The Influence Of Motivation And Work Skills On Work Productivity Of Yakes Telkom Makassar Employees

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Abstract

This research aims to determine the influence of motivation and work skills on the work productivity of Yakes Telkom Makassar employees. This research was conducted using a quantitative approach and data collection techniques through questionnaires. This research uses a non-probability sample, namely a saturated sample, where the entire population is sampled, namely 32 respondents at Yakes Telkom Makassar. The analysis technique used in this research is an interactive model with respondents, where the interpreted data is then regulated using data analysis techniques with SPSS version 25. The results of this research show that the Motivation variable (X_1) has a significant influence on employee work productivity (Y). work skills (X_2) do not have a significant influence on employee work productivity (Y).

Keywords: Motivation, Work Skills, Work Productivity

INTRODUCTION

Human resource management (HRM) is not something that arises suddenly. Humans have lived in organizations for a long time, and at the same time human resource management has also been carried out.Human resources (HR) are the most important elements in an organization. This is because human resource management (HRM) is what plans, manages and utilizes the resources owned by an organization. According to (Siregar, 2017), HR is the design of formal systems in an organization to ensure the effective and efficient use of human talent to achieve organizational goals.

At least HRM has three main goals and one of them is to improve work productivity. Productivity is a very important organizational goal. In this case, HRM can play a role in increasing organizational productivity. Organizations that have achieved high levels of productivity have unique HRM practices.

To increase work productivity, human resource management must have skills. Because with skills, all the work done will feel easy. Apart from having skills, a person must also have motivation. Why is that because motivation is the urge to do something so that the goal can be realized. That is why motivation is also very important in increasing work productivity. Because if someone only has skills without motivation then the goals they aspire to will not be achieved.

Yakes Telkom is a Health Foundation that only serves retirees and employees and their families. In terms of organizational structure, Yakes Telkom is available throughout Indonesia. Yes, Telkom, which is located in the city of Makassar, is Regional 7 KTI. Apart from that, skills greatly influence the employees at Yakes Telkom Makassar, as when facing difficult work tasks they can be completed well because with skills all work will feel easy and motivation is strong. With employee motivation, it can help someone overcome difficulties, obstacles and obstacles that may arise in the future on the way to their own goals. Therefore,

Yakes Telkom Makassar employees are very important in cultivating enthusiasm and ability to achieve goals and plan according to the results they expect.

The problem found in this research is that there is still a lack of skills possessed by employees, resulting in less than optimal completion of their work and a lack of employee initiative to complete the tasks and responsibilities they have in each section, causing work to be late. So this has an impact on the employee's work productivity. Therefore, based on these statements, the author was interested in conducting research with the title "The Influence of Motivation and Work Skills on the Work Productivity of Yakes Telkom Makassar Employees".

RESEARCH METHODS

This research uses a quantitative approach using primary and secondary data sources. The population in this study was all 32 employees at Yakes Telkom Makassar. The sample in this research was all employees of Yakes Telkom Makassar. The technique used in this research uses a questionnaire using a Likert scale.

RESULTS AND DISCUSSION

A. Analysis of Respondent Characteristics
The purpose of this study was to analyze those related to respoendent ideology which includes gender, age and education
a. Gender
The gender of respondents is grouped into two, namely men and women. To be clearer, it is presented in the form of a table as follows.

Table 1 Characteristics of respondents by gender

		Frequency of Respondents	Frequency
Valid	Man	16	50,0
	Women	16	50,0
	Total	32	100,0

Based on the table above, it can be concluded that Yakels Tellkom Makassar has employees who are balanced between men and pelrelmpulan where each julm is 16 people or 50.0%.
b. Age

Table 2 Characteristics of respondents by age

No	Age	Frequency of Respondents	Frequency %
1	20-35	10	31,1%
2	36-45	8	25,0%
3	46-55	14	43,8%
Sum		**32**	**100%**

From the table above, it can be seen that 43.8% of respondents' age is at most 46-55 years old.
c. Education Level

The level of education is one that can determine the abilities, values, needs that are expected the higher a person's education, the better his work and attitude towards work. The results of research on the education level of respondents are presented in the form of tables as follows.

Tabel 3 Characteristics of Respondents Based on Education Level

		Frekuensi Responden	Frekuensi%
Valid	SMA	3	9,4
	D3	3	9,4
	S1	24	75,5
	S2	2	6,3
	Total	32	100,0

Based on the table above, it shows that most respondents in this study have S1 education, which is as many as 24 people or 75.5%. This shows a fairly balanced condition in terms of education level.

 B. Research Instrument Test

A study will be said to be valid when all regulations in this study meet the standards of validity and relatable tests

1. Validity and Relalibibility Test

a. Validity Test

Validity Test is used in research to test the validity of research questionnaires. Validity test is a measuring tool in measuring what you want to measure. According to Sugiyono 2017, the validity test shows the degree of permanence between the data collected by researchers to find the validity of an item and correlate existing items with the number of items. The data in this study is said to be valid if the correlation value > 0.349 or the value of ,r-calculate .> from the value of ,r-table., where the value of df = N-2 and in this study N= 32 and if following the formula df= 32-2 = 30. So the value of ,r-table. , in this study for df 30 = 0.349. If ,r-count.>,r-table. then the statement is Valid. For more details, here is the validity test

Based on table 4 regarding the results of validity testing with all statement indicators in the questionnaire as a measure of the effect of motivation and work skills on employee work productivity, the overall result of ,r-calculate.greater than the value of ,r-table.ie 0.349. Based on these results, it can be concluded that all statement items contained in the questionnaire are declared valid.

Table 4 Validity Test Results

Variable	Question Item	Validitas		Information
		r hitung	r table	
Motivation (x1)	X1.1	0,858	0,349	VALID
	X1.2	0,813	0,349	VALID
	X1.3	0,887	0,349	VALID
	X1.4	0,831	0,349	VALID
	X1.5	0,799	0,349	VALID
	X1.6	0,799	0,349	VALID
Employability Skills (X2	X2.1	0,6	0,349	VALID
	X2.2	0,690	0,349	VALID
	X2.3	0,696	0,349	VALID
	X2.4	0,586	0,349	VALID
	X2.5	0,424	0,349	VALID
	X2.6	0,424	0,349	VALID
Work productivity (Y)	Y1	0,749	0,349	VALID
	Y2	0,831	0,349	VALID
	Y3	0,818	0,349	VALID
	Y4	0,867	0,349	VALID
	Y5	0,816	0,349	VALID
	Y6	0,744	0,349	VALID
	Y7	0,827	0,349	VALID
	Y8	0,897	0,349	VALID
	Y9	0,826	0,349	VALID
	Y10	0,741	0,349	VALID
	Y11	0,869	0,349	VALID
	Y12	0,621	0,349	VALID

b. Reliability Test

Reliability testing is carried out to determine the reliability of the measuring instrument. This means that the data that is said to be reliability is a measuring tool used can provide the same results even though it is used many times by different researchers. For this test, researchers also limited the value to 0.6. If the value on reliability is less than 0.6 then the result is said to be not good.

Tabel 5 Reliability Test Results

| NO	Variabel	Number of Items	Cronbach's Alpha	Standard Value	Information
1	Motivation (X1)	6	0,909	0,6	Reliabel
2	Employability Skills (X2)	6	0,6	0,6	Reliabel
3	Work Productivity (Y)	12	Reliabel	0,6	

Based on the data above, it is obtained that all statement items contained in the questionnaire meet consistent and realistic standards because all statements have a value of >0.6. 2.

2. Test Classical Assumptions

The classical assumption test is used to find out whether the measuring instrument used is effective or not. So, before testing the hypothesis we first test the classical assumptions so that we can make sure that multiple linear regression models can be used or not.

a. Normality Test

For normality testing in this study was detected through graphical and statistical analysis generated through regression calculations with SPSS Version 25. Histogram, which is testing using the provision that normal data is in the form of a mountain curve. Good data that has a normal distribution pattern, if the data deviates to the right or left it means it is not normally distributed. The results of the normality test using a histogram can be seen in the figure below.
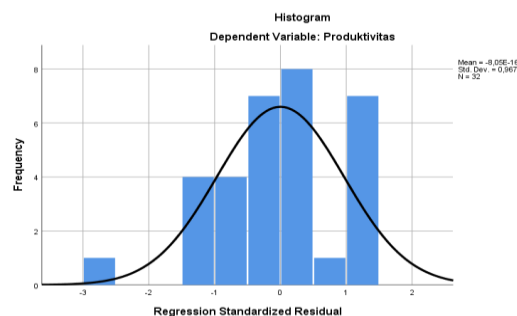
Gambar 4.2 Histogram

The histogram image above shows that the data is normally distributed because the shape of the curve has a slope that tends to be balanced and produces a mountainous curve.

b. Multicollinearity Test

The multicollinearity test is carried out to test whether in the regression model there is a correlation between independent variables. If correlation occurs, then there is a multicollinearity problem. In a good regression model, there is no correlation between two independent variables. The results of the multicollinearity test of this research data using SPSS Version 25, the results can be seen in the following table.

Tabel 6 Hasil Uji Multikolonieritas

Coefficients[a]							
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	51,987	19,948		2,606	,014		
Motivasi (X1)	,939	,230	,619	4,085	,000	,948	1,055
Keterampilan (X2)	-1,174	,836	-,213	-1,405	,171	,948	1,055
a. Dependent Variable: produktivitas							

The results of the analysis showed that the VIF value for the independent variable below 5 was 1.055 which means that there was no multicoloniellity so that the model reliabell as the basis for analysis.

c. Heteroscedasticity Test

This test aims to see whether in the regression model there is an inequality of variables from the residual of one observation to another. If the residual variable is fixed, it is called homokedasticity, if it is defended, it is called heteroskedacity. This test is carried out to determine the heteloskedasticity can be seen on the Sccaterplot graph between the predicted value of the independent variable and its residual value. The basis used to determine heteroscedasticity includes: If there is a certain pattern such as existing dots forming a tentl and regular pattern (wavy, widening then narrowing) then it indicates hetelkedastity). If there is no clear pattern and points spread above and below 0 on the y-axis, heterokedasticity does not occur.
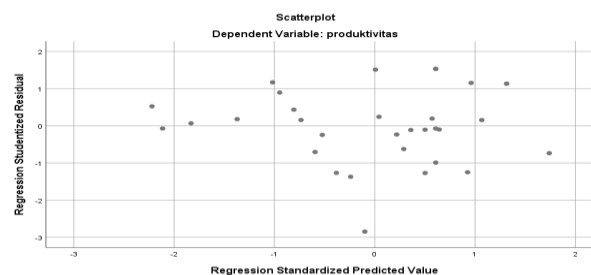
Gambar 4.4 Grafik *Scatterplot*

The figure above shows that the points spread out randomly and there is no pattern formed either above or below the number 0 on the Y axis. This shows that heterokedacity does not occur, so this model is feasible to use to predict based on the input of independent variables.

C. Statistical Test

Statistical test using multiple linear regression model using SPSS with the following equation results.

Table 7 Hasil Analisis Linier Berganda

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	51,987	19,948		2,606	,014
	Motivasi (X1)	,939	,230	,619	4,085	,000
	Keterampilan (X2)	-1,174	,836	-,213	-1,405	,171

a. Dependent Variable: produktivitas

Coefficient regresi diperoleh:

y= a + b1X1 + b2X2+ e

y= 51,987+ 0,939X1 + -1,174X2 + 0,1

- A constant of 51.987 means that the consistent value of the employee productivity variable is 51.987
- The X1 regression coefficient of 0.939 or 93.9% states that the better the motivation, the more work productivity will also increase. The coefficient is positive so that it can be said that the direction of influence of the variable X1 on Y is positive.
- The X2 regression coefficient of -1.174 or -1.174% states that the better the work skills performed, the value of work productivity will increase, the coefficient is negative, so it is said that the direction of influence of the variable X2 on Y is negative.

D. Test the Hypothesis

a. Test t

A t-test is performed to determine the significance. The t test is to test the significance of the relationship between variable X and variable Y. In order for the regression results obtained to be explained the relationship, the regression results will be tested using a t test with a confidence degree of 95% (α=0.05), a variable is said to be influential when the significant value obtained is smaller than (<0.05). The results of the t test in the regression equation are as follows:

Tabel 8 Hasil Uji Parsial (Uji t)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	51,987	19,948		2,606	,014
	Motivasi (X1)	,939	,230	,619	4,085	,000
	Keterampilan (X2)	-1,174	,836	-,213	-1,405	,171

a. Dependent Variable: produktivitas

Based on the table above, hypothesis testing can be described as follows.

1. Motivation (X1)

It is known that the significant value of the effect of motivation (X1) on employee work productivity (Y) is 0.000<0.05. Motivation (X1) has a value of ,t-count . 4,085 > ,r-table. 0.349. So it can be concluded that the variable X1 has a contribution to Y. a positive t value indicates that the variable X1 has a unidirectional relationship with Y. So it can be concluded that motivation has a significant relationship with employee work productivity.

2. Employability Skills (X2)

It is known that the significant value of work skills (X2) to employee work productivity (Y) is 0.171>0.05. Employability skills (X2) have a value of ,t-count. -1.405< ,r-table. 0.349. So it can be concluded that the variable X2 has no contribution to Y. The value of t is negative and the variable X2 has no relation in the direction of Y. So, it can be concluded that work skills have no effect on employee work productivity.

b. Determination test

The test results of the coefficient of determination (R2) are:

Tabel 9 Koefisien Determinasi

Model Summary[b]					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,607[a]	,369	,325	8,983	1,138
a. Predictors: (Constant), Keterampilan (X2), Motivasi (X1)					
b. Dependen Variabel: Produktivitas					

Through the determination test conducted, the study found that the R Square value was 0.369 meaning that 60.7% of work productivity variables could be explained by motivation and work skills while 39.3% was influenced by other factors that were not studied.

The Effect of Motivation on Employee Work Productivity

for the better. Based on the opinions of experts about motivation, that motivation is a drive from within and from outside that comes from oneself which is dynamic so that the goals From the results of the hypothesis Partia, motivation has a positive and significant effect on employee work productivity. The statistical result performed t count 4.085>r table 0.349. And the resulting significant value of 0.000 < 0.05 then the hypothesis is accepted, thus this proposed hypothesis is proven . This research is in line with research (Sumali, et. al) where in his research motivation has a positive and significant effect on the productivity of ship clearance work at PT. Matching Sipping. According to (Rahmawati, 2013) motivation is a condition or energy that moves a person who is directed and aims to achieve the goals of the company's organization. With the motivation at Yakes Telkom Makassar, employees are able to understand individual needs and provide support in accordance with their respective preferences and employees are also able to create a work environment that motivates people around them and increases work productivity aspired to can be achieved and realized. Thus motivation can increase work productivity even better.

The effect of work skills on employee work productivity.

From the results of the hypothesis partially, namely the hypothesis of work skills has a negative and insignificant effect on employee work productivity. The statistical results that have been done t calculate -1.405<r table<0,349 and the resulting significant value 0,171> 0.05 then the hypothesis is rejected, thus the hypothesis proposed is not proven from the resulting hypothesis. This means that in addition to skills, employees must also understand each task given. It does not mean that at Yakes Telkom Makassar does not prioritize skills in increasing productivity = briefcase but must also be accompanied by understanding, knowledge and experience. According to (Kusuma 2016) said that work skills are not the only determining variable in increasing work productivity. Because in addition to workability, there are also other variables, namely understanding, knowledge, education, technology or facilities and much more. the results of this study are in line with research (Sumantika et al 2021) where in their research said that skills do not affect employee work productivity, this is due to several factors, one of which is facilities. Because facilities are one of the points in supporting a skill.

CONCLUSION

Based on the results of research and discussions that have been outlined so far, several conclusions can be drawn as follows:

1. Motivation has a positive and significant impact on employee work productivity. With the existence of Motivation at Yakes Telkom Makassar, employees are able to understand individual strengths and provide support that follows from each employee's individual skills and are also able to create a work environment that motivates the people around them and increases work productivity to be even better.

2. Work skills do not have a positive and significant impact on employee work productivity. This does not mean that Yakes Telkom Makassar does not prioritize skills in increasing work productivity, but it must be accompanied by understanding, knowledge and experience.

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