MOTIVATION AND WORK EXPERIENCE: STUDY ON INDONESIAN LABOR PRODUCTIVITY

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ABSTRACT

This research is a study to test work motivation and experience on labor productivity work in Indonesia. The purpose and benefits of this study provide information about how much influence work motivation and work experience have on labor productivity in Indonesia. This type of research is quantitative research. The data collection method used consisted of a questionnaire, observation, and interview methods. Analysis of research data using multiple linear regression analysis. The results of this study that work motivation and work experience affect labor productivity in Indonesia with a percentage of 84.8%. Among the variables of work motivation and work experience, work experience variables (X_2) have the dominant influence on labor productivity in Indonesia with a percentage of 52.1%.

Keywords: labor, regression, productivity, work, GDP.

Introduction

the world has entered the era of creative industries where creative economic growth can drive the economy bigger. In developed countries themselves not only rely on sophisticated technology but they must rely more on creative HR. At present, the creative industries in Indonesia have been able to contribute significantly to Gross Domestic Product (GDP), in 2017 amounting to 7.38% of them by exports (Yayu Agustini Rahayu, October 17, 2017).

Human resources are the main figures in organizations or companies. In order for the company's activities to run well, the company must have a workforce that has high productivity. Productivity can be seen from how high the level of labor in a company and the results achieved after carrying out tasks and job obligations that are trusted to him. Because if the productivity of a workforce is good then it will be able to produce product quality according to company standards, a good quantity of work will be able to produce a number of products that have been

determined by the company, good timeliness is also the key to the company can be trusted by consumers.

One of the factors that can affect labor productivity according to Rivianto (in Yunarsih and Suwanto, 2016: 159) work motivation. According to Stoker (in Kadarisman, 2012: 278) states that work motivation is a driver for someone to do their job better, also a factor that makes the difference between success and failure in many ways and is emotional energy that is very important for a new job. This means that when someone wants to do something must have things that encourage him to do well, because if someone is motivated then he will try to realize what he wants.

A person's work experience can be seen from the period of work on the same field and expertise. In this Indonesian workforce, the working period varies from 1 to 40 years. This makes the quality and quantity of labor output undoubtedly because there are already several workers who have a long working period. In addition, the level of knowledge and skills possessed by a person can produce products according to consumer demand. Because basically working requires extensive knowledge and skills. In addition to the long working period but also the need for mastery of work and equipment.

Work motivation

towards labor productivity According to Hasibuan (2016: 92), motivation is important because with this motivation it is expected that every individual employee wants to work hard and be enthusiastic to achieve high work productivity. Isaac and Tanjung (2003: 28) state that the most important benefits of work motivation are creating work passion so that work productivity can increase. With work motivation, it is expected that the work can be completed quickly and precisely. And the workers will feel happy doing activities because the motivation of work given to them is carried out well and labor productivity can increase. According to Siagian (2011: 11) in an effort to achieve the goals of the company / organization, work motivation has an important role because it is an effort of managers to arouse, encourage, and generate a moral that is better for the workforce so that it can achieve work productivity

according to Sunyoto (2013: 230) with the existence of motivation, it is expected that every individual workforce will work hard and enthusiastic to achieve high work productivity. A person's behavior is influenced and stimulated by his desires, needs, goals, and decisions. Stimulation arises from oneself (internal) and from an outside (external) environment. This motivation can affect work productivity so that if motivation is high then work productivity is also high. According to Franco et al (in Riniwati, 2016: 194) motivation is a process related to psychology that affects the allocation of workers to the resources they have to achieve these

goals. Motivation has an effect on effectiveness and productivity or it can be said that motivation improves one's performance.

Work Experience on Labor Productivity Work

experience basically affects the increase in labor productivity. Because work experience will be able to influence the work skills possessed. The higher work experience they have, the more their work skills will be. With increasing work skills, it will be able to increase work productivity. According to Foster (2001: 47), a person's work experience in a job that is manifested in the number of years of work will improve one's ability and work skills so that the work will increase. A lot of work experience will determine or show how a person's productivity in work, meaning easy difficulty or the slow pace of someone working on a job will be influenced by how many people have had work experience in carrying out a job.

According to Rivai (in Itafia et al. 2014: 2) it gives a specific view of work experience that is identified with the working period. The work period in question is the length of time someone occupies his job position. Long service life shows more experience than someone with other colleagues. The size of work experience can affect a person's productivity in managing and carrying out their duties. According to Nitisemito (2010: 59) with a lot of work experience which means that his expertise is also quite high or with quite a long experience and quite a lot, it can be expected that they will have greater abilities than those without work experience. High work experience will greatly affect labor productivity, and vice versa if the work experience is low, of course, labor productivity will be small, it can slow down the work being done.

According to Simanjuntak (in Handoko 2009: 16) work experience is basically a very large influence on increasing labor productivity because work experience will affect the work skills possessed by the workforce concerned. The more work experience that workers have, the more their work skills will increase, with the increase in work skills it will certainly be able to increase work productivity.

Work Motivation and Work Experience on Labor Productivity

With the motivation to work, work is expected to be completed quickly and precisely. And the workforce will feel happy doing activities because the motivation of work given to them is carried out well and work productivity can increase. High work experience will greatly affect labor productivity, and vice versa if the work experience is low, of course, labor productivity will be small, it can slow down the work being done. Therefore work motivation and work experience are needed to support one's productivity level. An employee who has work motivation and high work experience will increase work productivity.

According to Hamzah (in Itafia et al 2014: 2), there are several factors that have a major role in achieving productivity seen from non-physical aspects including job satisfaction, work experience, work discipline, and motivation. More work experience will have an impact on higher work motivation where work experience will be more careful in doing a job and work motivation that is owned will be able to satisfy the results of work so that it will have an impact on increasing one's work productivity.

According to Sukarna, (in Kumbadewi et al 2016: 4) factors that influence productivity include age, work experience, wages, technology, work environment, and work motivation. Work experience and work motivation possessed by the workforce will be able to support the creation of optimal productivity. This will be the opposite if the work experience and work motivation are lacking so that achieving optimal productivity will be difficult.

According to Wibowo (2007) productivity can be seen from the relationship between the results and the time needed to solve them. The shorter the time needed to achieve the desired results means more production. Work motivation given makes a workforce more enthusiastic in completing their duties, as well as work experience the longer the work experience they have, the faster they are in completing the assignment given. This means that if a person has high motivation and work experience it can affect the timeliness and results of work which then affects the increase in work productivity.

Result and Discussion

Researchers obtained data on age from 35 respondents. The following is a description of the respondent data arranged in graph 1:
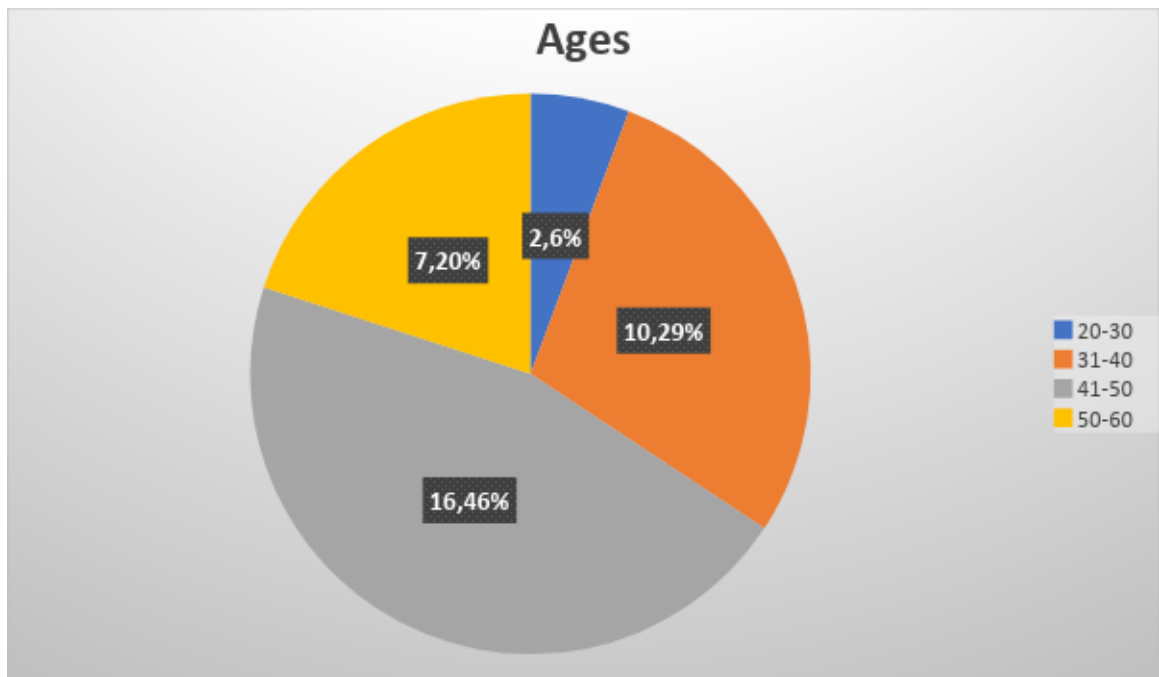
Graph 1 Respondent Data Based On Age

Based on Graph 1 shows that the age of the respondents obtained from the data is the workforce with the most percentage is at the age of 41-50 years. Those who work with this age are old and experienced workers. This age is still in the productive category because they can still work and produce goods according to the wishes of the company.

Based on the education level classification of respondents, the average workforce of brass craftsmen has a lack of education level, namely elementary school. This can be seen from table 4.2 which shows the total number of respondents 35, 60% of the workforce is educated to elementary school, namely 21 workers. This proves that many workers do not have a high level of education but have long working skills. Because in some job positions the level of education is not a measure of completion.

Data normality test is used to determine whether in a regression model, independent variables and dependent variables or both have a normal distribution or not. To analyze a regression model that is free from normality, that is by looking at the spread of data (points) on the diagonal axis of the graph *Normal Probability Plot.* Provisions for testing the normality of the population using the Kolmogorov - Smirnov test with criteria if the probability or asymp sig (2 - tailed) is greater than the *level of significance* (a> 0.05), it can be said that the data is normally distributed.

Table 1 Results of Data Normality Test

One-Sample Kolmogorov-Smirnov Test

		Number	Total	Sum
N		35	35	35
Normal Parameters[a, b]	Mean	34.69	31.60	20.66
	Std. Deviation	3.521	3.274	2.485
Most Extreme Differences	Absolute,		109,120,	141
	Positive,		069,089,	089
	Negative	-, 109	-, 120	-, 141
Test		Statistic ,109,		120,141
Asymp. Sig. (2-tailed)		, 200[c, d]	, 200[c, d]	, 074[c]

a. The distribution test is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Based on table 1 above is the result of normality test, it is known to have results from Asymp Sig (2 - tailed) of 0.074> 0.05, it can be concluded that residual values are normally distributed which can be seen from *p - p plots of regression standardized residual* from SPSS version 22.0
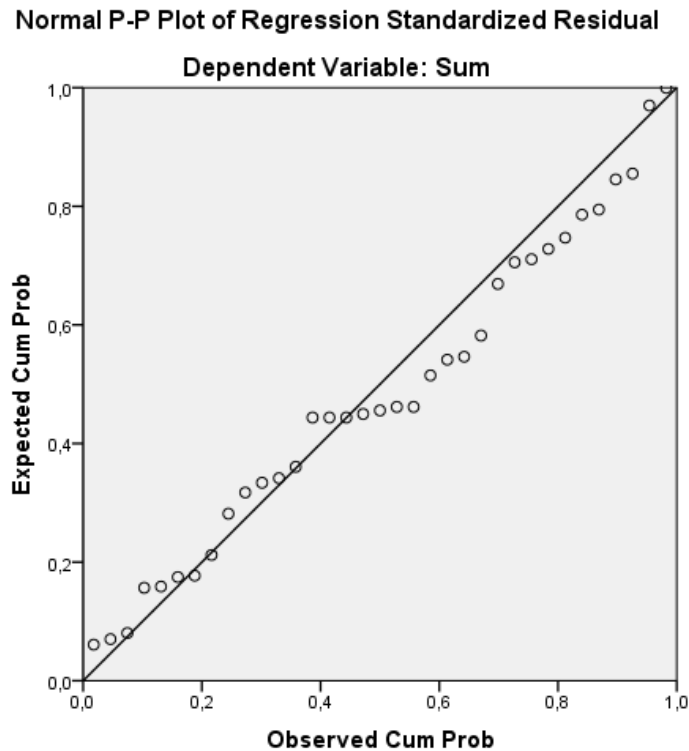
Figure 1 Normal PP Of Regression Standardized Residual

A good regression model is to have a normal or near normal residual distribution. From figure 1 above, it can be seen that the spread of points follows the diagonal line and is around the line. then on the line with downward curved points, it is said to be normal because of the spread of the points that have not been said to be away from the line but still around the diagonal line. Thus indicating that the data on this research variable is normally distributed. Then the multiple linear regression equation obtained in this study are as follows:

$$\mathbf{Y} = -3{,}385 + 0{,}282\ X1 + 0{,}452\ X2 + e_i$$

The results of the multiple linear regression equation give the understanding that:

1.   Constants

The constant value of the multiple linear regression line equation in this study amounted to -3,385. The constant value in this study shows negative (-), this indicates that if the work motivation variable (X_1) and work experience (X_2) is not implemented or considered (0), then labor productivity (Y) decreases by -3,385.

2.   Coefficient value b_1

Coefficient value b1, namely work motivation variable (X_1) of 0.282 indicates that work motivation (X_1) affects labor productivity (Y). If the work motivation variable (X_1) increases by 1 point, assuming that work experience (X_2) is constant or equal to zero, then labor productivity will increase by 0.282.

3.   Coefficient value b_2

The coefficient value b_2 is the work experience variable (X_2) of 0.452 indicating that work experience (X_2) has an effect on labor productivity (Y). If the work experience variable (X_2) increases by 1 point, assuming that work motivation (X_1) is constant or equal to zero, then it causes an increase in labor productivity (Y) of 0.452.

4.   Notation e_i

In the multiple linear regression line equation in this study are a number of independent variables that were not examined by the researcher. A number of variables not examined in this study have an influence on labor productivity, this is evident from the analysis of data used by researchers.

The effectiveness of this multiple regression lines is used to determine the most dominant influence between the independent variables namely work motivation (X_1) and work experience (X_2) on labor productivity (Y). Results of analysis SPSS version 22.0 *for windows* can be seen in the following table:

Table 2 Analysis Effectiveness Line Regression

Variable	Zero order	Beta
Motivation	0.818	0.399
Work Experience	0.876	0.595

Source: Primary data is processed (2018)

Based on table 2 above, to see the independent variable which has the most dominant influence can be done as follows:

1.   Percentage of influence of work motivation variable (X_1) on labor productivity (Y), namely: zero order x beta x 100% = 0.818 x 0.399 x 100% = 32.7%

2.   The percentage effect of work experience variables (X_2) on labor productivity (Y), namely: zero order x beta x 100% = 0.876 x 0.595 x 100% = 52.1% The

Value of the calculation of each independent variable above is equal to Rvalue $_{square}$ is 84.8%. Based on the results of these calculations, the variables that have the most dominant influence on labor productivity are work experience variables of 52.1%.

Conclusion

Based on the results of data analysis and discussion that has been conducted in this study, it can be concluded that there is a significant effect of work motivation and work experience on labor productivity in Indonesia with a percentage of 84.8 %%. Among the variables of work motivation and work experience, work experience variables (X_2) have the dominant influence on labor productivity in Indonesia with a percentage of 52.1%.

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