

The Effect of Training, Work Motivation, Remuneration, Work Attitude and Employee Satisfaction on Employee Productivity At PT Sumatera Berlian Motor Rantauprapat

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Abstract:- This study aims to discover the effect of Training, Work Motivation, Remuneration, Work Attitude and Job Satisfaction on Employee Productivity at PT Sumatera Berlian Motor Rantauprapat. The sampling technique used census and samples were taken from the entire population (saturated sample) of 56 people. The type of data used was primary data and secondary data. The results of this study indicated that there was a positive and a significant effect among the variables of Training, Work Motivation, Remuneration, Work Attitude and Job Satisfaction on Employee Productivity at PT Sumatera Berlian Motor Rantauprapat (F test). In partial testing (T test) it was known that the variables of Training, Work Motivation, Remuneration, Work Attitude and Job Satisfaction on Employee Productivity at PT Sumatera Berlian Motor Rantauprapat, with the most dominant T value that was affecting Work Motivation in this study has much more value large compared to other variables (Training, Remuneration, Work Attitude and Job Satisfaction), so it can be said that Work Motivation was the dominant determining factor in taking Employee Productivity $t_{count} 5.707 > t_{table 2008}$ at $\alpha = 5\%$ ie $0,000 < 0,05$ so that the second hypothesis in this study can be verified.

Keywords:- Training, Work Motivation, Work Attitude, Job Satisfaction, Employee Productivity.

I. INTRODUCTION

➤ Background of the Problem

PT Sumatera Berlian Motor was located at Rantauprapat, Labuhan Batu Regency, established in 2014, has employed and created many professional employees. The reason for this research in choosing the object of PT Sumatera Berlian Motor is because it was found that the performance of most employees was not maximal because individual employees were not skilled and had to undergo

training for a long time, so that the process of forming quality of human resources to be more professional in work and to have good commitment are difficult to be realized well.

Good training brings benefits including: increasing employee knowledge of culture and competitors, helping employees to understand how to work effectively in teams to produce quality services and products, ensuring that corporate culture emphasizes innovation, creativity and learning, and guarantee safety.

Work motivation also determines performance improvement. PT Sumatera Berlian Motor in Rantauprapat, the superiors very much motivated his employees like encourage employee morale and passion, increased the employee's morale and job satisfaction, increased employee's work productivity, maintain employee's loyalty and stability.

The issue of remuneration has always been a subject of frequent discussion even though it is not open between the two parties, namely the organization and employees. However, various human resource studies discussing the employee dissatisfaction with remuneration, can reduce commitment to work.

Employee productivity can not be achieved if the attitude of employees in work is not in line with organizational goals. Organizations in which there are organizations, these organizations are also inseparable from the problem of work attitudes and organizational performance. Organizations often face problems in the work environment, both with co-workers, superiors or even with the work itself.

Job satisfaction is a very important factor to get optimal work results. When employees feel satisfaction at work, of course they will try as much as possible with all their ability to complete their work tasks.

II. REVIEW OF LITERATURE

➤ *Training*

According to Mondy (2011), training and development (training and development) is at the heart of ongoing efforts to improve employee competency and organizational performance.

➤ *Motivating Work*

According to Hasibuan (2012) states, motivation is providing the driving force that creates the excitement of one's work so that they want to work together, work effectively and be integrated with all their efforts to achieve satisfaction.

➤ *Remuneration*

Remuneration according to Marwansyah, (2014) explains that rewards have a wider scope than wages or salaries. Rewards include all expenses incurred by the organization for its employees and received or received by employees, either directly, routinely or indirectly (someday).

➤ *Work Attitudes*

Work attitude is an assessment of the suitability of work tools used by workers in working with anthropometric measures of workers with a predetermined size. When working, it is very important to note that work attitudes must be in a balanced state in order to work comfortably and last longer (Marwansyah, 2014).

➤ *Job Satisfaction*

Richard, (2012) asserts that job satisfaction is related to one's feelings or attitudes regarding the job itself, salary, promotion or education opportunities, supervision, work colleagues, workloads and others.

➤ *Productivity of Employees*

According to Siagian (2011), Productivity is a measure of the quantity and quality of work performed by considering the costs and resources used to do the work. Increased work productivity is only possible by humans. Conversely, human resources can also be the cause of waste and inefficiency in sharing their forms.

➤ *Research Hypothesis*

- H1: Training has a positive and a significant effect on the Productivity at PT Sumatera Berlian Motor Employees in Rantauprat.
- H2: Work Motivation has a positive and a significant effect on the Productivity at PT Sumatera Berlian Motor Employees in Rantauprat.
- H3: Remuneration has a positive and a significant effect on the Productivity at PT Sumatera Berlian Motor Employees in Rantauprat.

- H4: Work Attitude has a positive and a significant effect on the Productivity at PT Sumatera Berlian Motor Employees in Rantauprat.
- H5: Job Satisfaction has a positive and a significant effect on the Productivity at PT Sumatera Berlian Motor Employees in Rantauprat.
- H6: Training, Work Motivation, Remuneration, Work Attitude, Job Satisfaction together have a positive and a significant effect on the Productivity of PT Sumatera Berlian Motor Employees in Rantauprat.

III. METHOD

A. *Type of Research*

This type of research used in this study is associative research, namely research that connects between two or more variables, Sugiyono (2012). With a causal relationship that is a causal relationship, Sugiyono (2012). The place and time of this study was conducted at PT Sumatera Berlian Motor Rantauprat having the address at Jalan Baru No. 312 Rantauprat Labuhanbatu Regency.

B. *Population and Samples*

The population taken in this study were employees of PT Sumatera Berlian Motor Rantauprat. The sample is part of the number and characteristics possessed by the population. For this reason, samples taken from the population must be truly representative. The sampling method used a census sampling technique and took a sample of the entire population (saturated sample) of 56 people.

C. *Data Collection Methods and Techniques*

In this study, the data collection method used was a questionnaire method, the type of questionnaire was a closed questionnaire with a Likert scale. The data collection techniques in this study were questionnaire and interview. According to Sugiyono (2012), data collection techniques include:

- Interview (Interview), is used as a data collection technique if the researcher wants to conduct a preliminary study to find the problems that must be examined, and also if the researcher wants to know the things from the respondents who are more downward and the number of respondents is small. This data collection technique bases itself on self-report or self-report, or at least on personal knowledge or beliefs.
- Questionnaire, is a data collection technique that is done by giving a set of questions or written statements to the respondent. Questionnaires are efficient data collection techniques when researchers know for certain variables to be measured and know what can be expected from the respondents. In addition, the questionnaire is also suitable for use if the number of respondents is quite large and spread over a wide area. Questionnaires can be closed or open questions / statements, can be given to respondents directly or sent by post or internet.

IV. RESULT AND DISCUSSION

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .797 ^a | .635 | .599 | 1.54956 |

Table 1:- shows that: Predictors:(Constant), Training, Work Motivation, Remuneration, Work Attitude, Job Satisfaction.

- R = 0.797 means the relationship among the variables of Training, Work Motivation, Remuneration, Work Attitude and Job Satisfaction on Employee Productivity by 79.7%. It means that they have a close relationship.
- Standard Error of Estimated is 1.54956 the smaller the standard deviation means the better the model.

A. Hypothesis Testing Using Multiple Linear Regression Analysis

To test whether the proposed hypothesis is accepted or rejected t statistic (t test) is used. This test is carried out to find out how much influence the independent variable is Training (X1), Work Motivation (X2), Remuneration (X3), Work Attitude (X4), Job Satisfaction (X5) partially on the dependent variable namely Employee Productivity (Y). The results of processing from the T Test can be seen in table 2 as follows:

| Coefficients ^a | | | | | | |
|---------------------------|------------------|--|-------|---------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | | |
| B | Std. Error | Beta | | | t | Sig. |
| | (Constant) | 1.038 | 3.264 | | .318 | .752 |
| | Training | .024 | .077 | .028 | .320 | .750 |
| | Work Motivation | .481 | .084 | .544 | 5.707 | .000 |
| | Remuneration | .224 | .135 | .202 | 2.657 | .014 |
| | Work Attitude | .265 | .139 | .219 | 2.912 | .022 |
| | Job Satisfaction | .173 | .080 | .191 | 2.165 | .035 |
| | | a. Dependent Variable: Employee Productivity | | | | |
| | | b. Source: Primary Data Processing Results. | | | | |

Table 2:- T Test Results

➤ *Results of First Hypothesis Testing (X1)*

Seen in column T the Training variable (X1) has a tcount (0.320) < t table (2.008) which means that Ho is accepted and Ha is rejected. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.750 > 0.05. Thus it can be concluded that the training variable (X1) has a positive and not a significant effect on the employee productivity at PT Sumatera Berlian Motor Rantauprapat at α = 5%. This means that if the training variable is increased by one unit, Employee Productivity will increase by 0.024 units. A positive t value indicates that the Training variable has a direct relationship with Employee Productivity.

➤ *Second Hypothesis Testing Results (X2)*

In column T variable Work Motivation (X2) tcount (5.707) > ttable (2.008) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0,000 < 0.05. Thus it can be concluded that the variable Work Motivation (X2) has a positive and significant effect on the Productivity of Employees at PT Sumatera Berlian Motor Rantauprapat at α = 5%. This means that if the product variable is increased by one unit, Employee Productivity will increase by 0.481 units. Positive t value indicates that

the variable Work Motivation has a direct relationship with Employee Productivity.

➤ *Third Hypothesis Testing Results (X3)*

In column T Remuneration (X3) variable t (2,657) > ttable (2,008) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.014 < 0.05. Thus it can be concluded that the Remuneration variable (X3) has a positive and significant effect on the Productivity of Employees at PT Sumatera Berlian Motor Rantauprapat at α = 5%. This means that if the Remuneration variable is increased by one unit, Employee Productivity will increase by 0.224 units. A positive t value indicates that the Remuneration variable has a direct relationship with Employee Productivity.

➤ *Fourth Hypothesis Testing Results (X4)*

In column T the variable Work Attitude (X4) tcount (2.165) > ttable (2.008) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.035 < 0.05. Thus it can be concluded that the Work Attitude (X4) variable has a positive and significant effect on the Productivity of Employees at PT Sumatera Berlian Motor Rantauprapat at α = 5%. This means that if the Work

Attitude variable is increased by one unit, Employee Productivity will increase by 0.265 units. Positive t value indicates that the Work Attitude variable has a direct relationship with Employee Productivity.

➤ *Fourth Hypothesis Testing Results (X5)*

In column T the variable Job Satisfaction (X5) tcount (2,912) > ttable (2,008) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.022 < 0.05. Thus, it can be concluded that the Job Satisfaction variable (X4) has a positive and significant effect on the Productivity of Employees at PT Sumatera Berlian Motor Rantauprapat at $\alpha = 5\%$. This means that if the Work Satisfaction variable is increased by one unit, Employee Productivity will increase by 0.173 units. Positive t value indicates that the variable Job Satisfaction has a direct relationship with Employee Productivity.

➤ *Results of Hypothesis Testing X1, X2, X3, X4, X5*

To test whether the proposed hypothesis is accepted or rejected, use the F statistic (F test). The F test aims to determine the effect simultaneously or together independent variables namely Training (X1), Work Motivation (X2), Remuneration (X3), Work Attitude (X4), Job Satisfaction (X5) partially on the dependent variable namely Employee Productivity (Y).

| ANOVA ^b | | | | | |
|--------------------|----------------|----|-------------|--------|-------------------|
| Model | Sum of Squares | Df | Mean Square | F | Sig. |
| Regression | 208.926 | 5 | 41.785 | 17.402 | .000 ^b |
| Residual | 120.056 | 50 | 2.401 | | |
| Total | 328.982 | 55 | | | |

Table 3:- Test Results F

- Predictors: (Constant), Training, Work Motivation, Remuneration, Work Attitude, Job Satisfaction.
- Dependent Variable: Employee Performance

In Table 3 it can be seen that the value of Fcount is 17,402 with a significance level of 0,000. Based on the F test results the data of this study are significant, it can be seen from the sig value smaller than the alpha value (0,000 < 0.05).

If the significance level is below 0.05 then H0 is rejected and Ha is accepted.

Conclusion

| F _{count} | F _{table} |
|--------------------|--------------------|
| 17.402 | 2,380 |

Table 4:- Reability Statistics

Source: Primary Data Processing Results

Representation of ANOVA, namely:

- The calculated F value is 17.402 while the F value at the 95% confidence level ($\alpha = 0.05$) is 2.380. This means that $F_{count} 17,402 > F_{table} 2,380$ ie Ha is accepted and Ho is rejected. For the significance level of $0,000 < 0,05$, it shows that the variables namely Training (X1), Work Motivation (X2), Remuneration (X3), Work Attitude (X4), Job Satisfaction (X5) together (simultaneously) have a positive effect and significant to the Productivity of Employees at PT Sumatera Berlian Motor Rantauprapat.

B. Discussion of Research Results

In accordance with the results of respondents' answers to the intended questions related to the variables studied in the study, and the results of statistical testing of the proposed hypothesis, it can be adjusted several things that the findings of the study are:

➤ *The Effects of Training on Employee Productivity*

Based on the t test the Training variable (X1) has a tcount (0.320) < ttable (2.008) which means that Ho is accepted and Ha is rejected. Whereas the significant value is smaller than the probability value of 0.05 or a significant value of 0.750 > 0.05. Thus it can be concluded that the training variable (X1) has a positive and not a significant effect on the employee productivity at PT Sumatera Berlian Motor Rantauprapat at $\alpha = 5\%$.

This is in line with Sunarsi's research, (2018) with the research title "The Effect of Recruitment, Selection and Training on Employee Productivity at PT. Mercolade ". Based on the results of this study the first: a partial test (t) recruitment, selection, training has a partial or simultaneous influence on the work productivity of employees of PT Mercolade Tangerang. If seen from the coefficient of determination results obtained 59.6% productivity can be explained by the variables of recruitment (x1), selection (x2) and training (x3) and the remaining 40.4% productivity (y) is influenced by other variables not examined for example motivation, leadership.

➤ *The Effects of Internal Work Motivation on Employee Productivity*

Based on the t test the variable Work Motivation (X2) has a tcount (5.707) > t table (2.008) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0,000 < 0.05. Thus it can be concluded that the Work Motivation variable (X2) has a positive and significant effect on the Productivity of Employees at PT Sumatera Berlian Motor Rantauprapat at $\alpha = 5\%$.

This is in line with the study of Saleh and Utomo (2018) in a study entitled "The Effect of Work Discipline, Work Motivation, Work Ethics and Work Environment on Employee Productivity in Production at PT. Inko Java Semarang ". Based on the results of research that has been done shows that work discipline variables have positive results but do not significantly influence work productivity, work motivation variables have a significant effect on work

productivity, work ethic variables have positive results but do not have a significant effect on work productivity, and work environment variables has negative results and does not have a significant effect on work productivity.

➤ *The Effects of Remuneration on Employee Productivity*

Based on the t-test variable Remuneration (X3) $t_{count} (2,657) > t_{table} (2,008)$ which means that H_0 is rejected and H_a is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.014 < 0.05. Thus it can be concluded that the Remuneration variable (X3) has a positive and significant effect on Employee Performance at PT. Sapadia Wisata Rantauaprat at $\alpha = 5\%$.

This is in line with Mukhlis research, etc. (2018) in a study entitled "The Effect of Remuneration, Competence and Career Development on Job Satisfaction and Employee Productivity of PT. Pelindo I Dumai Branch ". Based on the results of research that has been done shows that Remuneration, Competence, Career Development and Job Satisfaction have a significant effect on Productivity. The test results using path analysis, it is known that the Job Satisfaction variable can mediate the effect of Remuneration on Productivity, the Job Satisfaction variable can mediate the effect of Competency on Productivity, and the Job Satisfaction variable is able to mediate the effect of Career Development on Productivity.

➤ *The Effects of Work Attitudes on Employee Productivity*

Based on the results of the t test the variable Work Attitude (X4) $t_{count} (2.165) > t_{table} (2.008)$ which means that H_0 is rejected and H_a is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.035 < 0.05. Thus it can be concluded that the Work Attitude (X4) variable has a positive and significant effect on the Productivity of Employees at PT Sumatera Berlian Motor Rantauaprat at $\alpha = 5\%$.

This is also in line with the research of Supriyanto (2014) in a study entitled "The Effect of 5S (Seiri, Seiton, Seiso, Seiketsu, Shitsuke) Work Attitudes on Productivity" at PT. Sanoh Indonesia" with 80 employees as the respondents. The sampling technique used proportional random sampling. The data analysis used simple linear regression. The results showed that 5S's work attitude had a positive and a significant effect on productivity.

➤ *The Effect of Job Satisfaction on Employee Productivity*

Based on the results of the t test the variable Job Satisfaction (X5) $t_{count} (2,912) > t_{table} (2,008)$ which means that H_0 is rejected and H_a is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.022 < 0.05. Thus it can be concluded that the Job Satisfaction variable (X4) has a positive and significant effect on the Productivity of Employees at PT Sumatera Berlian Motor Rantauaprat at $\alpha = 5\%$.

This is also in line with Iswandi's research, etc. (2018) in a study entitled "The Effect of Confidence in Bosses, Organizational Commitment and Job Satisfaction on Employee Productivity (Empirical Studies in the General Section in Malang City Hall 2018 Period)". The results show that trust in the boss partially has a significant effect on employee productivity with a value (sig 0.017), organizational commitment partially has a significant effect on employee work productivity with a value (sig .0.040), job satisfaction partially has a significant effect on employee productivity with value. (sig. 0,000).

➤ *The Effects of Training, Work Motivation, Remuneration, Work Attitude, Job Satisfaction on Employee Productivity*

Based on the results of the study obtained a value of F_{count} of 17,402 > while F_{table} of 2,380 ie H_a was accepted and H_0 was rejected. For the significance level of 0,000 < 0.05, it shows that the variables namely Training (X1), Work Motivation (X2), Remuneration (X3), Work Attitude (X4), Job Satisfaction (X5) together (simultaneously) have a positive effect and significant to the Productivity of Employees at PT Sumatera Berlian Motor Rantauaprat.

The role of training, work motivation, remuneration, work attitude, job satisfaction are becoming increasingly important, because today there is a tendency to change the motives of an employee to do an innovative activity, where the activity increases the ability to do employee productivity.

V. CONCLUSION

The conclusions formulated in the study with the title "The Effect of Training, Work Motivation, Remuneration, Job Attitude And Job Satisfaction on Employee Productivity at PT Sumatera Berlian Motor Rantauaprat" are:

- The results of the study based on adjusted R Square of 0.599 means that 59.9% of employee productivity factors can be explained by training, work motivation, remuneration, work attitude, job satisfaction.
- The results of the study based on the F test show that the variables of training, work motivation, remuneration, work attitude, work satisfaction together (simultaneously) have a positive and a significant effect on employee productivity at PT Sumatera Berlian Motor Rantauaprat.
- Research results based on the T test show that work motivation, remuneration, work attitude, job satisfaction have a positive and significant effect on employee productivity, while training variables have a positive and not significant effect on PT Sumatera Berlian Motor Rantauaprat.

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