Effect Of Giving Reward and Motivation to Employee Productivity In PT. Sinar Kencana Jaya In Surabaya

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Abstract. *This study aims to determine the effect of reward and motivation on employee productivity at PT. Sinar Kencana Jaya in Surabaya. The method used is explanatory research with analysis techniques using statistical analysis with regression testing, correlation, determination and hypothesis testing.The results of this study, the giving of rewards has a significant effect on employee productivity by 42.1%, hypothesis testing obtained t count> t table or (7,809> 2,000). Motivation has a significant effect on employee productivity by 46.8%, hypothesis testing is obtained t count> t table or (8,595> 2,000). Giving rewards and motivation simultaneously have a significant effect on employee productivity with the regression equation Y = 9.184 + 0.396X1 + 0.391X2 and the contribution of influence is 54.5%, hypothesis testing obtained F count> F table or (35.945> 2.760).*

Keywords: Rewarding, Motivation, Employee Productivity.

1. INTRODUCTION

The development of the business world from time to time shows extraordinary competition at the end of this decade. The era of globalization followed by technology and information has penetrated not only large companies but also small companies and even individual businesses. Efforts to improve from various sides of the company are continuously made so that the company can survive and even develop so that the company's goals can be achieved appropriately and well. Significant development cannot be achieved if employees, as the key drivers of an organization, are not productive. Employee productivity is high in an organization in the field of goods or services, is a hope for all parties. So it is clear that human resources are assets that must be considered and cannot be ignored. With regard to employee productivity, one indicator that must be met is how the company can provide rewards and motivation fairly so that employees are motivated to carry out work activities seriously, feel satisfaction and feel comfortable at

work.

Giving rewards is one of the functions of human resources as a form of positive attention from a company of encouragement, participation, which has the aim of motivating, encouraging, encouraging participation so that employees are able to provide the best results for the company. Such is the large role of reward for employees because the amount of reward is sometimes a reflection of work productivity given by employees to companies based on responsibility, a high sense of belonging to the company, and vice versa, the company appreciates the employees' work well and repays them in the form of rewards that are useful and can be felt. directly by karaywan. It is expected that giving good rewards to employees can reduce actions that lead to obstruction of organizational goals, therefore, rewarding must be managed properly because it will help the company achieve its goals. Conversely, without sufficient rewards, work productivity decreases, it is not uncommon for employees to engage in disciplinary action, go on strike, take physical actions, and in the end the employee will leave the company.

On the other hand, the company needs to provide motivation for employees as a form of coaching, discipline, coaching, supervision, so that employees are disciplined and comply with the rules set by the company. Punishmen is nothing but a threat, a punishment that aims to improve employee performance so that employees can avoid violations that are not desired together. So important is the punishmen that it is an indicator that cannot be missed in human resource management activities. Implementation of motivation that is not in place will cause employee productivity to decrease. On the other hand, the fair and controlled implementation of punismen will increase employee productivity at work.

PT. Sinar Kencana Jaya is a business company engaged in construction, trade, procurement of goods and services, this company has an important role in improving the quality and quality of both human resources and the output produced. The phenomenon that has occurred in the last 2 (two) years has shown a fluctuating and unstable productivity, even a downward trend. In the pre-research carried out, it turned out that there was employee dissatisfaction with the treatment of rewards and punishments so that employees were not motivated and did not work optimally as expected. Of the 63 respondents stated that 60% of employees experienced a decrease in motivation which had an impact on employee productivity due to weak application of rewards and motivation to employees. 70% said that the company seemed discriminatory in giving penalties for employees who made mistakes, and 60% of employees said that the inconsistency of the company in giving rewards and punishments made their work motivation decrease and automatically decreased work productivity.

The purpose of this study was to partially determine the effect of reward on employee productivity, to partially determine the effect of motivation on employee productivity, to determine simultaneously the effect of reward and motivation on employee productivity.

2. LITERATURE REVIEW

2.1 Population
The population in this study amounted to 63 respondents PT. Sinar Kencana Jaya in Surabaya
2.2 Sample
The sampling technique in this study was saturated samples, where all members of the population were sampled. Thus the sample in this study amounted to 63 respondents.
2.3 Type of Research
The type of research used is associative, where the aim is to determine the effect of the independent variable on the dependent variable either partially or simultaneously
2.4 Method
In analyzing the data used instrument test, classical assumption test, regression, coefficient of determination and hypothesis testing

3. RESEARCH METHODS/METHODOLOGY

3.1 To find out the conditions of work discipline at McDonald's Pondok Gede Branch.
3.2 To determine the condition of employee performance at McDonald's Pondok Gede Branch.
3.3.To determine the effect of work discipline on employee performance at McDonald's Pondok Gede Branch.

a. To find out the conditions of work discipline at McDonald's Pondok Gede Branch.
b. To determine the condition of employee performance at McDonald's Pondok Gede Branch.
c. To determine the effect of work discipline on employee performance at McDonald's Pondok Gede Branch

4. RESULTS AND DISCUSSION

RESEARCH RESULT
1. Descriptive Analysis
In this test, it is used to determine the minimum and maximum score, mean score and standard deviation of each variable. The results are as follows:

Table 1. Results of Descriptive Statistics Analysis

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Giving rewards (X1)	63	31	48	38.05	4.286
Motivation (X2)	63	31	45	38.35	3.686
Employee productivity (Y)	63	33	46	39.27	3.686
Valid N (listwise)	63				

Giving rewards obtained a minimum variance of 31 and a maximum variance of 48 with a mean score of 3.80 with a standard deviation of 4.286.
Motivation obtained a minimum variance of 31 and a maximum variance of 45 with a mean score of 3.83 with a standard deviation of 3.686.
Employee productivity obtained a minimum variance of 33 and a maximum variance of 46 with a mean score of 3.92 with a standard deviation of 3.686.

1. Verification Analysis.
This analysis aims to determine the effect of the independent variable on the dependent variable. The test results are as follows:
a. Multiple Linear Regression Analysis
This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:
able 2. Results of Multiple Linear Regression Testing

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9.184	3.623		2.535	.014
Giving rewards (X1)	.396	.086	.461	4.587	.000
Motivation (X2)	.391	.100	.391	3.898	.000

a. Dependent Variable: Employee productivity (Y)

Based on the test results in the table above, the regression equation Y = 9.184 + 0.396X1 + 0.391X2 is obtained. From this equation it is explained as follows:
1) A constant of 9,184 means that if there is no reward and motivation, there is an

employee productivity value of 9,184 points.

2) The regression coefficient of giving rewards is 0.396, this figure is positive, meaning that every time there is an increase in reward giving of 0.396, employee productivity will also increase by 0.396 points.

3) The motivation regression coefficient is 0.391, this number is positive, meaning that every time there is an increase in motivation of 0.391, the employee productivity will also increase by 0.391 points.

a.   Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the level of strength of the relationship between the independent variable and the dependent variable either partially or simultaneously. The test results are as follows:

Table 3. Results of Correlation Coefficient Testing of Rewarding Employee Productivity.

Correlations[b]

		Giving rewards (X1)	Employee productivity (Y)
Giving rewards (X1)	Pearson Correlation	1	.656[**]
	Sig. (2-tailed)		.000
Employee productivity (Y)	Pearson Correlation	.656[**]	1
	Sig. (2-tailed)	.000	

Based on the test results obtained a correlation value of 0.656, which means that rewards have a strong relationship with employee productivity.

Table 4. Results of Testing the Motivation Correlation Coefficient of Employee Productivity.

Correlations[b]

		Motivation (X2)	Employee productivity (Y)
Motivation (X2)	Pearson Correlation	1	.621[**]
	Sig. (2-tailed)		.000
Employee productivity (Y)	Pearson Correlation	.621[**]	1
	Sig. (2-tailed)	.000	

Based on the test results obtained a correlation value of 0.621, meaning that motivation has a strong relationship with employee productivity.

Table 5. Results of Correlation Coefficient Testing of Rewards and Motivation

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.738[a]	.545	.530	2.527

a. Predictors: (Constant), Motivation (X2), Giving rewards (X1)

Based on the test results obtained a correlation value of 0.738 means that simultaneous reward and motivation have a strong relationship to employee productivity.

b.   Analysis of the coefficient of determination

Analysis of the coefficient of determination is intended to determine the percentage of influence of the independent variable on the dependent variable either partially or simultaneously. The test results are as follows:

Table 6. Test Results of the Determination Coefficient of Rewarding Employee Productivity.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.649[a]	.421	.414	2.679

a. Predictors: (Constant), *Giving rewards* (X1)

Based on the test results, it was found that the value of determination was 0.421, meaning that the reward had an effect of 42.1% on employee productivity.
Table 7. Results of Testing the Motivation Determination Coefficient of Employee Productivity.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.684[a]	.468	.462	2.568

a. Predictors: (Constant), Motivation (X2)

Based on the test results obtained a determination value of 0.468, meaning that motivation has an influence contribution of 46.8% on employee productivity.
Table 8. Results of Testing the Coefficient of Determination of Rewards and Motivation for Employee Productivity.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.738[a]	.545	.530	2.527

a. Predictors: (Constant), Motivation (X2), *Giving rewards* (X1)

Based on the test results, it was found that the determination value was 0.545, meaning that the simultaneous reward and motivation contributed 54.5% to employee productivity, while the remaining 45.5% was influenced by other factors.

c. Hypothesis testing
Partial hypothesis test (t test)
Hypothesis testing with the t test is used to determine which partial hypothesis is accepted. The first hypothesis: There is a significant influence between the provision of rewards on employee productivity.

Table 9. Hypothesis Test Results of Rewarding Employee Productivity.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.517	2.774		6.316	.000
	Giving rewards (X1)	.565	.072	.649	7.809	.000

a. Dependent Variable: Employee productivity (Y)

Based on the test results in the table above, the value of t count> t table or (7,809> 2,000) is obtained, thus the first hypothesis that is proposed is that there is a significant effect between reward giving on employee productivity is accepted.

Table 10. Results of Motivation Hypothesis Test on Employee Productivity.
Coefficientsa

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		

1	(Constant)	14.019	2.926			4.791	.000
	Motivation (X2)	.653	.076	.684	8.595	.000

a. Dependent Variable: Employee productivity (Y)

Based on the test results in the table above, the value of t count> t table or (8,595> 2,000) is obtained, thus the second hypothesis that is proposed that there is a significant influence between motivation on employee productivity is accepted.

Simultaneous Hypothesis Test (Test F)
Hypothesis testing with the F test is used to determine which simultaneous hypothesis is accepted.
The third hypothesis There is a significant influence between reward and motivation on employee productivity.

Table 11. Hypothesis Test Results of Rewards and Motivation on Employee Productivity.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	459.180	2	229.590	35.945	.000^b
	Residual	383.232	60	6.387		
	Total	842.413	62			

Based on the test results in the table above, it is obtained that the value of F count> F table or (35.945> 2.760), thus the third hypothesis that is proposed that there is a significant effect between reward and motivation on employee productivity is accepted.

DISCUSSION OF RESEARCH RESULTS
1. Effect of reward on employee productivity
Reward giving has a significant effect on employee productivity with a correlation of 0.656 or has a strong relationship with an influence contribution of 42.1%. Hypothesis testing obtained t value> t table or (7,809> 2,000). Thus, the first hypothesis proposed that there is a significant effect between reward giving on employee productivity is accepted.

2. The Effect of Motivation on Employee Productivity
Motivation has a significant effect on employee productivity with a correlation of 0.621 or has a strong relationship with an influence contribution of 46.8%. Hypothesis testing obtained t value> t table or (8,595> 2,000). Thus, the second hypothesis proposed that there is a significant effect between motivation on employee productivity is accepted.

3. The Effect of Rewards and Motivation on Employee Productivity
The provision of rewards and motivation has a significant effect on employee productivity by obtaining the regression equation Y = 9.184 + 0.396X1 + 0.391X2, the correlation value is 0.738 or has a strong relationship with the contribution of the influence of 54.5% while the remaining 45.5% is influenced by other factors. . Hypothesis testing obtained the value of F count> F table or (35.945> 2.760). Thus, the third hypothesis proposed that there is a significant effect between reward and motivation on employee productivity is accepted.

CONCLUSION

a. Reward giving has a significant effect on employee productivity with an influence contribution of 42.1%. Hypothesis test obtained t value> t table or (7,809> 2,000).
b. Motivation has a significant effect on employee productivity with an influence contribution of 46.8%. Hypothesis test obtained t value> t table or (8,595> 2,000).
c. Giving rewards and motivation have a significant effect on employee productivity with the contribution of the effect of 54.5% while the remaining 45.5% is influenced by other factors. Hypothesis testing obtained the value of F count> F table or (35.945> 2.760)..

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