describes the types of learning motivation can be divided into four kinds , among others : (1) Motivation instrumental ; (2) Motivation social , learners learn to penyelenggarakan duty ; (3) Motivation achievement ; (4) intrinsic motivation .

Instrumental Motivation is the impulse that makes students learn because they want to get the prize. Social motivation to make students more involved in the task. Learners learn to achieve the success that has been determined, because learners have achievement motivation, and students have the curiosity to learn with their own desires because getting a boost from intrinsic motivation. Purwanto (2003: 72) mentions that the motivation contains three main components: "(1) Mobilize; (2) Motivation is also directing or channeling behavior; (3) Supporting and maintaining behavior".

Based on the above components, it can be concluded that the motivation to learn has several types and also mengandung components, among other moves, directs, and sustains or behave. Basically motivation that can arise from themselves or from others, so that students can increase learning motivation could be because of himself and of others

Indicators are motivated

Motivated people can be seen from the characteristics that exist in that person. The characteristics of people motivated among other things not easily discouraged in completing a job, always feel like making increasing performance. Sardiman (2009: 83) argues that there is motivation on everyone that has as follows:

"(1) Diligent face the task; (2) Ductile face of adversity; (3) Shows interest in various issues; (4) More happy to work independently; (5) Quick bored on the tasks of routine; (6) Can hold his; (7) It is not easy to release these beliefs; (8) Glad to locate and troubleshoot problems ".

Sudjana (2002: 61) argues students' motivation can be seen from several things, among others: "(1) The interest and attention of students to learning; (2) The spirit of students to perform the tasks of learning; (3) The responsibility of the students in doing the task -duty learning; (4) The reaction of the students indicated to the stimulus provided by the teacher; (5) Taste happy and satisfied in a given task ". Djali and Muljono (2009: 109-110) states that an individual who has a high motivation to have the following characteristics: "(1) Love the situation or task that demands personal responsibility; (2) Choosing realistic goals; (3) Looking for a job situation or where he earned the bait stone with immediate and real to determine whether or not the results of his or her job; (4) Nice work themselves and compete to outperform others; (5) Ability to use the gratification of desires for the future better; (6) Do not stirred to just get money, status or superiority but emblem prestasilah he sought ". Hamzah (2008: 23) suggests that the characteristics or indicators of motivation among other things: "(1) The existence of desire and managed; (2) The encouragement and learning needs; (3) The presence of hope and future aspirations forward; (4) The existence of the award in the study; (5) The activity of interest in activities; (6) belajarAdanya conducive learning environment ". Based on the above characteristics, it can be concluded that students who have the characteristics of students who are motivated to complete the task tenacious, diligent student, keen, always pay attention, passion and the desire to succeed. Motivation has a function for a person, because it can make a person's motivation to change towards the better. Motivation can also encourage someone to do something.

Sardiman (2007: 85) Explains the motivation will encourage someone to do something, Because The motivation has functions such as: "(1) to encourage people to do, so as a driver or motorcycle that releases energy. The motivation in this case is the motors of any activity will be undertaken; (2) Determine the direction of action, ie towards the goals to be Achieved. Thus Spake motivation can provide the direction and activities that must be done in accordance with the formulation of its objectives; (3) select actions that Determine the actions of what should be done to match to Achieve, by setting aside the deeds that are not useful anymore for that purpose. "

Hamalik (2004:175) describes the function of motivation, Among others: encourage behavior or a deed. The act of learning would occur if someone is motivated, as a director, meaning that it can be a way to be Able to the direction you want to Achieve, as a driver, serves as an engine for a car. The size will Determine the motivation of fast or slow a job.

Based on the function of motivation can be concluded that the function of motivation is to give direction to Achieve what is desired, Determine the attitude or behavior that would be done to get what they want as well as encourage a person to perform the activity.

Productivity

Productivity is critical to an organization be it a company engaged in the production of goods and services. The existence of adequate productivity of employees who will be able to assist the company's efforts in order to develop the business.

In general terms the proposed productivity by showing the ratio of spending and spending. In other words, the measurement of efficiency requires the determination of the results and determination of the resources used to produce these results. In addition to efficiency, productivity is also associated with the quality of output as measured by some previously established standards.

According to Hasibuan (2003), labor productivity can be defined as the ratio between the total actual results of actual working days.

Each company has always tried to keep employees can excel in the form of providing maximum work productivity. Employee productivity for a company is important as a measure of success in running the business. Due to the higher productivity of employees in the company, meaning the company's profit and productivity will increase.

International Labour Organization (ILO) by Hasibuan (2005: 127) reveals that more modest intent of productivity is the arithmetic comparison between the amount produced and the amount of each resource that is used during ongoing production. Source

It could be: (1) land, (2) the raw materials and auxiliary materials, (3) plant, machinery and equipment, and (4) labor

The concept of productivity can basically be viewed in two dimensions, ie the dimensions of individual and organizational dimensions. Assessment of the productivity problem other individual dimensions not seen productivity, especially in relation to characteristics individual personality. In this context, the essence of the notion of productivity is a mental attitude that always has the view that quality of life should be better today than yesterday, and tomorrow be better than today (Kusnendi, 2003: 8.4).

Sinungan (2005:64) also implies two groups of individuals requirement for high productivity:

The First Group

1. the level of education and expertise
2. type of technology and production
3. working conditions
4. health, physical and mental abilities

The Second Group

1. mental attitude, peers and supervisors
2. wide diversity task
3. the incentive system
4. job satisfaction

While the terms of the organizational dimension, the concept of overall productivity is another dimension of the efforts to achieve the quality and quantity of a process of discussion with regard to economics. Therefore, always oriented to how to think and act to utilize the input sources in order to get optimum output. Thus the concept of productivity in this view are always placed in the framework of the technical relationship between inputs and output (Kusnendi, 2003: 8.4).

From the various opinions above can be deduced that the productivity of labor is the ability to produce goods and services from a variety of resources or factors of production used to improve the quality and quantity of work produced in a company.

Factors Affecting Work Productivity

In an effort to improve employee productivity in a company need to pay attention to the factors that affect the productivity of the employee. Many factors can affect employee productivity whether related to labor itself as well as the factors relating to the company and the overall government policy

According to Anoraga (2005: 56-60). There are 10 factors that are desired by employees to improve employee productivity , namely : (1) an interesting job, (2) a good wage, (3) the safety and protection at work , (4) work ethic and (5) the environment or good working facilities, (6) the promotion and development of themselves in line with the company's development, (7) feeling engaged in the activities of the organization, (8) understanding and sympathy over personal issues, (9) the loyalty leader in self sipekerja, (10) Discipline working keras. According to Simanjuntak (1985: 30) factors that affect productivity employee company can be classified in two groups, namely: What about the quality and physical abilities of employees that include: level of education, training, motivation, work ethic, mental and physical abilities of employees supporting infrastructure, including: work environment, include: production, means and production equipment, the level of safety, and welfare of employees kerja. Remuneration of supervisors can encourage employees to be more active in achieving the feat. Thus it is clear that labor plays an important role in produktivitas.Seni and management science management is a factor of production and economic resources, whereas art is knowledge management which gives the possibility of increasing productivity. Including management improvement through the application of technology and utilization of knowledge which requires education and research. Equity capital is the foundation of motion of a business enterprise, due to the company's capital can provide equipment for humans is to help do the job in improving labor productivity. Adequate facilities will create morale indirectly increases work productivity can meningkat.Dari various opinions on the above it can be concluded that the main condition of employees is increasingly important and determining the level of employee productivity: education and training, motivation, discipline, skills, income levels, environmental and work climate, control equipment. With the expectation that more employees have the passion and motivation to work and can ultimately enhance the quality of jobs, increase production and productivity.

Work Productivity Measurement

To determine the productivity of each employee working there should be a measure of labor productivity . Labor productivity measurement system according to the physical income per person or per hour of work is widely accepted person , using the method of measurement of labor time. Measurement is converted into units of labor is defined as the amount of work that can be done in one hour by workers employed by implementing standard (Sinungan, 2005: 262).

According to Simamora (2004:612) the factors used in the measurement of labor productivity include the quantity of work, quality of work and timeliness: The quantity of work is a result achieved by the employee in a certain amount with the standard ratio stipulated by the existing or company. Quality work is an outcome standards related to the quality of a product produced by the employee in this case an employee's ability to complete the technical work with the

standard ratio set by the company. Timeliness is an activity level completed at the beginning of the specified time from the perspective of coordination with the output results and maximize the time available for other activities. Timeliness measured employee perceptions of an activity is provided at the beginning of time to be output.

RESEARCH METHODS

Test Validity

Validity test is used to indicate the extent to which a measuring instrument to measure what we want to measure or whether the instruments have been precisely measure what is being measured. Test validity is calculated using product moment correlation technique. Testing was performed using SPSS 20 program.

Test Reliability

This reliability test is used to indicate the extent to which a measure is reliable or unreliable. Reliability test using Cronbach Alpha. Testing was performed using SPSS 20

Qualitative Analysis

A qualitative approach concerned with the process than the end result, therefore, the sequence of activities can vary depending on the conditions and bayaknya symptoms were found. The research objective is usually associated with things that are practical (Reinard, 2006).

Analysis of the deductive quantitative research, empirical theory IJI used and carried out after the completion of data collection is completed by statistical means, such as correlation, t test, analysis of variance and covariance, factor analysis, linear regression and others. (Creswell, 2003).

Regression analysis was used to predict how much change in the value of the dependent variable, if the value of the independent variable is manipulated / altered or dinaik-down. (Sugiyono, 2005).

Benefit from the results of the regression analysis is to make a decision whether the rise and decline in the dependent variable can be done through an increase in the independent variable or not as an example of the increasing number of advertisements or not.

RESULT

Production process

PT. XYZ embraces two kinds of production processes, namely the processes of production based on orders and mass production process. What is meant by the process of production orders is the company going to do if there are production orders, for example, received the order from the consumer to the shape and size desired by the consumer. While that is a process of mass production is the company doing continuous production to meet consumer demand in the market .

Condition Analysis Company

Every employee needs to work to earn money in order to meet the physiological needs . Currently, PT . XYZ Achievement has conducted an additional bonus policy. This policy was carried out to cover the shortfall of production in the production that does not comply with the targets imposes on production the next day. Bonuses in the form of money that is distributed based on the achievement of the desired production target .

The following is a table 1 output per person before and after implementation of additional bonus:

Table 1 Production Per Person Before And After Implemented Additional Bonus

Before being Implemented Bonus		After being Implemented Bonus	
Month	Yield per person (Unit)	Month	Yield per person (Unit)
May 2013	7.01	September 2013	7.37
June 2013	6.56	October 2013	6.45
July 2013	7.45	November 2013	7.09
August 2013	7.21	December 2013	7.88

Source: PT. XYZ

This additional bonus policy implementation brings positive results for the entire production support. The operator becomes passion in working to achieve the production target, so that they can earn an additional bonus monthly .

Table 2 Data Percentage of Average Employee Attendance

Before being Implemented Bonus		After being Implemented Bonus	
Month	Average Attendance (person)	Month	Average Attendance (person)
May 2013	1.7	September 2013	1.2
June 2013	1.4	October 2013	1.1
July 2013	1.2	November 2013	0.9
August 2013	1.3	December 2013	0.8

Source: PT. XYZ

Table 3. Result of F Test

Model		Sum of Squares	F	Sig.
1	Regression	.003	7.856	.001(a)
	Residual	.007		
	Total	.010		

Based on the result of F test with F value is 7.856 and value of significant is $0.001 < 0.05$. Its mean that the social needs with the needs of safety and security work simultaneously there is significant effect on work productivity.

Table 4. Result of R Squares

Model	R	R Square
1	.562 (a)	.316

Based on Table 4 it is known that the coefficient of determination (R^2) is r 0.762. it this show that 76.2% indicates that work productivity can be explained by social needs and the needs of safety and job security, while the remaining 23.8%, is not explained by this research

Table 5. Result of t Test

Model		Unstandardized Coefficients		t	Sig
		B	Std. Error		
1	(Constant)	.310	.011	14.912	.000
	X1	.073	.000	1.819	.001
	X2	.114	.000	2.453	.000

Based on Table 5 for partial test there are influence effect that variable of social needs (X1) expressed significant, because of the significant value of $0.001 < 0.05$ and variable of safety needs and security needs are also significant, because they expressed significant value $0.000 < 0.05$

Multiple linear regression calculation results can be explained in the following formula;

$$Y = 0.310 + 0.073X1 + 0.114X2 + e$$

Remarks:

Y = Work productivity

X1 = Social needs

X2 = Safety needs and security needs

CONCLUSIONS AND SUGGESTIONS

Conclusion

Once the bonus policy implementation tambahan by PT . XYZ, tends to increase employee productivity and decreased employee absenteeism. Processing of the data shows that there are no problems in testing on the motivation variable heteroskedasitas testing, data normalization, autocorrelation and linearity. But in testing multikolinieritas only variable social motivation and motivation variable safety and job security are free from multicollinearity .

In simultaneous F test showed that the social needs and the needs of safety and security of working together affect the productivity of labor. From the t test results, it is also known that each variable social motivation and the motivation of safety and job security have a significant effect on productivity.

Of the value of the determination coefficient was found that 76.2% of labor productivity can be explained by social needs and safety needs and security needs. The regression equation obtained was $Y = 0.310 + 0.073X1 + 0.114X2 + e$.

Of the linear regression equation above can be seen that the variable coefficient value of safety needs and security needs of the work is more than the value of the coefficient of social variables. Variable coefficient value of the safety needs and security needs is 0.114. This means the variable safety and job security have a dominant influence on the productivity of employees at PT. XYZ

Suggestion

Suggestions can be submitted are the company should try to do the ideal combination of factors the social needs and the needs of safety and job security so as to create maximum work productivity that indirectly affect productivity.

Although the need for safety and job security have a dominant influence on labor productivity at PT. XYZ, but other factors also need to be considered.

Improved safety and security needs of the work can be done by providing protection and job security, pay attention to safety work tools are used, do counseling about the safety and security of employment, providing retirement benefits after working period expired

REFERENCES

- Anoraga, Pandji, (2005), *Manajemen Bisnis*, Cetakan Ketiga, Jakarta: Rineka Cipta.
- Creswell, John W. (2003) *Research Design:Qualitative, Quantitative, and Mixed Methods Approaches*, SAGE,
- Dimiyati dan Mudjiono. (2009). *Belajar dan Pembelajaran*. Jakarta: PT Rineka Cipta
- Djali dan Muljono, P. (2007). *Pengukuran Dalam Bidang Pendidikan*. Jakarta: Grasindo
- Hamalik, Oemar, (2004), *Psikologi Belajar dan Mengajar Bandung: Sinar Baru Algensindo*.
- Hasibuan, Malayu. (2003) *Organisasi dan Motivasi: Dasar Peningkatan Produktivitas*. Bumi Aksara, Jakarta
- 2005. *Manajemen Sumber Daya Manusia, Edisi Revisi*. Bumi Aksara, Jakarta
- Hamzah . (2008), *Teori Motivasi dan Pengukurannya Analisis di Bidang Pendidikan*, Bumi Aksara, Jakarta
- Purwanto, N. (2003). *Psikologi Pendidikan*. Bandung: PT Remaja RosdaKarya
- Kusnendi . (2003). *Ekonomi Sumber Daya Manusia*. Jakarta. PPUT
- Ravianto. (1987). *Produktivitas dan Tenaga Kerja Indonesia*. Lembaga Sarana Informasi Usaha dan Produktivitas.
- Reinard, John C.(2006). *Communication Research Statistics*, SAGE.
- Sardiman. (1986). *Interaksi dan Motivasi Belajar Mengajar*. Jakarta: PT Rajagrafindo Persada.
- Simamora, H .(2004). *Manajemen Sumber Daya Manusia, Edisi Ketiga, Cetakan Pertama, Bagian Penerbitan STIE YKPN, Yogyakarta*.
- Simanjuntak, Payaman, J. (1985). *Pengantar Ekonomi Sumber Daya Manusia*. Lembaga Penerbit Fakultas Ekonomi Universitas Indonesia, Jakarta.
- Sinungan, Mudrasyah.(2000) *Produktivitas Apa dan Bagaimana*. Bumi Aksara, Jakarta.

Sudarmanto, R. Gunawan. (2005). Analisis Regresi Linear Ganda dengan SPSS. Graha Ilmu, Yogyakarta, 2005.

Sudjana, N. (2002). Penilaian Hasil Proses Belajar Mengajar. Bandung Rem

Sugihartono, dkk (2007) Psikologi Pendidikan, Yogyakarta : UNY Press

Sugiyono. (2005). Statistika untuk Penelitian. Alfabeta, Bandung.

Suprijono, Agus. (2009). Cooperative Learning Teori dan Aplikasi AIKEM Yogyakarta: Pustaka Belajar

Yamin, M.(2007). Profesionalisasi Guru & Implementasi KTSP Jakarta: Gaung Persada Press.