

THE INFLUENCE OF MOTIVATION ON WORK PRODUCTIVITY OF EMPLOYEES IN THE SUB-DISTRICT RAYA OFFICE SIMALUNGUN DISTRICT

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Abstract

*Q*the aim of this research isto find out how much influence motivation has on employee work productivity at the Subdistrict Office of Raya District, Simalungun Regency. This research used quantitative research with 19 sub-district employees as respondents. Data analysis used is multiple simple regression method with the F test and t test as a hypothesis test. *Q*The sampling technique in this study uses a saturated sampling technique, also known as a census. *P*In this study, data analysis techniques used a simple regression analysis method. *H*The results of the study indicate that work motivation and productivity simultaneously have a positive and significant effect on the performance of employees of the Sub-District Head Office, Raya District, Simalungun Regency, amounting to 0.819. This study also found that the influence exerted by work motivation and work productivity is very large.

Keywords: Work Motivation and Productivity

INTRODUCTION

Civil Servants (PNS) are one of the elements that hold responsibility in an organization both in planning, implementing and activating and at the same time acting as supervisors in the development of this nation. With respect to the role, function and position of Civil Servants (PNS), it is crucial to determine the success or failure of a development program. Therefore, he needs to be motivated to achieve high work productivity for the success of the national development program.

Basically every government agency, not only expects employees who are capable, capable, and skilled, but most importantly they want to work hard and want to achieve optimal work results. For this reason, leaders should try to make employees have high motivation to carry out their duties or work. Work productivity of an employee is usually manifested from achievement. The level of labor productivity is influenced by many factors, one of which is the motivational factor. To be able to increase employee work productivity can be provided through motivation from the head of the sub-district office. Therefore, motivation is very important because with motivation it is hoped that employees will be able to improve their respective performance.

Motivation in an organization aims to encourage the morale of employees so they want to work hard by providing all abilities and skills for the realization of organizational goals. Employees who have high motivation is one of the requirements if high work results are to be achieved consistently. The relationship between motivation and employee work productivity is very close.

Motivation is an individual's willingness to expend high effort to achieve organizational goals. If someone is motivated, then he will try his best to achieve a goal. Leaders will take a leadership approach that reflects an awareness that productivity through employees is a major part and cannot be replaced to achieve organizational goals. Motivation will provide inspiration, encouragement, and morale for employees so that a good working relationship is established between employees and leaders so that organizational goals can be achieved optimally.

Employee work motivation is also related to the demands of society as service users who always want to get excellent service. This is where the importance of professional employees is able to provide excellent service both in quality and quantity. The problem is our own employees who become obstacles in providing services to the community. Obstacles that later gave birth to a low bureaucratic image include low work productivity, poor public services provided, low responsiveness and responsibility, and low bureaucratic accountability.

Work productivity is the utilization or use of employee resources effectively and efficiently. High productivity is a reflection of employees who are satisfied with their work and will fulfill all their obligations as employees or have good discipline. One of the supporting factors for the creation of high employee work productivity is the provision of motivation to employees.

Based on the above background, the authors are interested in conducting research with the title formulation: "The Influence of Motivation on Employee Work Productivity at the Sub-district Office, Raya District, Simalungun Regency".

LITERATURE REVIEWS

Definition of Motivation

According to Hasibuan (2006: 141) motivation comes from the Latin word *Movere* which means encouragement or direction. Motivation is shown in human resources in general and subordinates in particular. Motivation questions how to direct the potential power of subordinates so that they want to work together productively, succeed in achieving and realizing predetermined goals.

More specifically according to Hasibuan (2006: 163) that motivation has sub-variables namely:

- a. Motive is a stimulant of desire (want) and the driving force of a person's will to work. Each motive has a specific goal to be achieved.
- b. Hope (expectancy) is an opportunity given to occur because of behavior to achieve goals.
- c. Incentives, namely motivating (stimulating) subordinates with prizes (rewards) to those who excel above standard performance.

According to H. Nawawi (2008: 351) the word motivation is basically a motive which means encouragement, the cause or boss of someone to do something.

Work productivity

Every organization absolutely needs to hold the principle of efficiency. In simple terms, the principle of efficiency basically means avoiding all forms of waste. Given the fact that the ability of an organization to hold and have work facilities and infrastructure which is also referred to as a source of funds. Experience from various organizations clearly shows that many factors cause inefficiency, for example waste can arise due to a mismatch of knowledge and skills of actors in using and utilizing the facilities and infrastructure that they already have. Therefore, increasing the work productivity of the apparatus is a role that must be carried out by a leader.

In general, work productivity according to Hasibuan (2006: 126) is the ratio between output and input. The general characteristics of productive employees are as follows:

- a. More than meets the job qualifications
- b. Highly motivated
- c. Have a positive work orientation
- d. Maturity and
- e. Get along effectively.

Relationship of Motivation and Work Productivity

The relationship between motivation and work productivity has been proven in research which is then poured into this journal, there are very significant results regarding the effect of employee motivation on productivity produced. Likewise, according to the theory put forward by Siagaian (2007: 11), "In an effort to achieve corporate/organizational goals, motivation has an important role because it is an attempt by managers to inspire, encourage, and create better morale for their employees." ". Likewise, according to Gaspersz in Tjutju Yuniarsih and Suwatno (2009: 175), "Factors that influence the work productivity of an employee in a company are employee selection, job training, work environment, relations between leaders and subordinates, payroll system and motivation."

Research Hypothesis

Riduwan (2008: 35) says that a hypothesis is a temporary answer to the formulation of the problem or sub-problem proposed by the researcher, which is described from a theoretical basis or theoretical study and still has to be tested for truth. The hypothesis (Ho) in this study is: MotivationNoeffect on employee productivity(Ha) influential motivationat the Head Office of Raya District, Simalungun Regency.

METHODS

Place and time of research

This research was conducted at the office of the sub-district head of Raya sub-district, Simalungun regency, with the object of including the influence of motivation on

employee work productivity at the sub-district office of Raya sub-district, Simalungun regency.

The time needed in the research during two weeks, which starts from August 14th 2017 – September 11, 2017.

Research Design

In conducting this research the authors chose a type of quantitative research with a survey approach. According to Sugiyono (2008: 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 hypotheses that have been set.

Operational Research Variables

The operational definition is an explanation of the definition of the variable that has been chosen by the researcher. Logically, perhaps, between one researcher and another there can be different operational definitions in the same thesis title. DO (Operational Definition) may refer to the literature.

Table 1. Operationalization of Research Variables

Variable	Dimensions	Indicator
Motivation (X1) Source: Developed from Hasibuan (2006:163)	Hope Motive incentive	a. Economic necessity b. Convenient to work c. There is a top policy d. Nice job e. Work time discipline f. Get commensurate salary g. There is a performance award h. Giving bonuses
Work Productivity (Y) Umar in AA Anwar Prabu Mangkunegara (2009:18-19)	Aspects of work productivity	a. Quality of work b. Employee honesty c. initiative d. Presence e. Attitude f. Cooperation g. Reliability h. Knowledge of work i. Responsibilities, and j. Utilization of working time.

In carrying out tests of each variable will be measured using a Likert scale. The questionnaire was prepared by preparing (five) choices namely: always, often, less/sometimes, rarely and never.

Population and Sample

a. Population

The population according to Sugiyono in Ridwan (2009:70) is a generalization area consisting of objects/subjects that have certain quantities and characteristics determined by researchers to be studied and then drawn conclusions.

Therefore, the population in this study were all employees at the Subdistrict Head Office, Raya District, Simalungun Regency, totaling 19 people.

b. Sample

The sample according to Arikunto in Riduwan (2008:56) is part of the population (part or representative of the population studied). Due to the population size at the sub-district office, Raya sub-district, Simalungun district, a saturated or census sampling technique was used where the entire population was used as a sample, namely all 19 employees.

Saturated sampling or census according to Riduwan (2008: 64) is a sampling technique when the entire population is used as a sample and is also known as a census.

Types and Data Sources

In this study there are 2 types and sources of data, namely:

- a. Primary data is data obtained directly from respondents in the Head Office of Raya District, Simalungun Regency through a questionnaire (questionnaire). Questionnaires as a data collection tool, will be made by researchers in accordance with the problems studied.
- b. Secondary data is data that already exists at the research location which can be in the form of documents related to the problem to be studied, literature, research reports, vision and mission of the Head Office of Raya District, employee data, and others.

Data Collection Technique

To obtain data in the field, especially primary data, in p.sThis research used the following collection techniques:

- a. Questionnaire (questionnaire), which is a list containing a series of written statements regarding a problem or area to be studied to obtain information from respondents.
- b. Observation, namely the observation activities carried out by researchers on the activities of employees at the Head Office of the Raya District in working and behaving.

Research procedure

To get good data in the sense that it is close to reality (objective) of course we need a good instrument or data collection tool and more importantly the existence of a valid and reliable measuring instrument.

a. Validity test

According to Arikunto (2006: 219) validity is a measure that shows the level of validity of an instrument in question being able to measure what is being measured.

Validity test is done by correlating each statement with the total score for each variable.

b. Reliability Test

The reliability test aims to show the extent to which a measurement result is relatively consistent if the measurement is repeated two or more times. So in other words that reliability is an index that shows the extent to which a measuring instrument can be trusted or relied upon. The measuring device is used twice to measure the same symptoms and the measurement results obtained are relatively consistent.

The reliability calculation test used in this study is the halving technique. The way to do this is as follows:

1. Dividing valid items into two parts, in this study, the method taken was based on odd-even numbers. Odd numbers are the first half and even numbers are the second half.
2. The scores for each statement in each split are added up, resulting in two total scores for each respondent, namely the total score for the first half and the second total score.
3. Correlate the score of the first half with the score of the second half by using the product moment correlation technique.
4. The correlation number obtained is the correlation number of the split-half measuring device, so the correlation number is lower than the number obtained if the measuring device is not split, as in the test-retest technique.

Data analysis technique

Data analysis is an effort or method to process data into information so that the characteristics of the data can be understood and useful for solving problems, especially problems related to research. Or another definition of data analysis, which is an activity carried out to convert data resulting from research into information that can later be used in drawing conclusions. The purpose of data analysis is to describe the data so that it can be understood, then to make conclusions or draw conclusions about the characteristics of the population based on the data obtained from the sample, usually this is made based on guessing and testing hypotheses. That is an explanation of data analysis, hopefully it can be understood.

Based on the research objectives to be carried out, this study used a quantitative descriptive analysis method, in which the data that had been collected from the respondents, especially from the questionnaire was described and poured into a table of frequencies and percentages.

RESULTS AND DISCUSSION

Validity and Reliability

To get good data in the sense that it is close to reality or objective, of course, a good instrument or data collection tool is needed. To ensure that the instrument or measuring instrument to be used is valid and reliable, the instrument or measuring instrument must be tested for validity and reliability.

a. Validity Test Results

The list of statements or questionnaires needs to be tested for validity to find out whether the list of statements that have been prepared can measure the variable to be measured. Validity test is done by calculating the correlation between each list of statements with the total score.

The variables in this study are motivation (variable X) and work productivity (variable Y). The list of statements distributed to respondents totaled 18 statements, consisting of 8 statements for motivation (variable X) and 10 statements for work productivity (Y). The list of statements totaling 18 statements has been tested for validity which can be seen in the following table.

Table 2. Test the Validity of Motivation (Variable X)

Items	1	2	3	4	5	6	7	8
r-Count	0.731	0.730	0.514	0.536	0.713	0.796	0.509	0.719
t-Count	4,417	4,404	2,470	2,618	4,193	5,422	2,438	4,265
T-table	1,731	1,731	1,731	1,731	1,731	1,731	1,731	1,731
Ket.	Valid	Valid	Valid	Valid	Valid	Valid	Valid	Valid

Based on the table above, it can be concluded that all statements regarding work motivation (variable X) contained in the questionnaire (questionnaire) are considered valid because r indicates positive, so that testing can be continued on reliability testing.

Table 3. Work Productivity Validity Test (Y)

Items	1	2	3	4	5	6	7	8	9	10
r-Count	0.679	0.773	0.836	0.680	0.739	0.866	0.812	0.827	0.796	0.594
t-Count	3,813	5024	6,281	3,824	4,523	7.140	5,736	6065	5.134	3,044
T-table	1,731	1,731	1,731	1,731	1,731	1,731	1,731	1,731	1,731	1,731

Ket.	Valid	Valid	Valid	Valid	Valid	Valid	Valid	Valid	Valid	Valid
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Based on the table above, it can be concluded that all statements regarding work productivity (Y) contained in the questionnaire (questionnaire) are considered valid because r indicates positive or so the test can be continued in reliability testing.

b. Reliability Test Results

The reliability test aims to show the extent to which a measurement result is relatively consistent if the measurement is repeated two or more times. So in other words that reliability is an index that shows the extent to which a measuring instrument can be trusted or relied upon. The measuring device is used twice to measure the same symptoms and the measurement results obtained are relatively consistent. The technique used in the reliability test is the halved technique. The results of the reliability test can be seen in the following table.

Table 4. Motivational Reliability Test (Variable X)

Reliability test				Guilford Classification
Stage 1	Halved Pearson Correlation	<i>Rb</i>	0.802	S.High
Stage 2	Spearman-Brown Correlation	<i>Ri</i>	0.890	S.High

From the results of the reliability test which can be seen in the table above, it can be seen that the reliability number (ri) of motivation (variable X) is obtained at (0.890) and is greater than zero. According to the interpretation of the correlation coefficient of the value of r, it can be concluded that all motivational statements (variable X) are said to be reliable and categorized as very high.

Table 5. Work Productivity Reliability Test (Variable Y)

Reliability Test				Guilford classification
Stage 1	Halved Pearson Correlation	<i>Rb</i>	0.963	S.High
Stage 2	Spearman-Brown Correlation	<i>Ri</i>	0.981	S.High

From the results of the reliability test which can be seen in the table above, it can be seen that the reliability number (ri) of work productivity (Y) is obtained at 0.981 and is greater than zero. According to the interpretation of the correlation coefficient of the value of r, it can be concluded that all questions of work productivity (Y) said to be reliable and categorized as very high.

Descriptive Analysis

This study aims to determine how much influence work motivation has on employee work productivity at the Subdistrict Head Office, Raya District. The description of the research results will provide an overview of each research indicator. The first step to describe each research indicator is to create a rating scale. The calculation regarding the rating scale is by multiplying all data frequencies by the weight value. Furthermore, a rating scale can be made for each statement by first calculating the range of the scale as follows:

The lowest weight x respondents = 1 x 19 = 19

Highest weight x total respondents = 5 x 19 = 95

From the results of the calculation of the scale range, an assessment scale can be made as follows:

Table 6. Rating Scale of Each Statement

Range	Category
80 – 95	Very high
64 – 79	Tall
49–63	Moderate/sufficient
34 – 48	Low
19 – 33	Very low

Hypothesis Test

As it is known that in this study the research target was to look at the effect of motivation on employee work productivity at the Subdistrict Office of the Raya District, Simalungun Regency. Based on the hypothesis proposed, testing is carried out using statistical analysis with simple regression analysis techniques. The results of testing the hypothesis that motivation influences employee work productivity at the Sub-District Office of Raya District, Simalungun Regency can be seen in the following table:

Table 7. Motivation hypothesis test (X) on Employee Work Productivity (Y)

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	0.795(a)	0.633	0.611	3,233

Based on the results of testing and processing of data using the simple regression analysis method, this hypothesis is proven that motivation affects the work productivity of employees at the Subdistrict Office of Raya District, Simalungun Regency of 0.633. The correlation coefficient between motivation (X) on employee work productivity (Y) at the Subdistrict Office of Raya District, Simalungun Regency is 0.795.

Basically every government agency, not only expects employees who are capable, capable, and skilled, but most importantly they want to work hard and want to achieve

optimal work results. For this reason, leaders should try to make employees have high motivation to carry out their duties or work.

Motivation in an organization aims to encourage the morale of employees so they want to work hard by providing all abilities and skills for the realization of organizational goals. Leaders who direct their employees by providing work motivation will create conditions where employees feel inspired to work hard.

Leaders will take a leadership approach that reflects an awareness that productivity through employees is a major part and cannot be replaced to achieve organizational goals. Motivating subordinates is done by providing broad responsibilities and opportunities for employees to make decisions in completing their work. Motivation is very important because with motivation it is hoped that every employee will work hard and enthusiastically to achieve high work productivity. Motivation will provide inspiration, encouragement, and morale for employees so that a good working relationship is established between employees and leaders so that organizational goals can be achieved optimally.

Work productivity is the utilization or use of employee resources effectively and efficiently, accuracy or harmony in the use of methods or work methods compared to the tools or time available in order to achieve goals. A person who has high work productivity will show a positive attitude towards his work, while someone who is dissatisfied will show a negative attitude towards his work itself.

Discussion

Based on the results of the research described above, in the discussion of the results of this study it will be described how much influence motivation has on the work productivity of employees at the Subdistrict Office of the Raya District of Simalungun Regency, which can be seen in the following table:

Table 8. Table of the Influence of Motivation (X) on Employee Work Productivity (Y)

Model	Unstandardized Coefficients		Unstandardized Coefficients	Q	Sig.
	B	std. Error	Betas		
1. (Constant)	18,829	4,575		4.115	0.001
Motivation (X)	0.819	0.151	0.795	5,412	0.000

Based on the table above, it can be seen that the regression equation influences motivation on employee work productivity at the Raya District Office. Based on data processing results above, it can be known/arranged regression equation as follows. with Y: $18.829 + 0.819X + e$. This means that the rise and fall of employee work productivity at the Raya District Office due to the influence of motivation can be predicted through the regression equation. Productivity as the results of work functions or activities of a person or

group within an organization that is influenced by various factors to achieve organizational goals within a certain period of time. Through motivation, employees can influence and change their behavior to increase work productivity. From this motivation, it is likely that the organization will improve from various aspects because it will lead to employee work productivity and satisfactory community service.

CLOSING

From the results of the research and discussion described above, the following conclusions can be drawn:

- a. Motivation affects the work productivity of employees at the Subdistrict Office of the Raya District of Simalungun Regency by 0.819%. The correlation coefficient between motivation (X) on employee work productivity (Y) at the Subdistrict Office of Raya District, Simalungun Regency is 0.795%. This means that employee work productivity can be said to be good, but it needs to be maximized again. Increasing employee work productivity can be done by further maximizing work motivation.
- b. The work productivity of employees at the Sub-District Head Office, Raya District, Simalungun Regency has not been maximized. This is because the Camat still lacks motivation to employees. It can be seen that there are still some employees who are not motivated so that they do not work optimally.

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