

The Effect of Intrinsic and Extrinsic Motivation on Employee Performance Productivity PT. Timbang Deli Indonesia

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ABSTRACT

This research was conducted to determine how much influence intrinsic motivation and extrinsic motivation have on the productivity of employees' performance at PT. Timbang Deli Indonesia and to find out the dominant variable on the productivity of the employee performance of PT. Timbang Deli Indonesia. This study uses employees of PT. Timbang Deli Indonesia as a sample which is dominated by the age range of 31 - 40 years and a length of work of less than 10 years, totaling 139 people. The primary data in this study is a questionnaire that has been filled in by the employees of PT. Timbang Deli Indonesia which is the sample in this study. The results showed that partially intrinsic motivation has a positive and significant effect on employee performance productivity because it has a coefficient value (5,939 > 1,664 at significant 0,000 < 0,05) then the research hypothesis H1 is accepted, while extrinsic motivation has no significant effect on employee performance productivity because it has a coefficient value (1.692 > 1.664 at significant 0.093 > 0.05) then the research hypothesis H2 is rejected. Simultaneously, intrinsic motivation and extrinsic motivation together have a positive and significant effect on employee performance productivity. Intrinsic motivation and extrinsic motivation have a sufficient correlation with productivity, and performance productivity can be explained by intrinsic motivation and extrinsic motivation by 41.2% and the remaining 58.8% can be explained by other variables not examined.

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1. Introduction

Any change in employee performance productivity can certainly have a negative impact on other colleagues and the company's superiority in competing is not strong, so this makes the company's ability to achieve its main goals cannot be maximized. There are many ways and efforts to encourage and increase the productivity of employee performance, including providing intrinsic motivation and extrinsic motivation

PT. Timbang Deli Indonesia, which is engaged in palm oil processing services. In running its business, management requires employees to carry out the tasks specified in the job description so that there are no misunderstandings between colleagues and between divisions. In this case, it is expected that each employee is able to provide optimal productivity and performance for the advancement and interests of the company in order to survive and excel in competition.

Based on the above background, the authors conducted research on "The Influence of Intrinsic Motivation and Extrinsic Motivation on Employee Performance Productivity at PT. Timbang Deli Indonesia ". This study aims to determine the influence of intrinsic motivation on the productivity of employee performance at PT. Timbang Deli Indonesia, to determine the effect of extrinsic motivation on employee performance productivity at PT. Timbang Deli Indonesia and also to determine the effect of intrinsic and extrinsic motivation on the productivity of employee performance at PT. Timbang Deli Indonesia.

2. Literature Review

2.1 Definition of Motivation

to Alimuddin (2015: 797) also explains that motivation in management is only shown in human resources in general and subordinates in particular. Motivation questions how to direct the power and potential of subordinates so that they are willing to work together productively, successfully realizing predetermined goals. Generally, motivation is an action and encouragement from every individual in an effort to fulfill their needs, be it an external or (extrinsic) push or an internal (intrinsic) drive.

2.2 Intrinsic Motivation

According to Maulana, et al. (2015: 3) argue that intrinsic motivation is a work force that comes from within the worker as an individual, in the form of awareness of the importance of the work being carried out.

2.3 Extrinsic Motivation

According to Maulana, et al. (2015: 4) explained that extrinsic motivation is an impetus for work that comes from outside the worker as an individual, in the form of a condition that requires doing the job optimally.

Extrinsic motivation is a drive that comes from outside the individual which is the reason why individuals take actions or activities with the aim of achieving what they want to achieve. In addition, according to Sipayung and Zamora (2017: 4), extrinsic motivation is something that is given to or for someone to motivate that person, which includes rewards such as increased salaries, promotional awards and punishments such as disciplinary action.

2.4 Productivity Performance

According to Pettarani, et al (2018: 70), explained that performance productivity is the ability to produce goods and services from various resources or production factors that are used to improve the quality and quantity of work produced in an organization.

According to Sutrisno (2010: 104), here are 6 indicators used to measure performance productivity, namely ability, increasing the results achieved, high morale, self-development, better quality or efficiency and efficiency which is a comparison between the results achieved with all the resources used.

3. Research Methods

3.1 Types of research

The type of research used is associative research with a quantitative approach.

3.2 Population and Sample

The population used in this study were 213 employees who worked at the company in June 2020. While the research sample used in this study were 139 respondents from all employees who worked at PT. TimbangDeli Indonesia.

3.3 Data analysis technique

In this study, the authors used data collection techniques, namely:

- a. Literature study
- b. Questionnaire,
- c. Observation, Validity and Reliability Test

1) Validity test

a) Intrinsic Motivation Validity Test Results

The following is the validity test results for the intrinsic motivation variable can be presented in the table as follows:

Table 1.
Results of the Intrinsic Motivation Validity Test

Variable	Questionnaire Items	rhitung	r table	Information
Intrinsic Motivation (X1)	Motivation_Intrinsic_1	0.488	0.361	Valid
	Motivation_Intrinsic_2	0.647	0.361	Valid
	Motivation_Intrinsic_3	0.642	0.361	Valid
	Motivation_Intrinsic_4	0.542	0.361	Valid
	Motivation_Intrinsic_5	0.571	0.361	Valid
	Motivation_Intrinsic_6	0.808	0.361	Valid

Variable	Questionnaire Items	rhitung	r table	Information
	Motivation_Intrinsic_7	0.783	0.361	Valid
	Motivation_Intrinsic_8	0.702	0.361	Valid
	Motivation_Intrinsic_9	0.711	0.361	Valid
	Motivation_Intrinsic_10	0.650	0.361	Valid
	Motivation_Intrinsic_11	0.805	0.361	Valid

In Table 1. above the number of samples used is $N = 30$, then the value of $df = N - 2 = 30 - 2 = 28$ so that the rtable coefficient = 0.361 is obtained. Table 5 shows that all questionnaire items contained in intrinsic motivation have a Corrected Item-Total Correlation coefficient value $r_{count} > r_{table}$ (0.361), so it can be concluded that all questionnaire items on the intrinsic motivation variable can be declared valid.

b) Results of the Validity Test of Extrinsic Motivation

Following are the results of validity testing for extrinsic motivation variables can be presented in the table as follows:

Table 2.
Results of the Validity Test of Extrinsic Motivation

Variable	Questionnaire Items	rhitung	r table	Information
Extrinsic Motivation (X2)	Motivation_Ekstrinsic_12	0.486	0.361	Valid
	Motivation_Ekstrinsic_13	0.596	0.361	Valid
	Motivation_Ekstrinsic_14	0.487	0.361	Valid
	Motivation_Ekstrinsic_15	0.493	0.361	Valid
	Motivation_Ekstrinsic_16	0.568	0.361	Valid
	Motivation_Ekstrinsic_17	0.616	0.361	Valid
	Motivation_Ekstrinsic_18	0.466	0.361	Valid
	Motivation_Ekstrinsic_19	0.566	0.361	Valid

Table 2. above shows that all the questionnaire items were found in extrinsic motivation has a Corrected Item-Total Correlation coefficient value $r_{count} > r_{table}$ (0.361), so it can be concluded that all questionnaire items on extrinsic motivation variables can be declared valid.

c) Results of the Performance Productivity Validity Test

Following are the results of validity testing for work productivity variables can be presented in the table as follows:

Table 3.
Results of the Performance Productivity Validity Test

Variable	Questionnaire Items	rhitung	r table	Information
Productivity Performance (Y)	Productivity_Performance_20	0.573	0.361	Valid
	Productivity_Performance_21	0.671	0.361	Valid
	Productivity_Performance_22	0.816	0.361	Valid
	Productivity_Performance_23	0.664	0.361	Valid
	Productivity_Performance_24	0.625	0.361	Valid
	Productivity_Performance_25	0.553	0.361	Valid
	Productivity_Performance_26	0.614	0.361	Valid
	Productivity_Performance_27	0.365	0.361	Valid
	Productivity_Performance_28	0.546	0.361	Valid
	Productivity_Performance_29	0.726	0.361	Valid
	Productivity_Performance_30	0.625	0.361	Valid
	Productivity_Performance_31	0.590	0.361	Valid
	Productivity_Performance_32	0.500	0.361	Valid
	Productivity_Performance_33	0.491	0.361	Valid
	Productivity_Performance_34	0.632	0.361	Valid
	Productivity_Performance_35	0.679	0.361	Valid
Productivity_Performance_36	0.550	0.361	Valid	

Table 3 shows that all questionnaire items contained in employee performance productivity have a Corrected Item-Total Correlation coefficient value $r_{count} > r_{table}$ (0.361), so it can be



concluded that all questionnaire items on employee performance productivity variables can be declared valid.

2) Reliability Test

a) Reliability Test Results

The following are the results of reliability testing for the variables intrinsic motivation, extrinsic motivation and performance productivity which can be presented in the table as follows:

Table 4.

Test Results Reliability (Reliability statistic)

Questionnaire Items	Cronbach's Alpha	Standard Coefficient Value	Information
Intrinsic_Motivation (X1)	0.868	0.6	Reliable
Extrinsic_Motivation (X2)	0.650	0.6	Reliable
Productivity_Performance_ (Y)	0.878	0.6	Reliable

From the results Table 4 can be seen reliability testing for variables intrinsic motivation, extrinsic motivation and performance productivity has a Cronbach's Alpha coefficient value > 0.6 so it can be concluded that all the variables used are declared reliable, meaning that all respondents give their answers on average consistent and relatively stable between one questionnaire and another.

4. Research Results and Discussion

4.1 Classical Assumption Test Results

a. Normality test

The results of testing the classical assumptions of tabulation processing of respondents' answers are as follows: Normality test shows a significance value (Asymp. Sig. 2-tailed) of 0.077, so it is known that the significance value is $0.077 > 0.05$ so that the regression model can be concluded that the residual value is normally distributed and meets the normality assumption.

b. Multicollinearity Test

The results of multicollinearity testing from tabulation processing of respondents' answers are as follows: It is known that the variables intrinsic motivation and extrinsic motivation have a Tolerance value > 0.1 and a VIF value < 10 , so it can be concluded that the variables of intrinsic motivation and extrinsic motivation show no multicollinearity symptoms.

c. Heteroscedasticity Test

The results of heteroscedasticity testing from tabulation processing of respondents' answers using the Glejser method can be presented as follows: shows that the significance values for the independent variables are as follows:

1) The intrinsic motivation variable (X1) has a significant value of 0.295.

2) The extrinsic motivation variable (X2) has a significant value of 0.358.

Thus it can be concluded that the variables of intrinsic motivation and extrinsic motivation have a significance value of > 0.05 , so it can be concluded that the regression model does not have heteroscedasticity symptoms.

4.2 Multiple linear regression

The following is a multiple linear regression equation from the results of tabulated data processing of respondents' answers as follows:

Table 5.
Test results Multiple Linear Regression

Model		Coefficientsa		Standardized Coefficients	t	Sig.
		Unstandardized Coefficients	Std. Error			
	B			Beta		
1	(Constant)	31.621	4.238		7.462	.000
	Motivasi_I	.745	.125	.530	5.939	.000
	ntrinsik_X1					
	Motivasi_E	.229	.136	.151	1.692	.093
	kstrinsikX2					

From the results above, it can be seen that the following multiple linear regression testing can be presented with multiple linear regression equations, namely: $Y = 31.621 + 0.745X1 - 0.229X2$. The following is the interpretation of the multiple linear regression equation above, namely:

- The constant value (a) of 31.621 is fixed, meaning that it will increase employee work productivity by 31.621. unit with the assumption that the coefficient value of intrinsic motivation and extrinsic motivation is zero.
- The intrinsic motivation variable is 0.745 and has a positive value, meaning that if there is an increase of one point, intrinsic motivation will be able to increase employee work productivity by 0.745 units.
- The employee extrinsic motivation variable is 0.229 and has a positive value, meaning that if there is an increase of one point extrinsic motivation will be able to increase employee work productivity by 0.229 units.

4.3 Hypothesis Test Results

a. Partial Test

Following are the partial test results of tabulation processing of respondents' answers can be presented in the table as follows

Table 6
Table of partial test

Model		Coefficientsa		Standardized Coefficients	t	Sig.
		Unstandardized Coefficients	Std. Error			
	B			Beta		
1	(Constant)	31.621	4.238		7.462	.000
	Motivasi_Intrinsik_X1	.745	.125	.530	5.939	.000
	Motivasi_EkstrinsikX2	.229	.136	.151	1.692	.093

In this study, the number of samples used was $n = 139$ and the value of $df = n - k = 139 - 2 = 137$ so that the ttable coefficient value = 1.664 at significant 0.05, then the following can be described about the partial test results according to the table above: as follows:

- Intrinsic motivation shows that there is a positive and significant influence on the productivity of employee performance at PT. Weigh Deli Indonesia because it has a coefficient value ($t_{count} > t_{table}$, $5.939 > 1.664$ at significant $0.000 < 0.05$) then the research hypothesis H1 is accepted.
- Extrinsic motivation shows that there is no positive and significant influence on employee performance productivity at PT. Weigh Deli Indonesia because it has a coefficient value ($t_{count} < t_{table}$, $1.692 < 1.664$ at significant $0.093 < 0.05$), the research hypothesis H2 is rejected.

b. Simultaneous Test

The following are the results of simultaneous testing of tabulation processing of respondents' answers as follows:

Table 7
Hasil simultaneous test

		ANOVAa				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1724.521	2	862.261	47.619	.000b
	Residual	2462.644	136	18.108		
	Total	4187.165	138			

a. Dependent Variable: Total_Y
b. Predictors: (Constant), Motivasi_Ekstrinsik (X2), Motivasi_Intrinsik (X1)

From the above, it can be seen that the simultaneous test results obtained the coefficient value of $F_{count} = 2.359$ at 0.098 significance. Meanwhile. The number of research samples used was $n = 139$ where $df (1) = k - 1 = 3 - 1 = 2$ and $df (2) = n - k = 139 - 3 = 136$ obtained the value of the coefficient $F_{table} = 3.06$ at significant 0, 05. From the table above, it can be concluded that simultaneously intrinsic motivation and extrinsic motivation together have a positive and significant effect on employee performance productivity at PT. Weigh Deli Indonesia ($F_{count} > F_{table}$, $47.619 > 3.06$ at $0.000 < 0.05$) so it can be concluded that H3 is accepted.

c. Coefficient of Determination (R²)

The following are the results of testing the coefficient of determination from tabulation processing of the respondents' answers as follows

Table 8
coefficient of determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.642a	.412	.403	4.25531

a. Predictors: (Constant), Total_X2, Total_X1

In the table above, the coefficient of determination R square (R²) is 0.412, this shows that intrinsic motivation and extrinsic motivation have a sufficient correlation to the productivity of employee performance at PT. Weigh Deli Indonesia. Thus, it can be said that the productivity of employee performance can be explained by intrinsic motivation and extrinsic motivation of 41.2% ($0.412 \times 100\%$) and the remaining 58.8% can be explained by other variables not studied such as training, compensation, incentives and etc.

5. Conclusion

Based on the results of the statistical test and the explanation given above, the following conclusions can be made, namely:

- a. Partially intrinsic motivation has a positive and significant effect on employee performance productivity at PT. Weigh Deli Indonesia because it has a coefficient value ($t_{count} > t_{table}$, $5.939 > 1.664$ at significant $0.000 < 0.05$), the research hypothesis H1 is accepted, while partially extrinsic motivation has no positive and significant effect on employee performance productivity at PT. Weigh Deli Indonesia because it has a coefficient value ($t_{count} < t_{table}$, $1.692 < 1.664$ at significant $0.093 > 0.05$), the research hypothesis H2 is rejected.
- b. Simultaneously intrinsic motivation and extrinsic motivation together have a positive and significant effect on employee performance productivity at PT. Weigh Deli Indonesia because it has a coefficient value ($F_{count} > F_{table}$, $47.619 > 3.06$ at a significant $0.000 < 0.05$) so it can be concluded that H3 is accepted. Motivasi intrinsik dan motivasi ekstrinsik mempunyai korelasi yang cukup dengan produktivitas kinerja karyawan. Kemampuan produktivitas kinerja karyawan dapat explained by intrinsic and extrinsic motivation of 41.2% ($0.412 \times 100\%$) and the remaining 58.8% can be explained by other variables not examined.

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