

## The Influence of Motivation on Work Productivity of Makassar Akhwat Sewing House Employees

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### Abstract

*This study aims to examine and analyze the influence of motivation on the productivity of Makassar Akhwat sewing house employees. The source of data in this study is primary data obtained by distributing questionnaires to respondents. The population is 118 employees with a sample of 26 production employees. This study uses a simple linear regression method. T test and coefficient of determination. The results of this study indicate that the variable Work Motivation (X) has a positive and significant effect on Work Productivity (Y). This is shown from the results of the t test obtained by the Work Motivation variable which has a t count > t table and has a significance value that is less than the confidence level of 0.05 or has a t count of 2.520 > t table.*

**Keywords:** Motivation and Work Productivity

### INTRODUCTION

A company in carrying out its activities, both companies engaged in industry, trade and services will try to achieve predetermined goals. One thing that is important is that the success of various activities within the company in achieving its goals does not only depend on technological excellence, available operating funds, owned facilities and infrastructure, but also depends on aspects of human resources. A company in carrying out its activities, both companies engaged in industry, trade and services will try to achieve predetermined goals. One thing that is important is that the success of various activities within the company in achieving its goals does not only depend on technological superiority, available operating funds,

Sumarsono (2003) explains that human resources or human resources contain two meanings. The first is the work effort or service that can be provided in the production process. This human resource factor is a factor that must be considered by the company considering that free trade will begin soon, where the competitive climate it faces will be very different. This factor forces companies to be able to work more efficiently, effectively and productively. The high level of competition will spur each company to be able to maintain its survival by paying attention to the human resource aspect. To create a quality workforce, both in terms of competence that must be improved and improvement of productive mental attitudes, namely work motivation possessed by employees.

## THE INFLUENCE OF MOTIVATION ON WORK PRODUCTIVITY OF MAKASSAR AKHWAT SEWING HOUSE EMPLOYEES

Hanifa Ardiana, Chalid Imran Musa, Muh. Ikhwan Maulana Haeruddin, Zainal Ruma, Tenri S.P dipoatmodjo

Motivation is a factor that encourages someone to do a certain activity. Therefore, motivation is often interpreted as a driving factor for one's behavior. The motivating factor for a person to carry out a particular activity in general is the person's needs and desires. Winardi (2002) motivation comes from the Latin word *movere* which means to move (to move).

Work productivity is behavior that is displayed by individuals or groups, according to Siagian (1985) said in terms of behavior, a person's personality often places himself in various forms of attitudes, ways of thinking and ways of acting various things that affect a person's personality which is reflected in his behavior which in turn will affect its performance.

Table of total production at the Makassar Akhwat Sewing House for the July-December Period 2021

No.	Month	Production Amount (pcs)
1	July	41,411
2	August	36,754
3	September	54,043
4	October	33,330
5	November	36,110
6	December	22,249

The Akhwat Sewing House has 118 employees and for the production section it has 26 people including 24 women and 2 men. In the production table for the July-December 2021 period above, we can see that September was the highest amount of production while there was a decrease in the amount of production in August, October, November and December. With this it can be said that production at the Akhwat Sewing House has not been consistent. Given the importance of motivation at work, the form of company attention is a lack of encouragement in the form of incentives, less intensive supervision and less interaction among employees. Given the provision of motivation is also very important to increase the morale of employees.

In connection with the background above, the researcher is very interested in further researching regarding increasing employee productivity through motivation so that the researcher raised the title: "The Influence of Motivation on Work Productivity of Makassar Akhwat Sewing House Employees".

### LITERATURE REVIEW

#### 1. Motivation

According to Maslow in Fahmi (2016) motivation is a driving force from within that causes humans to do something or try to fulfill their needs such as the desire that moves or encourages someone or oneself to do something. This theory is also known as the multilevel needs theory or Maslow's hierarchy theory. From this theory, it is known that human needs vary and can be grouped.

Fahmi (2012) says that motivation is a behavioral activity that works in an effort to meet the desired needs. Motivation is also a mental impulse that drives human behavior on the basis of needs. Basrowi (2014) says that in motivation, there is a desire that activates, moves, distributes, and directs individual attitudes and behavior. Basically motivation is an encouragement both within a person and from outside or from the environment that can influence a person's behavior in carrying out his activities, and if it is related to the work carried out by someone, the purpose of providing motivation in the work is so that workers are more effective and efficient.

According to Wahjosumidjo (2001), factors that influence motivation include internal factors originating from within the individual and external factors originating from outside the individual. Internal factors each attitude towards work, talent, interest, satisfaction, experience, as well as factors from outside the individual concerned such as supervision, salary, work environment and leadership. Work motivation is a condition of providing proper treatment, human abilities can be optimally enhanced by the abilities of new employees combined with certain employee introduction and training programs, which have not completely eliminated the gap between work ability and task demands which leads to increased work productivity of the organization or company as a overall in Kadarisman (2012).

## **2. Work productivity**

Productivity contains a lot of understanding among experts. According to Tohardi in Sutrisno (2017), work productivity is a mental attitude, a mental attitude that always seeks improvement to what already exists. A belief that one can do a better job today than yesterday and better tomorrow than today. While Kusriyanto (1984) defines productivity as a ratio or ratio between the results of activities and all the sacrifices to realize these results.

According to Hasibuan in Busro (2018) productivity is the comparison between results (output) and input (input). If productivity increases, it will increase efficiency (time-material-labor) and work systems, production techniques and an increase in skills and manpower. Ervianto (2004) defines motivation as the ratio between output and input or the ratio between product results and the total resources used. In addition, the notion of productivity is usually associated with worker productivity and can be described as a comparison between work results and hours worked.

The pattern of the relationship between productivity and motivation is evident from the work environment which can provide influence or encouragement to foster development towards increased productivity. Increased productivity and motivation play a very important role but all of that should not have an element of coercion in it.

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Hanifa Ardiana, Chalid Imran Musa, Muh. Ikhwan Maulana Haeruddin, Zainal Ruma, Tenri S.P dipoatmodjo

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Increased productivity will make it easier for companies to achieve the desired goals. Therefore, companies must pay close attention to employee productivity. To find out productivity Productivity assessment can be done by looking at several indicators

Many factors affect the productivity of employees/employees, several theories regarding the factors that affect employee productivity. Sarwoto (1997) describes motivational factors, namely the desire for achievement, appreciation, challenges, responsibility, and development.

### 3. Previous research

Previous research related to variables and themes that resemble this research, the research in question will be explained below. The following are some previous studies regarding the effect of motivation on work productivity.

This research was conducted by Laksmiari (2019). The Effect of Work Motivation on Employee Work Productivity at the Lotus Flower Tea Company in Patemon Village, Serrit District. This research is included in the type of quantitative descriptive research. Data was accumulated using the questionnaire method, which was then analyzed using simple regression analysis using SPSS 24. The results in this study were productivity is strongly influenced by work motivation.

This research was conducted by Laisa (2018). The Effect of Motivation on Employee Work Productivity at PT. Primarindo Kencana. This research was conducted for 4 months, the sampling method was non-probability with saturated sampling techniques for all employees of PT. Primarindo Kencana (Hotel Magna) with a total of 45 employees. The results of this study indicate that the correlation of work motivation has a strong relationship with the dependent variable, namely productivity.

This research was conducted by Ishaya (2017). The Effect of Motivation on Employee Productivity at PT. Arka Mahesa Pratama in South Jakarta. This study uses quantitative regression using a formula to see the effect. The population of this study was only 40 staff employees and the sample in this study was 5 people. The results of data processing indicate that the influence of motivation on the productivity of employees of PT. Arka Mahesa Pratama is strong, meaning that the relationship between the two variables is significant at a strong level of trust. This shows that the higher the motivation obtained the more satisfied employees.

This research was conducted by Febryanda and Abrian (2021) with the title The Influence of Motivation on Employee Productivity at the Kyriad Hotel Bumiminang, Padang City. This research was conducted after observing and interviewing researchers during pre-research and industrial field experiences at Kyriad Hotel Bumiminang. In this study, a quantitative method was used using a causal associative approach which is the type of research used in this study. The non-probability sampling technique is the technique used to take a total sample of 50

employees. This study uses a questionnaire which is used as a data collection technique that has been arranged using a Likert scale. The results of the study found 21.7% influence between motivation and employee work productivity and other factors affecting as much as 78.3%.

The next research was conducted by Sumantri (2018) with the title The Effect of Work Motivation on Employee Work Productivity at the Regional Revenue Agency Office of West Kutai Regency. The results of the study indicate that there is a positive and significant relationship between the variables of work motivation and the variables of employee work productivity at the regional revenue agency office of West Kutai district.

## **METHOD**

### **1. Data source**

Source of data in this study using secondary data sources of primary data.

- a. Secondary data is obtained from other people or documents in the Akhwat Sewing House office. The secondary data used is the number of production in 2021 and a recap of the number of employees.
- b. Primary data, which is obtained directly from the employees of the Akhwat Sewing House, Indrawan and Poppy (2017), states that "primary data sources are data sources that directly provide data to data collectors".

### **2. Data collection technique**

#### **a. Questionnaire**

Questionnaires are a form of questions that are usually intended to obtain information relating to opinions, aspirations, perceptions, desires, beliefs and others in writing. Questionnaires or questionnaires are the main technique, because by using a questionnaire it is expected to be able to obtain most of the data needed with a number of written questions that are used to obtain information from respondents. The questionnaire in this study contains several questions that can provide information about the influence of motivation on the work productivity of Makassar Akhwat Sewing House employees.

#### **b. Documentation**

In this study using documentation as a tool to review documents that support research data. The documents used in this study include data regarding the number of objects studied, namely the number of employees at the Makassar Akhwat Sewing House used as the population and sample.

### **3. Data analysis technique**

The design of data analysis is a tool used to answer the problems and hypotheses proposed. The data analysis design that will be used to measure the influence of X on Y in this study is:

## THE INFLUENCE OF MOTIVATION ON WORK PRODUCTIVITY OF MAKASSAR AKHWAT SEWING HOUSE EMPLOYEES

Hanifa Ardiana, Chalid Imran Musa, Muh. Ikhwan Maulana Haeruddin, Zainal Ruma, Tenri S.P dipoatmodjo

### a. Validity and Reliability Test

Validity is the accuracy or accuracy of an instrument in measuring what it wants to measure. Validity test is often used to measure the accuracy of an item in a questionnaire or scale, whether the items in the questionnaire are correct in measuring what Priyatno (2010) wants to measure. If the person correlation coefficient  $> 5\%$  means invalid and if the person correlation coefficient  $< 5\%$  means valid.

While the reliability test is used to determine the consistency of measuring instruments, whether the gauges used are reliable and remain consistent if the measurements are repeated Priyatno (2010). Test the reliability of an item statement by comparing the value of Cronbach's alpha with a confidence level (0.50), provided that if Cronbach's alpha  $> 0.50$ , the question item is reliable and if Cronbach's alpha  $< 0.50$  the question item is not reliable.

### b. Simple Linear Regression Analysis

To see the relationship between variable X (motivation) and variable Y (work productivity) at the Makassar Akhwat Sewing House, the researchers conducted a simple linear regression test. According to Sugiyono (2017), simple linear regression is based on a functional or causal relationship between one independent variable and one dependent variable. The simple linear regression formula is as follows:

$$Y = a + bX$$

Information:

Y = dependent variable (predicted value)

X = independent variable

a = constant (value Y' if X = 0)

b = regression coefficient (increasing or decreasing value)

### c. Normality test

The normality test aims to determine whether the regression model is a confounding or residual variable that has a normal distribution. As it is known that the t test and f test assume that the residual value follows the normal distribution of Ghozali (2012). In this study, testing the normality of data using SPSS software version 25.

### d. t-test

The t-test is used to determine the significance/significance of the regression coefficient as well as to test the proposed hypothesis. So that the results obtained by the regression are explained by the relationship, the regression results are tested using the t test with a degree of confidence of 0.05 while the t test formula proposed by Sugiyono (2017) is:

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

Information

- t = test comparison (calculated t-value)
- n = number of samples
- r = correlation value
- r<sup>2</sup> = determinant coefficient

The criteria for this test are:

- 1) If the value of tcount > ttable or significant < than α (0.05) then the hypothesis is accepted.
- 2) If tcount < ttable or significant value > α (0.05) then the hypothesis is rejected.

#### e. Coefficient of Determination

According to Rukajat (2018: 70) states that "to find out how much the independent variable affects the dependent variable, it is necessary to know the value of the coefficient of determination".

According to Siregar (2017: 252) the formula for calculating the coefficient of determination is as follows:

$$KD = (r^2) \times 100\%$$

Information:

KD = Coefficient of determination

r<sup>2</sup> = r squared (correlation coefficient value)

In quantitative research to provide convenience in analyzing data, researchers can use the help of statistical product solution (SPSS) software version 25.

## DISCUSSION RESULT

### Contents Results and Discussion

#### 1. Validity and Reliability Test

The technique used to measure the validity of the statement is Correlation Product Moment by correlating each statement of the questionnaire and comparing r table with r count with a significance level of 5%. With the following criteria:

1. If r count > r table, then the statement is declared valid
2. If r count < r table, then the statement is declared invalid

By looking at the r table distribution based on the degree of freedom (DF) of N-2 = 26-2 = 24 with a significance of 0.5, the r table value is 0.329.

**THE INFLUENCE OF MOTIVATION ON WORK PRODUCTIVITY OF MAKASSAR AKHWAT SEWING HOUSE EMPLOYEES**

Hanifa Ardiana, Chalid Imran Musa, Muh. Ikhwan Maulana Haeruddin, Zainal Ruma, Tenri S.P dipoatmodjo

**Work Motivation Variable Validity Test Results (X)**

Items	r Count	r Table	Information
X1	0.786	0.329	Valid
X2	0.542	0.329	Valid
X3	0.874	0.329	Valid
X4	0.805	0.329	Valid
X5	0.422	0.329	Valid
X6	0.875	0.329	Valid
X7	0.499	0.329	Valid
X8	0.456	0.329	Valid
X9	0.874	0.329	Valid
X10	0.875	0.329	Valid

Source: Primary data processed in 2023

**Results of Validity Test of Work Productivity Variable (Y)**

Items	r Count	r Table	Information
Y1	0.717	0.329	Valid
Y2	0.625	0.329	Valid
Y3	0.494	0.329	Valid
Y4	0.806	0.329	Valid
Y5	0.583	0.329	Valid
Y6	0.434	0.329	Valid
Y7	0.549	0.329	Valid
Y8	0.483	0.329	Valid
Y9	0.380	0.329	Valid
Y10	0.698	0.329	Valid
Y11	0.345	0.329	Valid
Y12	0.668	0.329	Valid

Source: Primary data processed in 2023

Based on the results of data processing in the three tables above, it can be seen that the value of r count > the value of r table is 0.329. With this, it can be concluded that all statement items from the variables above are declared valid and can be used in further tests.

Reliability test is used to determine whether the questionnaire in this study shows the level of certainty, accuracy and consistency when used at another time. The reliability test was carried out on the questionnaire statement items by respondents who were declared valid. The reliability test in this study uses the Cronbach Alpha method with a decision-making method using a limit of 0.50. If the Cronbach Alpha value is > 0.50, the questionnaire is declared reliable or consistent.



### Reliability Test Results

Variable	Cronbach Alpha	Information
Work motivation	0.883	Reliable
Work productivity	0.788	Reliable

Source: Primary data processed in 2023

Based on table 4.9 shows the Cronbach Alpha value of the work motivation variable of 0.883 and the work productivity variable of 0.788. Then all the variables above show a Cronbach Alpha value > 0.50, which means that all variables are declared reliable or valid to be tested.

### 2. Simple Linear Regression Analysis

Multiple linear regression analysis is used to predict whether there is a change in the value of the dependent variable if the value of the independent variable increases or decreases. In this study multiple linear regression analysis was used because this research has two independent variables and one dependent variable.

#### Simple Linear Regression Test Results

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients Beta <sup>s</sup>	Q	Sig.
	B	std. Error			
(Constant)	54,161	7,303		7,416	.000
Work motivation	.310	.704	.896	2,520	.002

Source: Primary data processed in 2023

Based on the table above, the regression formula can be obtained as follows:

$$Y = a + bX + e$$

$$Y = 54.161 + 0.310X$$

From the linear regression analysis it can be explained that:

- a A constant value of 54.161 means that if work motivation (X) = 0, then the value of work productivity (Y) = 154.161
- b The regression coefficient (X) of 0.310 means that work motivation has a positive effect on work productivity. This shows that if each increase in the work motivation variable (X1) is one unit, the work productivity variable (Y) will increase by 0.310 assuming that the other independent variables are constant.

### 3. Normality test

The Normality test is used to test whether the distribution of related variables for each independent variable is normally distributed or not in a linear regression model, this assumption is indicated by the normally distributed error values. The analysis in this test also uses the Kolmogorov Smirnov analysis by comparing the Kolmogorov Smirnov significance value with the alpha significance

# THE INFLUENCE OF MOTIVATION ON WORK PRODUCTIVITY OF MAKASSAR AKHWAT SEWING HOUSE EMPLOYEES

Hanifa Ardiana, Chalid Imran Musa, Muh. Ikhwan Maulana Haeruddin, Zainal Ruma, Tenri S.P dipoatmodjo

at 0.05. If the Kolmogorov Smirnov significance value is  $> 0.05$ , the data is normally distributed.

## Normality Test Results

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residuals
N		26
Normal Parameters, b	Means	.0000000
	std. Deviation	3.51529668
Most Extreme Differences	absolute	.101
	Positive	.090
	Negative	.101
Test Statistics		.101
asymp. Sig. (2-tailed)		.200c,d

Source: Primary data processed in 2023

Based on table 4.11 it can be seen that the significance value of Asymp. Sig (2-tailed) Unstandardized Residual of 0.200 is greater than 0.05 or  $0.200 > 0.05$ . This means that the data above is normally distributed.

## 4. Partial Test (t test)

### Test Results t

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	std. Error	Beta <sup>s</sup>		
(Constant)	54,161	7,303		7,416	.000
Work motivation	.310	.704	.896	2,520	.002

a. Dependent Variable: Productivity.Work

Source: Primary data processed in 2023

Based on the t-test table above, it can be seen that the significance value for Work Motivation on Work Productivity is  $0.002 < 0.05$  and the t-count value is  $2.520 > t\text{-table } 1.675$ . This means that there is a significant effect of X on Y or Work Motivation has a significant effect on work productivity.

## 5. Coefficient of Determination

The coefficient of determination is used to determine how strong the percentage influence of the X or independent variable is on the Y or dependent variable. Based on the calculation of the SPSS application version 26 for windows, the coefficient of determination (R<sup>2</sup>) can be obtained from the Model Summary table as follows:

### Test Results for the Coefficient of Determination (R<sup>2</sup>)

**Summary model**

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.496a	.288	.050	3.58778

a. Predictors: (Constant), Motivation.Work

b. Dependent Variable: Productivity.Work

Source: Primary data processed in 2023

Based on the table shows the value of the coefficient of determination or R Square of 0.288 or equal to 28.8%. This figure means that there is a significant influence of the independent variable X on the dependent variable Y or work motivation which has a significant effect on work productivity. While the rest is influenced by other variables outside this regression equation or other variables studied.

## Discussion

This study aims to determine the positive and significant influence of work motivation on employee productivity at the Sewing House of Akhwat Makassar. Respondents in this study were part of the research population which consisted of all permanent employees at the Sewing House of Akhwat Makassar as many as 26 people out of 118 employees, with characteristics divided into 4, namely: characteristics based on gender, based on age, based on last education, and based on length of time Work.

In the variable Work Motivation as an independent variable or X consists of 5 research indicators, namely: salary, supervision, work relations, recognition, and success. While the variable Work Productivity as the dependent variable or Y consists of 6 research indicators, namely: ability, increasing results achieved, morale, self-development, quality, and efficiency.

Based on data analysis in this study, it can be seen that the variable Work Motivation (X) has a positive and significant effect on Work Productivity (Y). This is shown from the results of the t test obtained by the Work Motivation variable which has a t count  $>$  t table and has a significance value that is smaller than the confidence level of 0.05 or has a t count of 2.520  $>$  t table of 1.675 with a significance value of 0.002  $<$  0.05 means that work motivation has a positive and significant effect on work productivity at the Makassar Akhwat sewing house. This means that H1 is accepted if an employee gets good work motivation, such as a salary that is in accordance with the work done by the employee, reciprocal relationships between colleagues, and superiors and subordinates. as well as getting awards for the success achieved by employees, it will greatly affect the work productivity of employees at the Makassar Akhwat Sewing House. This means that the hypothesis is accepted.

Work motivation has a significant influence on employee productivity. When employees feel motivated, they tend to have a strong internal drive to do better and achieve better results. High work motivation encourages employees to give their best in their work. They are more inclined to focus, develop skills, and strive to achieve high quality standards. Motivated employees also tend to work more efficiently. They have high levels of energy and persistence, enabling them to complete tasks more quickly and effectively.

## THE INFLUENCE OF MOTIVATION ON WORK PRODUCTIVITY OF MAKASSAR AKHWAT SEWING HOUSE EMPLOYEES

Hanifa Ardiana, Chalid Imran Musa, Muh. Ikhwan Maulana Haeruddin, Zainal Ruma, Tenri S.P dipoatmodjo

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This study supports the opinion of Kadarisman (2012) which states that work motivation is a condition of providing proper treatment, human abilities can be optimally enhanced from the abilities of new employees combined with certain employee introduction and training programs so that the demands of the tasks given do not hinder increased work productivity. organization or company. This research is also supported by the opinion According to Maslow in Fahmi (2016) motivation is a driving force from within that causes humans to do something or try to fulfill their needs such as the desire that moves or encourages someone or oneself to do something in achieving certain goals.

Based on the results of the analysis using multiple linear regression to obtain a coefficient ( $r$ ) of 0.496 and a coefficient of determination ( $r$  square) of 0.288. So it can be seen that the effect of work motivation on employee work productivity at Makassar Akhwat Sewing House is in the strong category and there is a positive correlation between work motivation and work productivity. This shows that employees' perceptions of high work motivation, such as: employees work in conducive working conditions, there is no conflict between employees, and the salary is sufficient for the daily life of employees actually has an influence on work productivity at the Makassar Akhwat Sewing House.

The results of this study are strengthened by several relevant previous research results. As was done by Laksmiari (2019). The Effect of Work Motivation on Employee Work Productivity at the Lotus Flower Tea Company in Patemon Village, Serrit District. The results in this study productivity are strongly influenced by work motivation. This research is in line with this research because the variable of work motivation has a significant effect on the variable of work productivity.

Furthermore, research conducted by Laisa (2018). The Effect of Motivation on Employee Work Productivity at PT. Primarindo Kencana. The results of this study indicate that the correlation of work motivation has a strong relationship with the dependent variable, namely productivity. This research is in line with research conducted by Ishaya (2017). The Effect of Motivation on Employee Productivity at PT. Arka Mahesa Pratama in South Jakarta stated that the higher the motivation, the more satisfied the employees are. The two studies also have the same results as this study, namely work motivation has a positive effect on work productivity, meaning that good work motivation can increase work productivity for employees in a company.

Then research was conducted by Sumantri (2018) with the title The Effect of Work Motivation on Employee Work Productivity at the Regional Revenue Agency Office of West Kutai Regency. The results of the study indicate that there is a positive and significant relationship between the variables of work motivation and the variables of employee work productivity at the regional revenue agency office of West Kutai district. In line with the research conducted by Febryanda

and Abrian (2021) with the title The Influence of Motivation on Employee Productivity at the Kyriad Hotel Bumiminang, Padang City. This research was conducted after observing and interviewing researchers during pre-research and industrial field experiences at Kyriad Hotel Bumiminang. In this study, a quantitative method was used using a causal associative approach which is the type of research used in this study. The non-probability sampling technique is the technique used to take a total sample of 50 employees. This study uses a questionnaire which is used as a data collection technique that has been arranged using a Likert scale. The results of the study found 21.7% influence between motivation and employee work productivity and other factors affecting as much as 78.3%.

## CONCLUSION

Work motivation is one of the factors that influence employee work productivity at the Makassar Akhwat Sewing House. As for the relationship between work motivation and employee productivity, that is, when someone has high motivation, they tend to be more enthusiastic, focused, and committed to achieving their work goals. This means they will work more efficiently and effectively.

1. Work motivation has a positive and significant effect on employee work productivity at the Makassar Akhwat Sewing House. This is shown from the t-test results of 2.520 with a significance of 0.005. Salary indicators and relationships with co-workers are the most influential factors on work motivation variables in influencing employee work productivity at the Makassar Akhwat Sewing House.
2. The effect of work motivation on employee work productivity at the Makassar Akhwat Sewing House is in the strong category and there is a positive correlation between work motivation and work productivity. This is shown from the analysis using multiple linear regression to obtain a coefficient (r) of 0.496 and a coefficient of determination (r square) of 0.288.

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## THE INFLUENCE OF MOTIVATION ON WORK PRODUCTIVITY OF MAKASSAR AKHWAT SEWING HOUSE EMPLOYEES

Hanifa Ardiana, Chalid Imran Musa, Muh. Ikhwan Maulana Haeruddin, Zainal Ruma, Tenri S.P dipoatmodjo

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