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## ENHANCE EMPLOYEE PERFORMANCE FOR INCREASE WORK MOTIVATION ON UNIVERSITAS PEMBANGUNAN PANCA BUDI MEDAN

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### ABSTRACT

This research is discussed by the influence of a decrease in the level of employee performance due to the impact of dissatisfaction with the results of promotion using competency tests. The purpose of this study to see the effect job promotion with indicators of discipline and cooperation, on employee performance. and indirect influence of competence on discipline and cooperation on employee performance. The design used in this study is quantitative by taking employees who work at Universitas Pembangunan Pancabudi as a population.

**Keywords** : Job Promotion , Competence, Performance.

### I. INTRODUCTION.

Everything in this world changes all the time. Only the rate of change is not the same, sooner or later. So nothing is permanent. Changes in one aspect of life will affect other aspects of life, regardless of whether that influence is felt directly or indirectly, sooner or later. Changes occur in other aspects. Therefore one change with other changes are interrelated, interconnected, influence each other - influence.

Production is the center of the implementation of concrete activities for the procurement of goods and services in a business entity and company. The production process is the most important part in the company, because if it stops then the company will suffer losses. In the production of labor factors factors (employees) have a big influence, because it is labor that carries out the production process. Employees are essentially one element that is a resource in the company. These human resources carry out their daily activities. Employees are living organisms that enable the functioning of an organization or company and become an important element in management. So that workers can carry out their duties properly, then in the company created a management system known as staffing management.

Employees of a company will be able to work well in producing goods if they have interest and enthusiasm for the job. This interest and enthusiasm can grow if employers are always aware of their obligations to these employees, in this case guiding, fostering and caring for them appropriately in accordance with humanitarian principles and appreciating them as executors of the company.



Employees who have high morale will improve the life of the organization or company. Loyalty and enthusiasm for work can be seen from those who feel happy with their work. They will give more attention, imagination and skills in their work. Thus we need a motivator for employees in the form of meeting physical and non-physical needs. With these needs fulfilled, employees will be willing to work and carry out their duties properly. They will focus more on their duties and responsibilities, so that the results of the work achieved can be increased. For this reason, it is needed an encouragement for employees in carrying out activities in a company.

## **II. LITERATURE REVIEW**

### **2.1. Definition of Work Loyalty.**

Narrow loyalty is often interpreted as how long employees work in the company or the extent to which they are subject to orders from superiors without seeing the quality of its contribution to the company (Syafaruddin, 2001: 50).

Employee loyalty to the organization / company means someone's willingness to sacrifice their personal interests without expecting anything.

If we review from the meaning of he said that the meaning of loyalty is loyalty, for someone labor loyalty or sense of belonging to the company as well as responsibility means he has loyalty.

### **2.2. Factors That Affect Work Loyalty**

Loyalty or loyalty of employees to the company will be able to cause a sense of responsibility from employees, then a sense of mutual ownership of the company will arise. In reality it is indeed difficult to generate loyalty for all employees of the company. The factors that can affect and increase employee loyalty, the company must be able to provide the following:

#### **1. Giving enough salary**

Adequate salary in the sense here is relative. The formula to be able to assess whether their salary is adequate or not is very difficult, what can be sought is so that the salary that they can meet the needs to be able to live a decent life.

#### **2. Incentives**

Giving additional income directly to employees which is an excess of work performance is very effective in encouraging morale

#### **3. Promotion**

Namely the process of transferring employees from higher positions. Thus it will encourage them to always improve their performance with the hope to be promoted to the place expected by the employee.

#### **4. Mutations**



Namely the activities of the leadership of the company to move employees from another job is considered to be level or in line. The expected goal is to reduce boredom with their work so that they will be more enthusiastic about the new assignments given.

#### 5. Motivation

Is an activity that results in, channeling and maintaining human behavior. Leaders need to understand people with certain behaviors in order to influence them to work the way the company wants them to.

#### 6. Adequate work facilities

Providing adequate work facilities will make employees feel happy at work and then if the facility is able to increase the fun, the enthusiasm and excitement of work can also be increased. Adequate work facilities can also mean the availability of luxurious facilities but only with a clean room, fresh air and good layout.

#### 7. There is a Welfare Guarantee

The company has an employee service program in an effort to guarantee welfare and in general can be grouped into three parts, namely:

- a. Programs that concern the economic problems of employees which aim to protect economic security such as the provision of pensions, insurance, lending and others.
- b. Recreational and entertainment programs, for example sports and social activities.
- c. Provision of facilities for employees such as housing facilities, health facilities, education and others.

#### 8. Paying attention to spiritual needs

Paying attention to spiritual needs is not only associated with religion, such as the availability of mosques or churches but also recreational activities, garden plants in the office environment and others.

#### 9. Included in the negotiations.

By involving employees in the negotiations, it will create a sense of responsibility and feel appreciated so that implementing these regulations will be better.

#### 10. Self-worth needs attention

Self-esteem is the most sensitive thing in personal employees. Leaders not only need to pay attention to self-esteem, but also need to raise the self-esteem of its employees. Dropping employee self-esteem in public is one of the most despicable actions, because by scolding employees in public let alone in front of other employees, feelings of shame, irritation will lead and can reduce loyalty



### 3. RESEARCH METHODOLOGY

The value of research is quantitative descriptive research that is research that aims to describe or describe the characteristics of a situation or object of research, carried out through the collection and analysis of quantitative data and statistical testing. The population of this study were 200 employees of the company with the Slovin formula taken as respondents totaling 67 respondents. The data analysis technique used was multiple regression analysis after fulfilling the classical assumptions concerning normality, heteroscedasticity, autocorrelation and multicollinearity. This study uses a simple path analysis model by calculating the values of direct and indirect correlation.

$$Y = \alpha + \beta_1 X + \beta_2 Z + \epsilon$$

$$Y = a + \beta X + \epsilon$$

$$Z = a + \beta X + \epsilon$$

a. Direct effect:

$$X \rightarrow Z = PYX$$

$$X \rightarrow Y = PYX$$

$$Z \rightarrow Y = PYZ$$

b. Indirect effect:

$$X \rightarrow Z \rightarrow Y = (PYX)(PYZ)$$

c. Total effect:

$$X \rightarrow Z \rightarrow Y = (PYX) + (PYZ)$$

The variables operationalized in this study are the variables contained in the hypothesis that has been formulated. These variables are first defined so that it is easier to make a research questionnaire as follows:

1. Work loyalty (X1) is an attitude of obedience and willingness to accept what it is to sacrifice his personal interests without expecting anything. Measurements were made with a Likert scale.

As for the indicators:

- 1) Loyalty
- 2) Attitude
- 3) Cooperation
- 4) Honesty of Employees

2. Motivation (X2) is the desire to do as a willingness to spend a high level of effort for organizational goals, which is conditioned by the ability of the effort to meet an individual's needs. Measurements were made with a Likert scale.

As for the indicators:

- 1) Hard Work



- 2) Future Orientation
- 3) High levels of ambition
- 4) Perseverance

3. Employee Performance (Y) is a real behavior that is displayed by everyone as a work performance produced by employees in accordance with their role in the company. Measurements were made with a Likert scale.

As for the indicators:

- 1) Work Results
- 2) Responsibility
- 3) Discipline
- 4) Ability

This study uses a Likert scale by determining several forms of value including:

- 1. Value 5: Weight (Strongly Agree)
- 2. Value 4: Weight (Agree)
- 3. Value 3: Weight (Not Agree)
- 4. Value 2: Weight (Disagree)
- 5. Value 1: Weight (Strongly Disagree)

**4. RESEARCH RESULT**

Based on the test of the questions for Position Promotion variables ( $X_1$ ), Work Environment ( $X_2$ ), Work Productivity (Y) and Work Motivation (Z) it turns out that all questions have valid status because of the total score > r table.

The results of the reliability test of Job Promotion instruments ( $X_1$ ), Work Environment ( $X_2$ ), Work Productivity (Y) and Work Motivation (Z) from each question submitted can be seen in Table 1 below :

**Tabel 1.** Variable Instrument Reliability Test Results

Variable	Cronbach's Alpha	N of Items	Information
Job Promotion	0,764	8	Reliabel
Work Environment	0,869	10	Reliabel
Work Productivity	0,856	10	Reliabel
Work Motivation	0,788	8	Reliabel

Classic assumption test

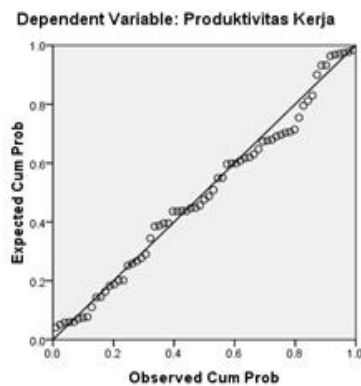
1. Normality test

**Tabel 2.** Normality Test Results

Variable	Sig.	$\alpha = 5$ %	Described
Job	0,102	0,05	Normal
PromotionWork	0,694	0,05	Normal
EnvironmentWork	0,057	0,05	Normal
Productivity	0,672	0,05	Normal
Work Motivation	0,657	0,05	Normal
Unstandardized Residual			

The results of normality test can be seen in Figure 1 below :

Normal P-P Plot of Regression Standardized Residual



**Figure 2:** PP-Plots Curve

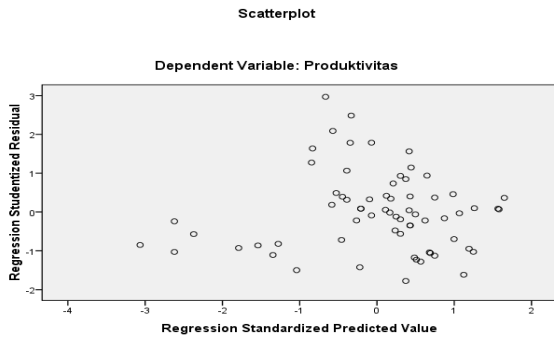
2. Multicollinearity Test

**Tabel 3.** Multicollinearity Test Results

Variable	Tolerance	VIF
Job	0,729	1,371
PromotionWork	0,777	1,351
Environment	0,799	1,316
Work Motivation		

All independent variables have a Variance Inflation Factor (VIF) number of less than 10, while the Tolerance value is close to 1, thus it can be concluded that the regression model does not have multicollinearity.

### 3. Heteroscedasticity Test



**Figure 3** :Heteroskedastisitas Test Result

If there is no clear pattern, and the points spread above and below the number 0 on the Y axis, heteroscedasticity does not occur. This means there is no heteroscedasticity in the regression model, so that a decent regression model is used to predict work productivity based on input from the independent variable.

### Analysis of Multiple Linear Regression

**Tabel 4.**Analysis of Multiple Linear Regression Result

			Standardize Coefficient
<b>Model</b>	B	Std Error	Beta
1 Constant	.535	4.096	
Job PromotionWork Environment	.925 .290	.133 .092	.616 .277

The multiple linear regression equation for two predictors (Job Promotion and Work Environment) is :





$$Y = 0.535 + 0.925X_1 + 0.290X_2$$

Based on the regression equation above it can be seen that:

- 1.0.535 means: if the work productivity variable is not influenced by job promotion factors and the work environment is worth 0 then the work productivity of employees at PT. Telekomunikasi Indonesia, Tbk Medan is only 0.535 per one-unit.
- 2.0,925 means: for each increase in the promotion variable by one unit, the work productivity of the employee will increase by 0,925 per one-unit assuming the work environment variable is considered constant.
- 3.0.290 means: every increase in the work environment variable is one unit, then the work productivity of the employee will increase by 0.290 one-unit with the variable assumption that promotion is considered constant.

Effect of Job Promotion and Work Environment on Employee Productivity Job Promotion has a positive and significant influence on Employee Work Productivity. This is indicated by the results of the calculation (attached) of the t test, seen t count for the Job Promotion variable of 6,957 with a probability of 0,000. By using a 5% significance level obtained a probability value smaller than 0.05, which means that the hypothesis in this study is accepted. Thus it can be concluded that Job Promotion has a positive and significant influence on Employee Work Productivity.

Work Environment has a positive and significant effect on Employee Work Productivity. This is indicated by the results of the calculation (attached) of the t test, seen t count for the Work Environment variable of 3.134 with a probability of 0.003. By using a 5% significance level obtained a probability value smaller than 0.05, which means that the hypothesis in this study is accepted. Thus it can be concluded that the Work Environment has a positive and significant influence on Employee Work Productivity.

Based on the results of multiple linear regression it can be seen that the variables that have the greatest influence on Employee Work Productivity are Job Promotions that have regression coefficients of 0.925, then followed by the Work Environment variable has regression coefficient of 0.290. Nevertheless both of these variables have an equally important role in increasing Employee Work Productivity. The results of the R-Square determination coefficient test were 0.6341 indicating that Job Promotion contributions ( $X_1$ ) and Work Environment variables ( $X_2$ ) in explaining their effects on employee Work Productivity variables were 63.41%, the remaining 36.59% were influenced by other variables not examined in this study.

## V. CONCLUSIONS

1. Simultaneously Job Promotion and Work Environment influence Work Motivation. Partially Job Promotion has a significant effect on Work Motivation, as well as the Work Environment has a significant effect on Work Motivation.





2. Simultaneously Job Promotion and Work Environment have a significant effect on Work Productivity. Partially Job Promotion and Work Environment have a significant effect on Work Productivity.

3. Work motivation has not been able to mediate (intervening) the effect of Job Promotion on Work Productivity. Work Motivation can mediate (intervening) the influence of the Work Environment on Work Productivity.

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