

The Influence of Motivation, Work Environment and Work Discipline on Employee Performance Productivity in Takoyaki Business in Lamongan

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ABSTRACT

In the era of the industrial revolution 4.0 or the current millennial era, the development of sophisticated technology and knowledge, especially in industry, including the food industry, is a main characteristic. Takoyaki businesses in Lamongan, which are widely loved by the public, need to continue to manage, maintain, and increase management its marketing. Every Employees at the Takoyaki business in Lamongan are required to behave friendly, polite to customers and co-workers, providing the best service to attract interest buyers. This research is a descriptive quantitative study that aims to test the hypothesis that has been formulated, using SPSS software to analysis. In this study, 28 using saturated sampling techniques and taken from Takoyaki business employees in Lamongan. The results of the analysis showed that all data collected valid and reliable, as well as No There is problem multicollinearity or heteroscedasticity. The output from SPSS shows the coefficient of determination (R²) of 0.908. Based on the t-table calculation, the calculated t value for variable X1 is 3.975 and for the variable X2 is 9.423, and X3 is 3.408 all three exceed mark t- table as big as 2,063, indicating influence Which significant in a way partial. In addition, the calculated f value of 122.756 exceeds the f value table as big as 3,400 shows influence simultaneous from third variable The multiple linear regression analysis produces the formula: $Y = 2.641 + 0.303 X1 + 0.963 X2 + 0.399 X3 + e$. The conclusion of this study is that the three variables have a significant partial influence, namely motivation, work environment and work discipline. show influence positive and significant to employee performance.

INTRODUCTION

Tough competition require company understand method manage , organize , and improve quality service to be visible more good in the eyes consumers . Quality service viewed as an important strategy For to achieve success and maintain position company . This is due to contribution good service to satisfaction consumers . Efforts to improve quality service become factor important in success and success business . When consumers feel that services provided satisfactory , the

company will also accept response positive in return .

RESEARCH METHODS

Study This use type study quantitative descriptive. This study utilizes data collection methods through the use of questionnaires, observations, and interviews. The data sources referred to in the study are subjects from which data can be obtained. In this study, the population studied was the Takoyaki Business in Lamongan. The sampling procedure used in this study was non-probability with a purposive sampling technique. Sugiyono (2019:133) states that the purposive sampling technique is a sampling determination technique with certain considerations. The data analysis techniques used in this study are validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, determination coefficient tests (R²), t tests and f tests.

RESULTS AND DISCUSSION

1. Test Validity

Table 1 Validity

Variables	Item	R Count	R table	Signification	Description
Motivation	X1.1	0.601	0.361	0,000	Valid
	X1.2	0.434	0.361	0,000	Valid
	X1.3	0.663	0.361	0,000	Valid
	X1.4	0.663	0.361	0,000	Valid
	X1.5	0.601	0.361	0,000	Valid
Work environment	X2.1	0.422	0.361	0,000	Valid
	X2.2	0.505	0.361	0,000	Valid
	X2.3	0.584	0.361	0,000	Valid
	X2.4	0.663	0.361	0,000	Valid
Discipline Work	X3.1	0.422	0.361	0,000	Valid
	X3.2	0.505	0.361	0,000	Valid
	X3.3	0.584	0.361	0,000	Valid
	X3.4	0.663	0.361	0,000	Valid
Employee performance productivity	Y1.1	0.601	0.361	0,000	Valid
	Y1.2	0.434	0.361	0,000	Valid
	Y1.3	0.663	0.361	0,000	Valid
	Y1.4	0.422	0.361	0,000	Valid
	Y1.5	0.505	0.361	0,000	Valid
	Y1.6	0.584	0.361	0,000	Valid

Source Data processed SPSS 24

From results testing validity, a items statement in on considered validif the calculated r value (rhitung) is greter than the table r value (rtable). It is known that the rtable value for a sample size of 28 is 0.361, as stated inattachment. From the data provided, the calculated r value of the independent varaibels and dpendent variablesbound in table the show that the result more greater than the value rtable which mentioned previously. By because that, based on test significance, the statement items in the variable can be concluded as valid.

2. Test Reliability

Table 2 u test Reliability

Variables	Cronbach Alpha	Information
MOTIVATION	0.746	Reliable
Work environment	0.320	Reliable
Work Discipline	0.320	Reliable
Employee performance productivity	0.518	Reliable

Source Data processed SPSS 24

From table on show that mark Cronbach's Alpha For each research variables is more big from 0.60. With thuscan concluded that the whole instrument study is reliable.

3. Classical Assumption Test

a. Test Normality

Table 3 Test Normality

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		28
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.79790464
Most Extreme Differences	Absolute	.143
	Positive	.143
	Negative	-.103
Test Statistics		.143
Asymp. Sig. (2-tailed)		.149 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Data source processed SPSS 24

From table on can known that level significant sample kolimogro-smirnov > 0.05. so can withdrawn conclusion table on 0.149 < from 0.05 which mean data distributed normal.

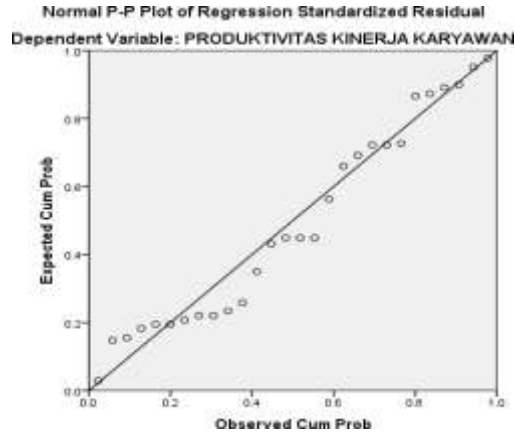


Figure 1 Scatterplot Normality Test Source : Spss 24

b. Multicollinearity Test

Table 4 Multicollinearity Test Results

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2,641	1,453		1,817	.081		
	MOTIVATION	.303	.076	.308	3.975	.001	.615	1.625
	Work environment	.963	.102	.730	9.423	.000	.615	1.625
	WORK DISCIPLINE	.303	.078	.408	3.432	.001	.615	1.625
a. Dependent Variable: EMPLOYEE PERFORMANCE PRODUCTIVITY								

Based on table 4, it is known that the VIF value of the motivation variable (X1), work environment variable (X2) an work discipline variable (X3) is $1.625 < 10$ and the tolerance value is $0.615 > 0.1$, so the data does not experience multicollinearity.

c. Heteroscedasticity Test

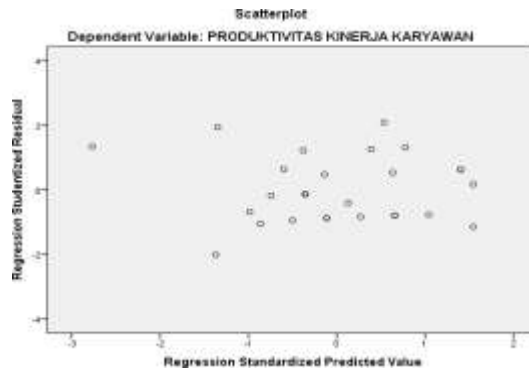


Figure 2 Heteroscedasticity Test Results
 Source: data taken from SPSS version 24

Based on the scatterplot graph, it can be seen that the points are spread randomly and do not form a clear or regular pattern, and the points are spread above and below the number 0 on the Y axis, so it can be concluded that this study shows that there is no deviation from the classical assumption of Heteroscedasticity.

4. Analysis Multiple Linear Regression

Table 5 Analysis Multiple Linear Regression

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,641	1,453		1,817	.081
	MOTIVATION	.303	.076	.308	3,975	.001
	WORK ENVIRONMENT	.963	.102	.730	9,423	.001
	WORK DISCIPLINE	.399	.117	.323	3,408	.008

a. Dependent Variable: EMPLOYEE PERFORMANCE PRODUCTIVITY

Data source: Taken from SPSS 24

Based on the table above, it describes the linear equation model as follows:

$$Y = 2.641 + 0.303 X_1 + 0.963 X_2 + 0.399 X_3 + e$$

Where

Y = Employee Performance Productivity

a = Constant

X 1 = Motivation

X 2 = Work environment

X 3 = Work Discipline

From this equation it can be explained that:

1. Constant (a)

$a = 2.641$ show price constant , if mark variable large /independent = 0, then productivity performance employee (Y) will as big as 2,641 .

2. Coefficient regression motivation (X 1)

$b_1 = 0.303$ show that variable motivation influential positive to Employee performance productivity (Y). in other words, if variable motivation improved as big.

3. Coefficient regression environment work (X 2)

$b_2 = 0.963$ show that variable environment Work influential positive to Employee performance productivity (Y). in other words, if variable environment Work improved as big as One something so Employee Performance Productivity will increase of 0.963

4. Coefficient regression motivation (X 3)

$b_3 = 0.399$ indicates that variable discipline Work influential positive to Employee performance productivity (Y). in other words, if variable discipline Work improved as big as One something so Employee Performance Productivity will increase of 0.399.

1. Coefficient Test Determination (R^2)

Table 6 Coefficient Test Determination (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.953 ^a	.908	.900	.82921
a. Predictors: (Constant), WORK ENVIRONMENT, WORK DISCIPLINE, MOTIVATION				

Source: Data taken from SPSS 24

Based on the results of the summary table, the value of $R = 0.953$ and the value determination coefficient $RSquare = 0.908$ then based on the results of SPSS 24 processing and with the formula $KP = 9.08 \times 100\% = 90.8\%$ then shows that the influence contributed by the variable X

(independent) and variable Y (Dependent) is 90.8%. While the remaining 9.2% of other variables that were not researched, for example, are influenced by the work environment and work dicipline variables.

5. t-test

Table 7 t-test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,641	1,453		1,817	.081
	MOTIVATION	.303	.076	.308	3.975	.001
	WORK ENVIRONMENT	.963	.102	.730	9.423	.001
	WORK DISCIPLINE	.399	.117	.323	3.408	.008

a. Dependent Variable: EMPLOYEE PERFORMANCE PRODUCTIVITY

Data source: Data obtained from SPSS 24

From the data above it can be concluded that:

1. motivation (X1) based on the results of the t -statistic test were obtained results t count For variable motivation (X1) is 3.975 then $t_{a/2} : df = nk-1 = 28-3-1 = 24$ t table 2,063 values significant = 0.001, then $t_{table} < t_{count} (2.063 < 3.975)$ H_0 rejected and H_a accepted , so that can interpreted that For variable motivation (X1) has an effect to variable Employee performance productivity (Y).



Figure 3 Variable t-Test Curve Motivation (X1)

2. Environment Work (X2) based on the results of the t -statistic test were obtained results t count For variable environment work (X2) is 9.423 then $t_{a/2} : df = nk-1 = 28-3-1 = 24$ t table 2.068 then $t_{table} < t_{count} (2.068 < 9.423)$ H_0 rejected and H_a accepted , so that can interpreted that For variable environment work (X2) has an effect to variable Employee performance productivity (Y).

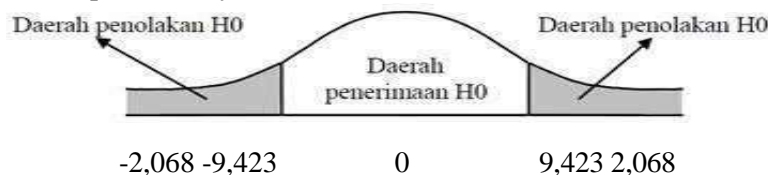


Figure 4 variable t-Test Curve Environment Work (X2)

- Discipline Work (X3) based on the results of the t-statistic test were obtained results t count For variable discipline work (X3) is 3.408 then $t_{\alpha/2 : df = nk-1 = 28-3-1 = 24}$ table 2.068 then $t_{table} < t_{count}$ ($2.068 < 3.408$) H_0 rejected and H_a accepted , so that can interpreted that For variable discipline work (X3) has an effect to variable Employee performance productivity (Y).

Classical Assumptions

Normality Test

According to Enriza, M. et al., (2024) the normality test is used to see whether the distribution of variables in the regression model has a normal distribution. If the significance value (p-value) > 0.05, it can be assumed that the data has a normal distribution, but if the significance value < 0.05, it can be assumed that the data does not have a normal distribution.

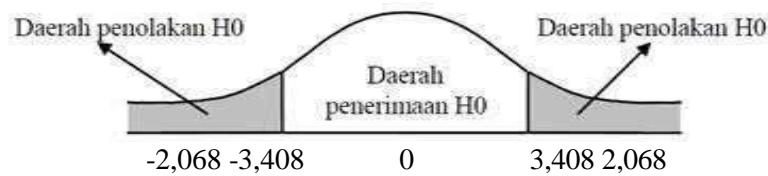


Figure 5 Variable t-Test Curve Discipline Work (X3)

6. F Test

Table 8 F Test

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	168,810	2	84,405	122,756	.000 ^b
	Residual	17,190	25	.688		
	Total	186,000	27			
a. Dependent Variable: EMPLOYEE PERFORMANCE PRODUCTIVITY						
b. Predictors: (Constant), WORK DISCIPLINE, WORK ENVIRONMENT, MOTIVATION						

Source: data taken from SPSS 24

Hypothesis testing steps (F test):

- Terms used that is :

$H_0 : b_1 = b_2 = 0$, shows in a way simultaneous between variable free No own influence with variable bound .

$H_1 : b_1 \neq b_2 \neq 0$, shows in a way simultaneous between variable free own influence with variable bound .

2. With a significance level of $\alpha = 0.05$

3. Determine mark critical

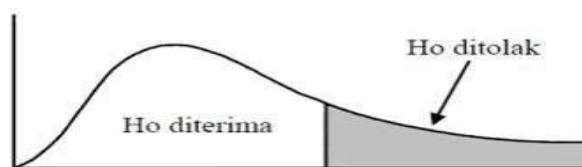
How to determine F_{table} is with determine degrees free numerator or df_1 which consists of 2 variables free , after That determine degrees free distribution or df_2 with formula $nk-1 = 28-3-1 = 24$. So obtained mark F_{table} of 3,400.

4. Calculation F count

$$F_{hitung} = \frac{R^2/k}{(1-R^2)/(n-k-1)}$$

$$= 122,756 \text{ (SPSS Appendix)}$$

5. Testing



$$F_{hitung} = 122,756 > F_{table} = 3,400$$

Figure 4 F Test Testing

H_0 accepted H_1 rejected if $F_{count} < 3,400$

H_0 is rejected and H_1 is accepted if $F_{count} > 3,400$

From the results calculation the obtained F_{count} amounting to 122,756 which means F_{count} ($122,756$) $>$ F_{table} ($3,400$) so H_0 is rejected and H_1 is accepted . It can be concluded that in a way simultaneous variable free Motivation (X1), Environment Work (X2) and Discipline work (X3) has an effect in a way simultaneous against Employee Performance Productivity . So that hypothesis which states that variable Motivation (X1), Environment Work (X2) and Discipline work (X3) together influential positive and significant to Employee performance productivity at Takoyaki business in Lamongan .

CONCLUSION

The t-test results show the variables motivation (X₁) in a way significant affects employee performance productivity ($t_{count} < t_{table}$, $2,063 < 3,975$) that Motivation Has a Positive and Significant Influence on Employee Performance Productivity in Takoyaki Businesses in Lamongan.

T-test results show that the work environment variable (X₂) ($t_{count} < t_{table}$, $2,063 < 9,423$) That the Work Environment Has a Positive Influence And Significant On Performance Productivity Takoyaki Business Employees in Lamongan.

The results of the T-test show that the work discipline variable (X₃) ($t_{count} < t_{table}$, $2,068 < 3,408$) That Work Discipline Has a Positive Influence And Significant On Performance Productivity Takoyaki Business Employees in Lamongan.

The results of the F test show that motivation, work environment and work discipline have a positive and significant influence on the productivity of employee performance in the Takoyaki business in Lamongan, because F_{count} is greater than F_{table} ($122,756$). $> 3,400$.

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