

# The Effect of Work Motivation and Work Facilities on Employee Performance at Magic Star Printing in Surabaya

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## Abstract

The purpose of this research to analyze the effect of motivation and work facilities on employee performance at Magic Star Printing in Surabaya. This study uses a quantitative descriptive method. The population of this study was 48 respondents. The results of the study using the t test showed a positive effect of  $0.002 < 0.05$ . So that the hypothesis of work motivation has a significant partial effect on employee performance at the Surabaya Magic Star Printing. The results of the study using the t test showed a positive effect of  $0.002 < 0.05$ . So that work facilities have a significant partial effect on work facilities on employee performance at Magic Star Printing in Surabaya. The results of the F test showed a positive effect of  $0.000 < 0.05$ . It can be said that work motivation and work facilities have a significant effect on the performance of Magic Star Printing employees in Surabaya.

## Keywords

Employee Performance, Work Motivation, Work Facilities

## 1. Introduction

Every company expects their employees to have high performance. The more high-performing employees, the overall company productivity will increase, thus enabling the company to survive in global competition. Performance is the result of work that is compared with various possibilities, such as standards, targets/targets or criteria that have been determined together. Performance appraisal is one of the important roles in increasing motivation in the workplace. Performance appraisal is a key factor in growing any company in an efficient and effective manner. (Yunarifah, 2012)

Human resource development within the scope of the organization is a process of improving the quality or human capability in order to achieve the goals of the organization. Organizational goals can be achieved with good performance from employees. To get good performance for employees, they must seek a structured and effective direction (Kerja et al., n.d.)

In a job, motivation is one of the important factors to encourage employees to work. According to that "motivation is the willingness of individuals to expend a high effort to achieve organizational goals". When someone is motivated, that person will make every effort to achieve his goals, but not necessarily a lot of effort that will result in high performance. Therefore, it takes strength and quality. This effort and focus on goal setting. Internal conditions that are driven, where satisfaction is not needed will cause tension to become motivation within the individual. This impulse causes search behavior to find a specific destination. If it turns out that the need is met, and then there is a decrease in stress on the employee, it is an attempt to come back refreshed. (Sutrischastini & Riyanto, 2017)

Employee performance is influenced by many factors, including work facilities. Work facilities are a means to facilitate the implementation of the function of a job. Facilities are also a tool for planning a purpose, some work facility goals; support organizational goals by improving material and deviation handling; effective use of labor, equipment, space and energy; minimize capital investment; ease of maintenance; improve safety and job satisfaction. (Robbins., 2006)

Magic Star Printing in Surabaya is a company engaged in Photo Copy & Digital Printing that provides services in fulfilling printing needs & all solutions for promotional activities & all other types of prints. Magic Star Printing employee performance can also be measured effectively and efficiently in completing duties and carry out their roles and functions, all of which are positively related to the success of the company. Employees

must be able to complete tasks better, on time and responsibly. Employee success can be measured by customer satisfaction, reducing the number of complaints, and achieving optimal goals.

## 1.1 Theory Review

### 1. Work Motivation

According to (Riniwati, 2011), work motivation is the extent to which an individual uses and maintains his business to achieve company goals. Motivation is an activity that is important in causing, channeling and maintaining one's behavior. Motivation is an important subject for leaders because leaders must work together with others. (Kristina, n.d.). Indicators of Work Motivation According to (B. Uno, 2012) of them:

1. Responsibility in doing work
2. Achievements achieved
3. Self development
4. Independence in action

### 2. Work Facilities

According to (Moenir, 2010) facilities are all types of equipment, work equipment and services that function as the main tool / assistant in carrying out work and also socially in the context of the interests of people who are in contact with the work organization or everything that is used, used, occupied, and enjoyed by users. The indicators of work facilities according to (Abdullah, 2005) are:

1. According to needs
2. Able to optimize work results
3. Easy to use

### 3. Employee Performance

According to (Bernardin, H. J dan Russell, 2013) employee performance is the result produced by certain job functions or activities at certain jobs during a certain period of time, which shows the quality and quantity of the work. Employee performance indicators, measured through. (Setiyarti, 2013).

1. Quality of work
2. Cooperation in carrying out tasks
3. Work accuracy
4. Knowledge

## 1.2. Conceptual Framework

Conceptual Framework of The Effect of Work Motivation and Work Facilities on Employee Performance at Magic Star Printing in Surabaya.

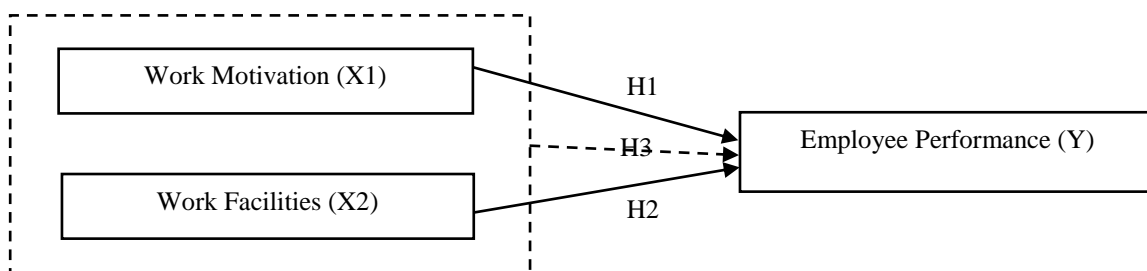


Figure 1.1 Conceptual Framework

## 1.3. Hypothesis

- H1: Work motivation partially significant effect on employee performance.  
 H2: Work facilities partially significant effect on employee performance  
 H3: Work motivation and work facilities simultaneously significant effect on employee performance

## 2. Methodology

### 2.1 Research Approach

This research approach uses a quantitative approach, according to (Emzir, 2009) explaining that an approach that principally uses positivism, in developing science (such as related to cause and effect, reduction to variables, hypotheses and specific questions with measurement, observation, and theory testing ), using research strategies such as surveys and experiments that require statistical data.

## 2.2 Population and Sample

According to (Sujarweni, 2014) population is the total number of objects or subjects that have the characteristics and qualities determined by the researcher. The sample is part of the population to be studied. According to (Sugiyono, 2011) the sample is part of the number and owned by the population. The sampling technique in this study is a saturated sampling technique. Saturated sampling technique, where the number of samples is the same as the population. The population in this study were all employees of the Magic Star Printing in Surabaya, totaling 48 people.

## 2.3 Data Collection Techniques

The data collection technique used in this study is a questionnaire. According to (Arikunto, 2006), the questionnaire is a number of written questions that are used by information from respondents. The technique is done by asking a list of written questions to all respondents.

## 3. Result and Discussion

### 3.1. Result

#### 1) Validity Test

According to (Nursalam, 2003) validity is a measure that shows the level of validity of an instrument.

Table 3.1 Validity Test Results

Variable	Corrected Item- Total Correlation	Value of R Table	Description
X1.1	0,041	0.285	Invalid
X1.2	0,304	0.285	Valid
X1.3	0,563	0.285	Valid
X1.4	0,403	0.285	Valid
X1.5	0,495	0.285	Valid
X1.6	0,657	0.285	Valid
X1.7	0,261	0.285	Invalid
X2.1	0,435	0.285	Valid
X2.2	0,582	0.285	Valid
X2.3	0,473	0.285	Valid
X2.4	0,553	0.285	Valid
X2.5	0,460	0.285	Valid
X2.6	0,620	0.285	Valid
X2.7	0,618	0.285	Valid
Y1	0,588	0.285	Valid
Y2	0,454	0.285	Valid
Y3	0,465	0.285	Valid
Y4	0,283	0.285	Invalid
Y5	0,690	0.285	Valid
Y6	0,536	0.285	Valid
Y7	0,757	0.285	Valid
Y8	0,694	0.285	Valid

Based on the table above, it can be seen that  $r$  is positive and greater than  $r$  table with  $df = 48-2$ , and the degree of freedom is 5%, which is 0.285 and the correlation of each statement item score to the total statement item score shows that the indicator used to measure the variables studied there are some that are invalid, it is said to be invalid because  $r$  count is smaller than  $r$  table. Then it is not included in the calculation for the next test. And it is said to be valid because  $r$  count is greater than  $r$  table.

#### 2) Reliability Test

According to (Soengeng, 2006) reliability is the level of consistency in measuring anything. The more varied the measurement results with a measuring instrument, the more unreliable the measuring instrument is.

Table 3.2 Reliability Test Results

Reliability Statistics	
Cronbach's Alpha	N of Items
,897	19

From the results of the reliability test which states the results of the variables X and Y produce an alpha cornbrach value > 0.6. So it can be concluded that the instrument used in this study is declared reliable.

### 3) Multiple Linear Regression Analysis

Multiple Linear Regression Analysis was conducted to determine how much influence the independent variable (X) had on the dependent (Y).

Table 3.3 Multiple Linear Regression Analysis Test Results

		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	4,986	3,680		1,355	,182
	Work Motivation	,512	,157	,404	3,256	,002
	Work Facilities	,475	,145	,407	3,280	,002

a. Dependent Variable: Employee performance

Based on the general multiple linear regression equation:

$$Y = 4,986 + 0,512 X_1 + 0,475 X_2 + e.$$

Description:

Y = employee performance

a = constant value

$\beta_1, \beta_2$  = regression coefficient

X<sub>1</sub>, X<sub>2</sub> = work motivation, work facilities

e = error

The positive constant value (a) is 4.986 and for (the value of 1) is 0.512. Meanwhile (the value of 2) is 0.475. When X<sub>1</sub> and X<sub>2</sub> show the number 0, then there is a positive influence on the independent variables of work motivation (X<sub>1</sub>), and work facilities (X<sub>2</sub>). With the magnitude of the regression coefficient (X<sub>1</sub>) work motivation on employee performance of 0.512. This means that work motivation has increased by one unit on employee performance of 0.512. While the regression coefficient (X<sub>2</sub>) of work facilities on employee performance is 0.475. This means that work facilities have increased by one unit in employee performance of 0.475.

### 4) Classic Assumption Test

#### 1. Normality Test

According to (Imam Ghozali, 2012) Research uses a normal probability plot to test for normality if the points spread around the diagonal axis and follow the direction of the diagonal line, then the regression line model meets the assumption of normality. Normality test results can be seen in the image below:

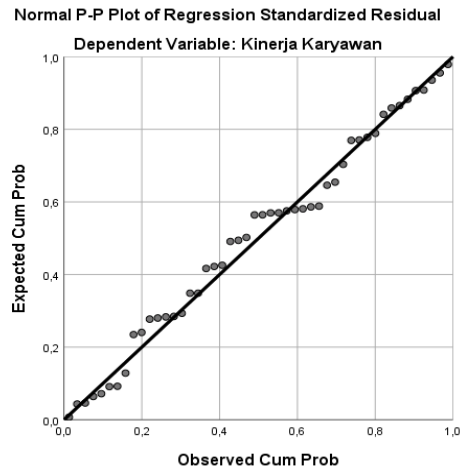


Figure 1.2 Normality Test Results

Based on the picture above, it shows that the points spread out following the diagonal line, so it can be said to have a normal distribution.

## 2. Multicollinearity Test

According to (I Ghozali, 2011). Multicollinearity test aims to test whether the regression model is determined if there is a correlation between independent variables. The way to find out whether there is multicollinearity or not is by looking at the Tolerance and Variable Inflation Factor (VIF) values. So a low Tolerance value equals a high VIF value (because  $VIF = 1/Tolerance$ ). The cut off value that is commonly used to indicate the presence of multicollinearity is the Tolerance value  $> 0.10$  or the same as the VIF value  $< 10$ . Multicollinearity test results can be seen in the table below:

Table 3.4 Multicollinearity Test Results

		Coefficients <sup>a</sup>					Collinearity Statistics		
Model		Unstandardized Coefficients		Standardized Coefficients		T	Sig.	Tolerance	VIF
		B	Std. Error	Beta					
1	(Constant)	4,986	3,680			1,355	,182		
	Work	,512	,157	,404		3,256	,002	,719	1,390
	Motivation								
	Work Facilities	,475	,145	,407		3,280	,002	,719	1,390

a. Dependent Variable: Employee Performance

Based on the table above, it is known that the VIF value of the Work Motivation (X1) and Work Facilities (X2) variables is  $1.390 < 10$ . And the Tolerance value is  $0.719 > 0.10$  then the data can be said that the overall variable does not occur multicollinearity.

## 3. Heteroscedasticity Test

According to (Imam Ghozali, 2016) Heteroscedasticity test is used to find out whether in a regression model there is discomfort variance from the residuals in one observation to another. A good way to detect the presence or absence of heteroscedasticity is to use a scatter plot. If the points spread above and below zero and do not form a certain pattern, the regression model is free from heteroscedasticity problems. The results of the Heteroscedasticity Test can be seen in the image below:

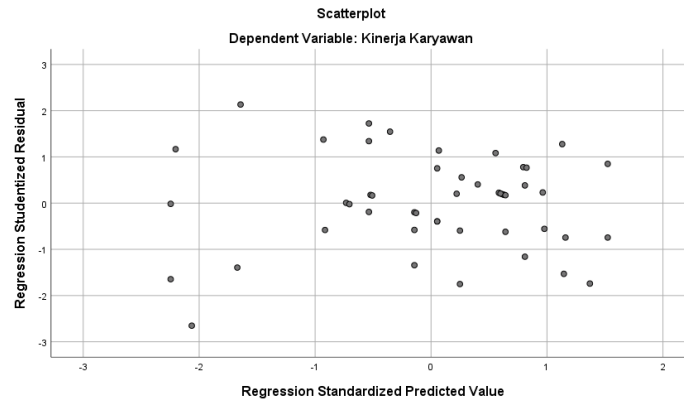


Figure 1.3 Heteroscedasticity Test Results

Based on the picture above, it shows that the points spread above or below the zero axis, and do not form a certain pattern. Thus, it can be said that this research does not involve heteroscedasticity problems.

#### 5) Coefficient of Determination

According to (Sugiyono, 2008) the coefficient of determination analysis is to determine the percentage of the independent variable on the dependent variable which is expressed by the coefficient of determination (R<sup>2</sup>) which means which variable has the dominant influence. The greater the coefficient of determination, the better the ability of the independent variable in explaining the dependent. Based on the results of the test (R<sup>2</sup>) carried out, it can be seen below:

Table 3.5 Coefficient of Determination Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,709 <sup>a</sup>	,502	,480	2,653

a. Predictors: (Constant), Work Facilities, Work Motivation

Based on the table above, it can be seen that the value of the coefficient of determination contained in the Adjusted R Square value is 0.480. This means that the ability of the independent variable to explain the dependent variable is 48%, the remaining 52% is explained by other variables not discussed in this study.

#### 6) Hypothesis Testing

##### 1. T Test

According to (Pardede, Ratlan dan Manurung, 2014) the value of t count is used to partially test the effect of Work Motivation (X1) and Work Facilities (X2) on the dependent variable. Does the variable have a significant effect on the Employee Performance variable (Y) or not with an error rate of 5%. This test is carried out by looking at the significance column for each independent variable (free) with a significant level of <0.05. The results of the t-test carried out can be seen in the following:

Table 3.6 T Test Results  
Coefficientsa

Model		Unstandardized		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	4,986	3,680		1,355	,182
	Work Motivation	,512	,157	,404	3,256	,002
	Work Facilities	,475	,145	,407	3,280	,002

a. Dependent Variable: Employee Performance

It is known that the Sig value, for the effect of the work motivation variable (X1), has a positive and significant effect on employee performance (Y). of  $0.002 < 0.05$ . So the hypothesis that there is an effect of work motivation (X1) on employee performance (Y) is partially accepted.

It is known that the Sig value, for the work facility variable (X2) has a positive and significant effect on employee performance (Y). of  $0.002 < 0.05$ . So that the hypothesis that there is an effect of work facilities (X2) on employee performance (Y) is partially accepted.

## 2. F Test

According to (Pardede, Ratlan dan Manurung, 2014) the F test can be used to test the simultaneous effect of the independent variable on the dependent variable (Y) if the independent variable has a simultaneous effect on the dependent variable (Y). The results of the F test can be seen in the table below:

Table 3.7 F Test Results

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	319,693	2	159,847	22,706	,000 <sup>b</sup>
	Residual	316,786	45	7,040		
	Total	636,479	47			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Facilities, Work Motivation

Based on the test results in the table above, it can be seen that the significance level is  $0.000 < 0.05$ . it can be concluded that the variables of work motivation (X1) and work facilities (X2) together have a significant effect on employee performance (Y).

## 3.2 Discussion

### 1. The Effect of Work Motivation on Employee Performance

Based on the results of the t test on the work motivation variable (X1), it has a positive effect by showing a value of  $0.002 < 0.05$ . So that the work motivation hypothesis (X1) has a significant partial effect on employee performance (Y) at Magic Star Printing in Surabaya. This shows that the higher and increasing the work motivation variable, the employee's performance will increase.

### 2. The Effect of Work Facilities on Employee Performance

Based on the results of the t-test on the work facilities variable (X2), it has a positive effect by showing a value of  $0.002 < 0.05$ . So that the work facilities hypothesis (X2) has a significant partial effect on employee performance (Y) at Magic Star Printing in Surabaya. This shows that the higher and increasing the work facilities variable, the employee's performance will increase.

### 3. The Effect of Work Motivation and Work Facilities on Employee Performance

Based on the results of the F test, the significance value is  $0.000 < 0.05$ . It can be concluded that the work motivation variable (X1) and work facilities (X2) have a significant simultaneous effect on employee performance (Y) at Magic Star Printing in Surabaya.

## 4. Conclusion and Suggestion

### 4.1 Conclusion

Based on the results of the analysis that has been carried out by researchers regarding "THE EFFECT OF WORK MOTIVATION AND WORK FACILITIES ON EMPLOYEE PERFORMANCE AT MAGIC STAR PRINTING IN SURABAYA" are as follows:

1. The results of the t-test showed that there was a positive and partially significant effect on Work Motivation on Employee Performance at Magic Star Printing in Surabaya.
2. The results of the t test showed that there was a positive and partially significant effect on Work Facilities on Employee Performance at Magic Star Printing in Surabaya.
3. The results of the F test showed that there was a simultaneous positive and significant influence on Work Motivation and Work Facilities on the Performance of Magic Star Printing Employees in Surabaya.

### 4.2 Conclusion

The research conducted by the researcher shows the results in the form of several suggestions given to the academic environment and to the company. Among others:

1. For the academic environment, the results of this study are expected to increase knowledge about work motivation, work facilities, and employee performance. Especially for other researchers in the future who have the desire to study more deeply. So it is better if the next researcher modifies the independent variable by replacing or adding the variable. So it can produce a more objective and varied.

2. For companies, it is recommended to increase the work motivation of its employees by implementing a reward system that is not only in the form of material (money) but also in the form of rewards for work achievements that have been achieved by employees, so that they are motivated to work better and get excited again.

It is expected that the company will provide better and adequate work facilities, such as adding or repairing work equipment or work facilities that are in good condition or can still function properly, so that employees are encouraged to improve their performance to the maximum.

It is expected that the company pays more attention to or monitors work absenteeism from employees by giving warnings or sanctions according to existing regulations in the company. And the company monitors or instructs its employees every time they do their work. With this, it can be used as consideration for companies to improve the performance of their employees.

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