

THE EFFECT OF MOTIVATION ON EMPLOYEE WORK PRODUCTIVITY AT REGIONAL WATER DRINKING COMPANY (PDAM) TIRTA JENEBERANG, GOWA DISTRICT

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Abstract

The purpose of this study is to ascertain whether employee motivation influences their abilities to produce work-related results at the regional Drinking water Company (PDAM) Tirta Jeneberang, Gowa regency. There were 116 employees total who made up the population of this study. Utilizing stratified Random sampling, 54 samples were used. Questionnaires were used in the approaches for gathering data. Quantitative descriptive analysis using the statistical Product and Service Solution (SPSS) was used for data analysis methodologies. Based on the study's findings, a straightforward linear analysis revealed that a constant value of 10,115 can be interpreted as meaning that if the motivational variable has a value of 0, then work productivity has increased by 10,115. Similarly, the positive beta coefficient on motivation (X) can be interpreted as meaning that for each unit of motivation that is increased, work productivity will rise by 0.703 as well. Work productivity increases by 0.703 points when motivation is taken into account. This demonstrates that efforts to boost the job efficiency of employees of the Tirta Jeneberang Regional Drinking Water Company (PDAM), Gowa Regency, depend greatly on their motivation.

Keywords: *Motivation and Work Productivity*

INTRODUCTION

Human resource management is the use of a number of individuals to achieve organizational goals, from all levels ranging from all planning to evaluation that are able to utilize other human resources owned by an organization or company.

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 or infrastructure, but also depends on aspects of human resources.

This human resource factor is an element that must be considered by companies, especially when considering that the era of free trade will begin soon, where the competitive climate that will be faced will be very different. This forces every company to be able to work more efficiently, effectively and productively.

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The high level of competition will spur each company to be able to maintain its survival by paying attention to the human resource aspect. So humans can be seen as a determining factor because it is in the hands of humans that all innovation will be realized in an effort to realize company goals.

To get the human resources expected by the organization to make a positive contribution to all company activities in achieving its goals, every employee is expected to have high work motivation so that later it will increase high work productivity. Motivation is a very important thing for management to pay attention to if they want every employee to make a positive contribution to achieving company goals. Because with motivation, an employee will have high enthusiasm in carrying out the tasks assigned to him. Without motivation, an employee cannot fulfill his duties according to standards or even exceed standards because his motives and motivation for work are not fulfilled.

Giving motivation is of many kinds, such as giving proper and fair compensation, giving awards and so on. This is so that whatever the employee's needs can be fulfilled and then it is hoped that employees can work well and feel happy with their jobs, employees will respect each other's rights and obligations among employees by seriously giving their best ability in carrying out their duties and responsibilities, and This means that it is work discipline that will be shown by employees, because they are motivated in carrying out their duties in the company.

Work motivation at the Tirta Jeneberang Regional Drinking Water Company (PDAM), Gowa Regency is still relatively low. It can be seen from the high level of employee absence so that employee motivation to attend work is still low. Another phenomenon of low work motivation that occurs is that there are still many employees who are less motivated to carry out activities according to a predetermined path due to decreased performance which causes employee motivation to decrease.

Work productivity is a measure of the comparison of the quality and quantity of a worker in a unit of time to achieve results or work performance effectively and efficiently with the resources used.

Human resources is the most strategic element in the organization, must be recognized and accepted by management. Increasing work productivity is only possible for humans. Conversely, human resources can be the cause of waste, inefficiency in its various forms. Because of that, paying attention to the human element is one of the guidelines in all efforts to commemorate work productivity.

In connection with the above, motivation is a very important issue in a company, because it can increase employee work productivity. So that management's ability to provide motivation will greatly determine success or failure in achieving company goals.

LITERATURE REVIEW

Definition of Motivation and Comparison of External & Internal Motivation

Person differ not only in terms of their capacity to act but also in terms of their driving force. Koontz (1990: 115) argues that people's motivation is influenced by the potency and fragility of the underlying impulses. To achieve a goal, action must be stimulated, activated, moved and channeled by one's inner state, which is called his motive.

The contribution of people in achieving this goal is very important for the achievement of organizational goals. Understanding how human motivation operates in an organization will help you persuade others to follow your wishes because it drives their behavior at work, or, in other words, behavior is the purest expression of motivation. The definition of certain motivation from several experts is as follows:

Manullang (1982:76) defines motivation as something that creates encouragement or as a result of encouraging conditions. Therefore, motivation can also be considered as a component that induces individuals to perform in a certain way.

As'Ad (1995: 45) the fact that encouragement is often used to describe motivation. People are motivated by a variety of factors, including the desire to achieve certain goals and other factors. It is the way the soul and body are encouraged or energized to act in order to achieve a goal.

In the workplace, improving employee performance is highly dependent on motivation. In order for employees to carry out their jobs successfully and efficiently, it is important to motivate them at work. As a result, it also requires the ability to uphold and develop morale, enthusiasm, and enthusiasm for work because it is considered a difficult task. Thus, the company can encourage the emergence of achievement motivation which in turn will support the emergence of healthy competition between employees and work teams.

a) External Motivation

Rewards, promotions, and responsibility are examples of the power that exists in people who are influenced by management. External motivation explains these traits. Factors under management's control include work-related issues such as wages or salaries, working conditions, and company policies, as well as work-related issues such as rewards, responsibilities, and development.

b) Internal Motivation

Internal motivation is encouragement that comes from within the individual. If this internal motivation already exists, it will have a motivational influence on employee performance. High and consistent work performance is

largely created by internal motivation. Giving gifts to employees who excel is one strategy that can be used to increase internal motivation.

Work Motivation Indicator

According to Sedarmayanti (2015: 233), there are several signs that can help determine whether a person is motivated to work or not.

- a) Everyone needs to be acknowledged and appreciated. It can even outweigh the satisfaction that comes from receiving payment, but recognizing accomplishments is a pretty strong motivator. A person's morale can rise after receiving recognition or appreciation.
- b) Responsibility, or the willingness to take all risks and do anything, whether by word, deed, or attitude; it refers to an individual who performs his duties diligently without anticipating compensation. If something happens, responsibility must fall on all of them, which means legal action, wrongdoing, lawsuits, and other consequences.
- c) Wages. The ability to support oneself and one's family is largely dependent on one's salary. Apart from meeting the basic needs of every employee, salary is meant to motivate workers to do their best work.
- d) conditions at work. Work must be supported by a productive environment or harmonious working relationship, which requires the development of close family ties between colleagues as well as between subordinates and superiors. People will always need to interact with each other because they are social beings, both inside and outside the workplace.

Employee Work Productivity

Increasing output (results) in line with input (input), as defined by Hasibuan in Neti (2012: 94), is referred to as productivity. Productivity growth can only be achieved by improvements in labor, materials, and time management, manufacturing methods, and workforce skill levels. The capacity to create products and services by using various resources and skills possessed by everyone is referred to as the work productivity of a siagian in Agustin RP (2014).

In Agustin (2014: 58), Jackson states that productivity is the ability of workers to produce goods or services (output), which is influenced by their input (labor). The work productivity of organizational personnel, according to Wexley and Yukl in Neti (2012: 157), is very decisive. Because peaks and valleys in employee productivity have a significant impact on organizational development. When a worker performs a certain type of work, the results are guaranteed. The product of a work activity is the result. The main issue in business is production or productivity, two factors that are closely related.

Productivity and production are inextricably linked as a means of obtaining this level of production. Production is an effort to produce commodities or services.

Productivity, as defined by Hasibuan in Busro (2018: 340), is the ratio of input to output. Productivity growth will promote efficiency (time, materials and labor) in work processes, production methods and workforce capabilities.

a) Work Productivity Indicators

1. Compliance with predetermined workplace regulations is referred to as work discipline.
2. Overtime work is work performed by employees after normal working hours.
3. Determination of the quality of work is done by comparing it with a standard that takes into account the ability, thoroughness, and level of success of workers.
4. The amount of work that is appropriate for a certain period of time, taking into account how fast the time is used to complete a task, is known as the quantity of work.

b) The Relationship between Work Motivation and Performance Productivity

Work productivity is the ability to perform tasks that create goods or services according to the standards required in less time than a worker. To increase employee productivity, each company will basically have a separate set of human resource policies. When it comes to performance that affects employee work productivity, there are various aspects that need attention, such as increased employee work stress, work motivation, work discipline, and job satisfaction. It is hoped that the four factors that affect the work productivity of these employees will be able to show workers how to further increase their output. Employees need to feel fully appreciated for their work, feel safe at work, get good wages or compensation, having an interesting job to do, and being treated wisely by all managers to be motivated at work. Low employee morale, one of which is the problem of work motivation that is not handled by a strict manager, is one of the elements that hinders work productivity.

Work motivation refers to a state or state in a business where the goal is to increase revenue over the previous one, therefore it is very important to achieve maximum productivity. Because the purpose of work motivation is to instill enthusiasm for work in everyone so that they can carry out their responsibilities successfully. Employees will do their work with less enthusiasm and substandard quality as a result of a lack of motivation at work.

Based on the hypothesis above that the influence of work motivation on productivity can increase employee morale and encourage employees to work as

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well as possible and enjoy their work, as well as benefit the company's ability to gain profits such as revenue growth if this motivation persists.

METHOD

A. *Data collection technique*

a. Observation

The Regional Drinking Water Company (PDAM) Tirta Jeneberang, Gowa Regency, became the site of this investigation, where the actual conditions were observed.

b. Interview

Using oral question and answer, this method is used to get information from informants.

c. Questionnaire

To obtain the necessary data, a set of questions or statements was distributed to the respondents in writing. At the Tirta Jeneberang Regional Drinking Water Company (PDAM), Gowa Regency, this form or questionnaire was distributed to each employee.

Technique questionnaire-based survey was used to obtain the data. Respondents are expected to be able to complete a questionnaire or list of questions by selecting one of the various responses offered because they are closed and open.

B. *Data analysis method*

Investigation is used to demonstrate the hypothesis that has been proposed:

- 1) Data on gender, age, and education of employees of PDAM Tirta Jeneberang, Gowa Regency who participated in a study on the effect of motivation on employee work productivity can be used to analyze the characteristics of respondents.
- 2) Quantitative descriptive analysis is a technique designed to transform a set of unprocessed data into understandable information that can be used to draw conclusions from a scientific publication that describes research findings and their analysis.
- 3) Research Instrument Test
 - a) Test validity used For know reliability something questionnaire. When questions survey can explain tree discussion Which will be measured, survey the said legitimate.

If $r_{hitung} > r_{tabel}$, in conclusion the questionnaire items are valid.

If $r_{hitung} < r_{tabel}$, in conclusion the questionnaire items are not valid.

- b) The questionnaire tested for dependability is one of the variable indications. Cronbach Alpha (α) was used to evaluate reliability. If a variable gives a Cronbach Alpha value of 0.60, it is considered reliable.
- 4) The term "simple linear regression" refers to a statistical method that is only used in this study when the dependent variable is. Calculating the relationship between the independent and dependent variables in a simple linear regression study involves the use of linear analysis. The simple linear regression formula is as follows:

$$Y = a + bX + e$$

Information :

Y = productivity Work employee

a = constant that is mark Y If X=0

b = coefficient regression that

is mark enhancement or decline variable Y Which in base variable X

X = motivation Work

E = error

5) Partial Test (t test)

Partial test with t test try For know how muchxbig influence every change independent to change dependent in a manner individual (Partial). Findings t test show each independent effect to variable dependent If p-values not enough from threshold limit significance Which has determined.

RESULT & DISCUSSION

Contents Results and Discussion

a. Research Instrument Test

Validity test

The validity test assesses the reliability and accuracy of a questionnaire. The questionnaire is considered valid if the statements it contains can explain the subject you want to measure. By contrasting the r-count values for each item, a significant test was run. Like seen from mark (*corrected items correlation total*) with r_{table} for correlation r product moment from Pearson, something indicator considered valid If $N = 54$ and $\alpha = 0.05$ then r table 0.222 under condition that results $r_{pearson\ correlation} < r_{table}$ (0.222) so items question considered No valid (Ghozali, 2011:75).

IBM SPSS Version 25 software is used to perform validity tests. The following table displays the findings of the instrument validity test conducted in this study on 54 respondents:

Table 1 Test the Validity of Motivational Variables (X)

Item	r Hitung	r Tabel	Keterangan
X.1	0,765	0,222	Valid
X.2	0,753	0,222	Valid
X.3	0,813	0,222	Valid
X.4	0,852	0,222	Valid
X.5	0,861	0,222	Valid
X.6	0,765	0,222	Valid
X.7	0,610	0,222	Valid

Source: Data processed in 2023

Table 2 Validity Test of Work Productivity Variable (Y)

Item	r Hitung	r Tabel	Keterangan
Y.1.1	0,941	0,222	Valid
Y.1.2	0,922	0,222	Valid
Y.1.3	0,936	0,222	Valid
Y.1.4	0,873	0,222	Valid
Y.1.5	0,929	0,222	Valid
Y.1.6	0,878	0,222	Valid
Y.1.7	0,922	0,222	Valid

Source: Data processed in 2023

Based on table in on, every mark r count for items statement questionnaire on variable study which used produce mark r_{count} which more tall from mark r_{table} . All statement items in each questionnaire can be considered valid because the r -table value for the sample size ($n = 54$) is 0.222.

a) Reliability Test

The tool for evaluating surveys that serves as an indicator of variables or constructs is a reliability test. If a person's response to the statements on the questionnaire is constant or stable over time, it is considered *reliable*. The alpha formula is used in testing the reliability of this study, and the findings are shown in the following table for each variable:

Table 3 Reliability Testing Results

Variabel	Cronbach Alpha	Keterangan
Motivasi	0,789	Realibel
Produktivitas Kerja	0,808	Realibel

Source: Data processed in 2023

Results test reliability showed on table in on, and show that every variable in study This own coefficient Cronbach's alpha (α) more big from 0.50, which indicates that each measurement concept for each variable from the questionnaire is reliable. This shows that the questionnaire used in this study is a good questionnaire.

b. Simple Linear Regression Test

The author's findings based on direct regression calculations between motivation and work productivity using SPSS 25 are as follows:

Table 4 Simple Linear Regression Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics		
	B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF	
1	(Constant)	10.115	4.042		2.502	.016	2.004	18.226		
	X	.703	.128	.605	5.482	.000	.446	.960	1.000	1.000

a. Dependent Variable: Y

Source: Data processed in 2023

The following is an example of a multiple regression equation that can be made using calculations from Table 4.9:

$$Y = 10.115 + bX = 0.703 + e$$

- a. Based on the regression above, it is known that the constant value is 10.115, meaning that if the motivation variable is 0, then work productivity has grown by 10.115.
- b. In other words, for each unit of motivation that increases, labor productivity increases by 0.703, according to the positive value of the beta coefficient on motivation (X), which is 0.703. Work productivity increased by 0.703 as a result of motivation.

c. Hypothesis test

a) T test

For evaluate so far where variable independent influence variable dependent, t-test used. Mark t-count > t-table with significant level 0.05 so that hypothesis can accepted. Generated t-table as big 1.675 with sample as much 54 respondent, with level significance (α) as big 0.05, and df. of nk-1 or df of 54-2-1 = 51. 95% of the time, or (α) = 0.05% (5%), is the confidence threshold for testing the hypothesis.

Table 5 T test results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics		
	B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF	
1	(Constant)	10.115	4.042		2.502	.016	2.004	18.226		
	X	.703	.128	.605	5.482	.000	.446	.960	1.000	1.000

a. Dependent Variable: Y

Source: Data processed in 2023

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Hypothesis H_0 accepted is H_0 Because results testing motivational hypothesis show mark t count $(5,482) > t_{table} (1,675)$ at a rate significant $0.050 < 0.05$. it means variable motivation in a manner partially influential positive and significant to productivity work on Company area water drink (PDAM) Tirta Jeneberang Regency Gowa.

Clear from results t -test in on that variable motivation influence output work with method which only a little significant with mark t count as big $5,482$ and level significance 0.000 , variable motivation from variable dependent which used in model studyx this influential to productivity power work on the Company area water drink (PDAM) Tirta Jeneberang Regency Gowa

d. Correlation Coefficient (R) and Determination Coefficient (R²)

a) Correlation Coefficient (R)

The direction and degree of linear relationship (related) between the two variables is determined using correlation coefficient analysis. The words positive and negative are used to convey direction, while the magnitude of the correlation coefficient is used to indicate the strength or weakness of the relationship. The coefficient test study using the IBM SPSS Version 25 program produces the following results:

Table 6 Correlation Coefficient Test Results (R)
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.605 ^a	.366	.354	2.650	.366	30.051	1	52	.000	2.217

a. Predictors: (Constant), X

b. Dependent Variable: Y

Source: Data processed in 2023

The correlation between variables is 0.605 , with a significance value of 0.000 , according to the calculations in the previous table. In other words, there is a sizeable correlation between the independent variables listed above and work productivity.

b) Coefficient of Determination (R²)

How well the independent factors explain the dependent variable when considered as a whole is determined by carrying out an analysis of the coefficient of determination. The more the independent variables can explain the dependent variable and vice versa, the higher the coefficient of determination. Analysis of the results of testing the coefficient of determination using the IBM SPSS Version 25 program is shown in the table below:

Table 7 Determination Test Results (R2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.605 ^a	.366	.354	2.650	.366	30.051	1	52	.000	2.217

a. Predictors: (Constant), X

b. Dependent Variable: Y

Source: Data processed in 2023

The R square value of 36.6% can be calculated using the data in the table above. This suggests that the independent variable work productivity, which accounts for 36.6% of the variance in the dependent variable motivation, can influence or explain the remaining 63.4% of the variance.

Contents of Discussion Results

This study aims to determine the effect of motivation on work productivity On Regional Drinking Water Company (PDAM) Tirta Jeneberang, Gowa Regency, where the respondents in this study were employees with a total of 54 respondents from 116 employees, with characteristics divided into 3 namely, characteristics based on gender, age, and education.

Based on the results of the study, motivational variables are measured using several indicators. This shows that if motivation is applied it will lead to good work productivity and vice versa if motivation is not applied it will result in decreased work productivity. The results of this study are supported by opinions Koontz (1990: 121), states that one of the most widely referenced theories of motivation is the theory of "Hierarchy of Needs" put forward by Abraham Maslow. Maslow looked at human needs based on a hierarchy of needs from the lowest to the highest needs. So employees must be able to create motivation for themselves so that work productivity increases.

The relationship between motivation and work productivity is also strengthened in previous research by Asfar M. Nur (2017), where the research results show that there is a significant influence on work productivity. Thus the results of the research conducted by the author further strengthen the findings of previous studies.

CONCLUSION

Based on test result simple linear regression influential motivational variables positive and significant to power production work for the Company Water Area Drinking (PDAM) Tirta Jeneberang, Gowa Regency.

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