The Effect of Work Motivation on Employee Performance in the Production Department at PT GARUDA TOP PLASINDO in Surabaya

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Article Info	Abstract
	PT GARUDA TOP PLASINDO in Surabaya expects a quality workforce along with technological developments and in line with efforts to motivate employees to improve their performance. Based on the research that has been carried out, the analysis obtained by the author is the relationship with work motivation on employee performance. From these problems, the authors write the problem is: "how much influence does work motivation have on the performance of production employees at PT GARUDA TOP PLASINDO in Surabaya. The purpose of this study is to determine the factors that can motivate employees' work, so that employee performance can be improved. The hypothesis that can be put forward in relation to the formulation of the problem is that work motivation has a positive effect on employee performance at PT GARUDA TOP PLASINDO in Surabaya. The variables studied were (X) work motivation and (Y) employee performance. Variables (X) that are measured include incentives, salary, work environment, and career paths, while variables (Y) that are measured include work performance, company loyalty, quantity of work and quality of work. From the results of the correlation calculation, it

is obtained (R) of 0.991, which means that the correlation coefficient is positive, which can also mean that there is a direct relationship between the two variables or a very strong relationship between the two variables. The results of the calculations obtained the multiple regression equation as follows: $y = 21.563 + 1.442 x_1 + 1.958 x_2 + 2.947 x_3 + 2.437 x_4$, meaning that if the independent variables X1, X2, X3, X4 increase by one unit, the employee's performance will increase by 1.442, 19.958, 2.947, 2.437 units assuming other variables are constant.

INTRODUCTION

Human resources are one of the company's assets that are very important in a company's activities, in its efforts to obtain profits for the survival of the company. Given the important role and function of human resources in providing added value to the company, it is necessary to manage human resources effectively and efficiently.

Humans as workers are one of the factors of production in the Company, so it is only natural to get special attention in terms of workforce planning and management. Human workforce has a role in achieving company goals, therefore a company needs quality human resources who will be able to make a useful contribution to the running of the company in terms of achieving the goals and objectives of the company.

PT GARUDA TOP PLASINDO was born from the idea to create an innovative concept for disposable tableware that refers to design quality and value, in 2011, PT. Garuda Top Plasindo is back with a new product branded "SUAPI". The company, which has been established since 2001, is now a leading company for its products, optical discs and CD/DVD cases with the GT-PRO brand. We take the brand "SUAPI" from the root word "bribe" in Indonesian. The feed logo contains a series of words in English: "feed you perfect", which means "feed you perfectly"; which shows our commitment to strive to produce perfect disposable cutlery products, for Indonesia and the world. Supported by injection

machines from Japan and more than 10 years of experience in plastic injection production, we produce SUAPI with a commitment to quality standards, selection of the right materials, and reliable consistency and effective production processes so as to maintain product prices remain competitive. SUAPI consists of a spoon and fork, duck spoon, teaspoon and knife, disposable. We also produce 'G'las' plastic cups with various colors and unique designs. Our product range will continue to grow, in line with our commitment to be sensitive in meeting market demands on an ongoing basis.

The problem faced by the Company is that until now PT GARUDA TOP PLASINDO Surabaya, which is engaged in its products, optical discs and CD/DVD cases with the GT-PRO brand. Want to know how the performance of employees in the company in terms of work motivation.

LITERATURE REVIEW

A. Theoretical Basis

Organizations have a variety of input resources to convert into output in the form of goods and services. These resources include capital and money, technology to support the production process, methods and strategies used to operate, people and so on. Among these various kinds of human resources or human resources is a very important element.

The focus of human resource management lies in efforts to manage Human Resources in the dynamics of interaction between worker organizations which often have different interests, in the sense that human resource management policies are intended as a means to maximize organizational effectiveness in achieving goals.

B. Definition of HR Management

- According to Payaman J. Simanjuntak (2002; 1)

HR or Human Resources contains two meanings, namely:

a. HR implies work effort or services that can be provided in the production process. In this case HR reflects the quality of effort given by someone in a certain time to produce goods and services.

- According to Hani Handoko, (2007; 34)

That in achieving organizational goals through the arrangement of other people to

carry out various jobs that are needed by the jobs themselves.

C. Definition of Motivation

Below are some definitions of motivation:

1. According to Heirdrachman Ranupanojo and Suad Husnan

"Motivation is something that encourages someone to act and behave in a certain way, therefore managers need to understand human behavior." (2012:201)

2. According to Susilo Martoyo

"Motivation is the process of trying to influence someone to do what they want." (2006;153)

D. Motivation Theories

a. Theory-Motivation according to Abraham Maslow (Siagian, 2015; 54)

The basis of this theory is:

1. Humans are creatures that desire something more and continuously and will stop when the end of life arrives

E. Types of Motivation

In terms of providing motivation, motivation according to Heidrachman & Suad Hasan (2009; 204) is divided into two, namely

- Positive Motivation is

Motivation encourages employees to do a job by increasing employee morale, and employees feel happy with the work performance that has been done.

- Negative Motivation is

Motivation encourages employees to do a job with fear techniques or threats.

F. Definition of Performance Management

Performance is the result of work that is shown by employees towards the work they are assigned, which includes knowledge of their work, willingness to work and ability to work.

RESEARCH METHODS

Variable Definitions and Operational Definitions

Variable Definitions

a. Motivation

Is the encouragement given by the company to improve employee performance which includes:

- Incentives

  Is additional wages given for good work performance, in the form of allowances or bonuses

-Wages

  Is a reward for employees who are already working

-Work environment

 Leader where employees work.

-Career path

  Is the Level of Employee Position.

b. Employee performance

Is the result of the work shown by the employee for the work that becomes his duty in a certain time unit includes:

-Work performance

  Is employee success.

- Loyalty to the Company

  Is the behavior shown by employees, in the form of a sense of belonging to the Company, communication with superiors, responsibility.

- Working Quantity

  Is the amount of work done in a certain period of time.

- Quality of a Job

  Is the type of job desired in accordance with the requirements of the position.

Operational Definitions

a. Motivation as Independent Variable (X)

In this case motivation is the independent variable which is investigated for its effect on employee performance

employees, used to measure the perception of the leadership of employees.

The factors assessed include:

- Initiative (X1)

- Salary (X2)

- Work Environment (X3)

- Career Path (X4)

b. Performance as the Dependent Variable (Y)

Performance is a real proof for every employee in the company environment or

work environment, to measure the perception of the Employee Leaders.

The factors assessed include:

- Work Performance (Y1)

- Loyalty (Y2)

- Working Quantity (Y3)

- Quality of a Job (Y4)

Types of Research

The type of research conducted by the author is case study research by taking a sample from a survey population and using a questionnaire as a data collection tool

Sampling Techniques

a. Population: The study was conducted at PT GARUDA TOP PLASINDO using a sample of the total production employees at PT GARUDA TOP PLASINDO, approximately 50 people.

b. Sampling technique: in research using random sampling, namely by taking random samples from the elements of the population in such a way that each element has the same opportunity to be selected as a member of the sample objectively, approximately xy as many as 20-25 people.

Hypothesis Testing Techniques and Data Analysis

Data Analysis

In data analysis in this study using data analysis tools according to Robert D. Mason and Douglas A Lind (2007; 54) are as follows:

1. Correlation Analysis

$r = (n.\sum xy) (\sum x)(\sum y)$

$\sqrt{n\sum x2- (\sum x)2}-\sqrt{n. \sum y2- (\sum y)2}$

Information :

r : The correlation coefficient sought

x : Motivation

y : Employee Performance

n : Number of respondents

The value of r always lies $-1 \leq n \leq 1$

r = 0 : Indicates a very weak relationship between variables or no relationship

r =+1 : Shows a strong and positive relationship between variable X and variable

Y

r=-1 : Shows a strong and negative relationship between variable X and variable Y

2. Multiple Regression Analysis

To find out how strong the influence is between two or more variables where one is the independent variable while the other is the dependent variable.

$$Y = a + b1X1 + b2X2 + \ldots\ldots + E$$

Where :

X1,X2…………. : Four Independent Variables

A : Y intercept, which is the point of intersection with the Y axis

b1 : Net change in Y per unit change in X1, holding X2 constant

b2 : Net change in Y per unit change in X2, with X1 held constant

E : Dependence

3. Analysis of the Coefficient of Determination (R2)

To find out the percentage size of the variation of the dependent variable that can be explained or taken into account by the diversity of the independent variables. Or the main way that can be used to find out if there is a relationship between two variables.

$$R = \sqrt{r2}$$

Information :

r : Correlation coefficient

- If R2 gets closer to 1, the stronger the effect

- If R2 is close to 0, the weaker the effect

Hypothesis Testing

1. T test

Test the formula correlation test as follows:

$$T = \frac{r\sqrt{n-2}}{\sqrt{1 - r2}}$$

 Information :

 t : Scores

 r : Correlation

 n : The number of samples

2. F test

Thit = R2/k

$\qquad$ (1-R2)/ (n-k-1)

Where :

R2 : Coefficient of determination

K : Number of variables

N : Number of respondents

RESULTS AND DISCUSSION

A. Research Description

1. Company History

$\qquad$ PT GARUDA TOP PLASINDO is a company that was established in 2001. It produces optical discs and CD/DVD cases with the GT-PRO brand. And PT GARUDA TOP PLASINDO has a commitment to compete with the same company. By always innovating by making products so that they are more needed by the community. And the products also consist of dinner spoons and forks, duck spoons, tea spoons and knives, disposable, plastic cups with a variety of colors and unique designs.

2. Description of Research Results

$\qquad$ To be able to find out whether the independent variable (motivation) is strong or not with the dependent variable (employee performance), the benchmark that can be used to link the two can be tested using the formula Correlation Coefficient, Multiple Regression, Coefficient of Determination, T Test, F Test.

$\qquad$ The Operational Definition was compiled starting from the determination of the indicators of the questionnaire that the author proposed and containing a series of lists of questions for the independent variable and the dependent variable.

Independent variable indicators (motivation) consist of:

- Incentives

- Wages

- Work environment

- Career path

  The dependent variable indicators (employee performance) consist of:

- Work performance

- Loyalty to the Company

- Working Quantity

- Quality of a company

Then to be able to facilitate the assessment of these indicators a correlation calculation is needed, then the data that has been mentioned and given a measurement scale by giving a number symbol, each data is given the following symbol:

Table 1. Rating Scale on Employee Motivation and Performance at PT. GARUDA TOP PLASINDO In Surabaya

Explanation	Number	Answers
Very Good	5	A
Good	4	B
Fairly Good	3	C
Less Good	2	D
Very bad	1	E

Answers that support the hypothesis will have a high score and the score will decrease if the answer chosen does not support the hypothesis.

Of all employees of PT. GARUDA TOP PLASINDO in Surabaya as many as twenty employees, samples were taken as respondents (with an employee performance standard value of 80) then asked whether the employee's performance was good.

Table 2.Score list The Effect of Work Motivation on Employee Performance

No	Y	X1	X2	X3	X4
1	52	17	11	19	12
2	52	15	11	19	12
3	51	16	12	19	12
4	54	17	12	20	13
5	57	17	13	20	12
6	64	18	14	23	15
7	53	18	12	25	14
8	53	19	13	19	14

No	Y	X1	X2	X3	X4
9	46	11	11	19	10
10	58	15	11	18	11
11	53	16	12	20	12
12	54	14	10	18	11
13	51	12	11	17	13
14	59	17	13	22	11
15	49	16	11	16	12
16	54	15	13	20	14
17	51	17	13	18	14
18	55	14	11	19	13
19	57	19	13	18	13
20	60	18	13	21	14

A. Multiple Regression Analysis

- Results of Multiple Regression Analysis

Influence between Work Motivation on Employee Performance PT. GARUDA TOP PLASINDO

Independent Variable	Regression	Coefficient T	Calculate T	Probability Table
X1	1,442	1,965	1,753	0,021
X2	1,958	2,003	1,753	0,016
X3	2,947	1,796	1,753	0,030
X4	2,437	2,124	1,753	0,028
Constant : 21,565			3,06	0,028
R Square (R^2) : 0,982				
Multiple R : 0,991				
Adjusted R Square : 0,848				
F Ratio : 3,682				

From the table above, a multiple regression equation can be made as follows: $Y = 21.563 + 1.442X_1 + 1.958X_2 + 2.947X_3 + 2.437X_4$

A constant value of 21.563 means that the average effect of the independent variables outside the model is 21.563 on employee performance. From the calculation results that the four independent variables in the study have a positive regression coefficient.

A. Analysis of the Coefficient of Determination (R2)

Measuring the accuracy of multiple regression analysis if the R2 obtained is close to 1 then it is said to have a strong influence in explaining the independent variable to the dependent variable. But conversely, if R2 is close to 0, the weaker the influence in explaining the independent variable on the dependent variable. Because there are more than two independent variables, the coefficient of determination is Adjusted R Square (R2). Based on the determination table (R2), the overall magnitude is known to be 0.848, which means that the contribution of the independent variables simultaneously or jointly influences employee performance by 84.8% while the remaining 15.2% is influenced by other variables.

B. Test F

This test is used to see whether the independent variables collectively have a significant/significant influence on the dependent variable. The calculation results show that the fcount value is 3.682 greater than the ftable value of 3.06. So it is rejected with respect to tcount>ttable

so that H1 is accepted. This means that together the four independent variables consisting of incentives, salary, work environment, and career paths are proven to have an influence on employee performance. This is evidenced by the probability value of fcount 2.8% <a5%. So that the hypothesis that the author puts forward which reads "motivation has a positive work effect on the performance of production employees at PT. GARUDA TOP PLASINDO in Surabaya" proved the truth.

C. T test

The test is used to determine the significant level or not of each independent variable on the dependent variable, including:

- Independent variable, Intensive (X1)

The t test results of the variable X1 are 1.965 with a ttable value of 1.753 or 1.965 > 1.753. H0 is rejected and H1 is accepted, meaning that there is a significant relationship between the free variable X1 (work motivation) and the dependent variable Y (employee performance). This is also evidenced by the probability value of tcount 2.1% <a5%, which means there is an influence.

- Independent Variable, Salary (X2)

The t test results of the variable x2 are X2 of 2.003 with a ttable value of 1.753 or 2.003 > 1.753. H0 is rejected and H1 is accepted, meaning that there is a significant relationship between the independent variable X2 (jerha motivation) and the dependent variable Y (employee performance). This is also evidenced by the probability value of tcount 1.6% <a 5%, which means there is an influence.

- Independent Variable, work environment (X3)

The t-test results of the X3 variable are 1.796 with a t-table value of 1.796

or 1.796 > 1.753. H0 is rejected and H1 is accepted, meaning that there is a significant relationship between the independent variable X3 (work motivation) and the dependent variable Y (employee performance). This is also evidenced by the probability value of tcount 3% <a 5%, which means there is an influence.

- Independent variable, Career Path (X4)

The t test results of the X4 variable are 2.124 with a ttable value of 1.753 or 2.124 > 1.753. H0 is rejected and H1 is accepted, meaning that there is a significant relationship between variable X4 (work motivation) and the dependent variable Y (employee performance). This is also evidenced by the probability value of tcount 2.8% < a 5% means there is an influence.

CONCLUSION

For independent variables consisting of incentives, salary, work environment, and career paths are proven to have an influence on employee performance.

SUGGESTION

As for suggestions that the author can put forward so that later they can be used as consideration for the Company or Employees are:

a. Companies should always try to improve the welfare of their employees either by increasing wages or salaries or by providing a higher percentage of incentives, so that employee satisfaction will be fulfilled and have an impact on improving employee performance.

b. A good and friendly work environment should always be maintained and maintained so that at work you can get peace and be able to carry out your obligations properly and correctly.

c. Leaders should always coordinate and evaluate their employees.

d. Continue to foster good relations between Leaders and Employees.

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