

The Influence of Employee Wealth Program to Motivation Work in PT X

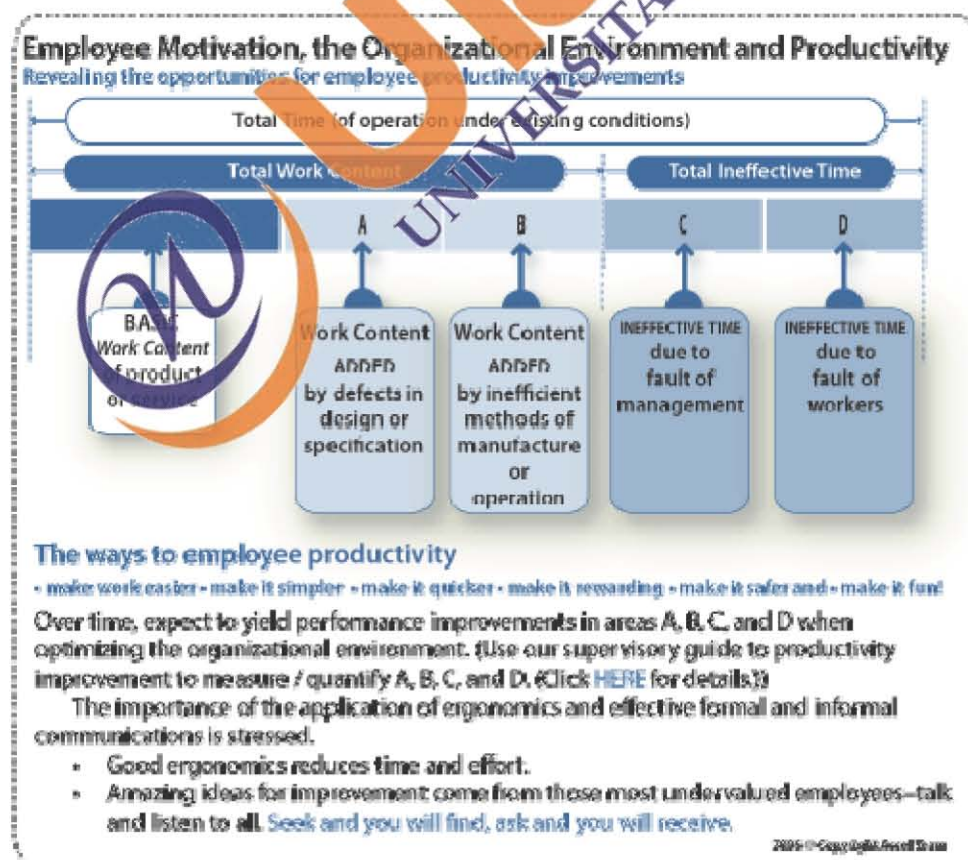
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Big challenge to every organization is to find breakthrough to achieve employee satisfaction and productivity in order to maintain a sustainable organization. PT. X has conduct employee wealth program that has purpose to increase motivation of their employee. Motivation in this context refers to the initiation, direction, intensity and persistence of human behavior. It can be conclude that between employee wealth and motivation has a middle up relationship. From hypothetical test, it can be conclude that if employee wealth as employee expectation, so that their working motivation will be increase.

1. Introduction

Technology and science has been increase and change very quickly. Facing an increasingly competitive environment in business, many corporate PT X should motivate their employee so they can get all things done. Human nature can be very simple, yet very complex too. An understanding and appreciation of this is a prerequisite to effective employee motivation in the workplace and therefore effective management and leadership. Quite apart from the benefit and moral value of an altruistic approach to treating colleagues as human beings and respecting human dignity in all its forms, research and observations show that well motivated employees are more productive and creative. The inverse also holds true. The schematic below indicates the potential contribution the practical application of the principles this paper has on reducing work content in the organization. Performance is considered to be a function of ability and motivation, thus:

- Job performance =f (ability) (motivation)



Source : <http://accel-team.com/motivation/>

Ability in turn depends on education, experience and training and its improvement is a slow and long process. On the other hand motivation can be improved quickly. There are many options and an uninitiated manager may not even know where to start. As a guideline, there are broadly seven strategies for motivation.

- Positive reinforcement / high expectations
- Effective discipline and punishment
- Treating people fairly
- Satisfying employees needs
- Setting work related goals
- Restructuring jobs
- Base rewards on job performance

These are the basic strategies, though the mix in the final 'recipe' will vary from workplace situation to situation. Essentially, there is a gap between an individuals actual state and some desired state and the manager tries to reduce this gap.

Motivation is, in effect, a means to reduce and manipulate this gap. It is inducing others in a specific way towards goals specifically stated by the motivator. Naturally, these goals as also the motivation system must conform to the corporate policy of the organization. The motivational system must be tailored to the situation and to the organization. (<http://accel-team.com/motivation/>).

From preliminary observation and interview, there is several things that could be a big problem for PT X related to increase employee motivation. The objective of this study is to analyze the influence of employee wealth program to motivation work in PT. X. The right wealth program shows significant influence on employee work motivation.

2. Review of Literature

According to **Geen**, motivation refers to the initiation, direction, intensity and persistence of human behavior. **Motivation** is the reason or reasons for engaging in a particular behavior, especially human behavior as studied in psychology and neuropsychology. These reasons may include basic needs such as food or a desired object, hobbies, goal, state of being, or ideal. The motivation for a behavior may also be attributed to less-apparent reasons such as altruism or morality (<http://en.wikipedia.org/wiki/Motivation>).

According to Robbins (1991:192), motivation is the willingness to exert high levels of effort toward organizational goals, conditioned by the effort's ability to satisfies same individual needs.

Table 1 Variable Operationalisation

VARIABLE	CONCEPT	SUB VARIABLE	INDICATOR	SCALE
Variable X : Wealth Program	appreciation (material and non material) give based on wisdom that have some purposes to sustain and repair physical and mental condition of employee to increase their work productivity. (Hasibuan, 2004:185)	1. Material	<ul style="list-style-type: none"> • Pension • Holiday • Social Guarantee • Gratification 	Ordinal
		2. Non Material	<ul style="list-style-type: none"> • Training Development • Housing • Recreation • Park • Others Facilities 	
		3. Program Lainnya terkait dengan pelayanan	<ul style="list-style-type: none"> • Religion Facilities • Sport Facilities 	
Variable Y : Work Motivation	Motivation is the willingness to exert high levels of effort toward organizational goals, conditioned by the effort's ability to satisfy same individual needs. (Robbins, 1991:192)	1. Fisiological needs	<ul style="list-style-type: none"> • Salary • Bonuses, uniform, housing 	Ordinal
		2. Safety needs	<ul style="list-style-type: none"> • K3 Programme • Work situation • Career planning 	
		3. Social needs	<ul style="list-style-type: none"> • Employee interaction • Appreciation to the achievement 	
		4. Appreciation needs	<ul style="list-style-type: none"> • Best Employee 	
		5. Actualizations needs	<ul style="list-style-type: none"> • Opportunity to create idea 	

Defined by Panggabean (2002:96), employee wealth also known as all benefit that included all appreciation that not directly pay to employee.

Hasibuan (2004:185) said appreciation (material and non material) give based on wisdom that has some purposes to sustain and repair physical and mental condition of employee to increase their work productivity. It can be concluding that:

- Employee wealth is a program that majoring on maintenance employee performance on their work and its environment.
- Employee wealth program has a purpose to give services so than can push their motivation.

James R. Lindner in his research said “According to Maslow, employees have five levels of needs (Maslow, 1943): physiological, safety, social, ego, and self- actualizing. Maslow argued that lower level needs had to be satisfied before the next higher level need would motivate employees”. Maslow, 1943 said there are at least five sets of goals, which we may call basic needs. These are briefly physiological, safety, love, 'esteem, and self-actualization. In addition, we are motivated by the desire to achieve or maintain the various conditions upon which these basic satisfactions rest and by certain more intellectual desires. Table 1 show variable operasinalisation used in this research

3. Methodology

Research methodologies used in this study are descriptive method and historical method. Descriptive method is a method that describes the study systematically, factual and accurate concerning facts, behaviors and relationship between the phenomenon being study that can give suggestions for the future (Sunardi Suryabrata, 2003).

Analysis methods used:

1. Pearson Product Moment Correlation Analysis; To calculate the coefficient that shows the degree of closeness between variable wealth programme (x) and variable motivation work (y).
Correlation coefficient calculation (Davis: 2005):

$$r = \frac{n \left(\sum_{i=1}^n xy \right) - \left(\sum_{i=1}^n x \right) \left(\sum_{i=1}^n y \right)}{\sqrt{\left[n \sum_{i=1}^n x^2 - \left(\sum_{i=1}^n x \right)^2 \right] \left[n \sum_{i=1}^n y^2 - \left(\sum_{i=1}^n y \right)^2 \right]}}$$

2. Determination Coefficient Analysis; To calculate the influence variable wealth programme (x) to variable motivation work (y).

$$Kp = r^2 \times 100\%$$

4. Result

1. Pearson Coefficient Correlation

Table 2 show that relation between wealth programme and motivation work / correlation coefficient (r) is 0.468 or 46, 8% (middle up relation) and has positive relation.

Table 2 Pearson Coefficient Correlation

		Correlations	
		Y	X
Pearson Correlation	Y	1.000	.468
	X	.468	1.000
Sig. (1-tailed)	Y	.	.022
	X	.022	.
N	Y	19	19
	X	19	19

2. Determination Coefficient (CD)

Determination coefficient is used to measure the influence of independent variable x (wealth programme) to the dependent variable y (work motivation). The result shows that the wealth programme has influenced of 21.9% to the work motivation, while the rest of 78.1% is influenced by other factors (Table 3).

Table 3 Determination Coefficient

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.468 ^a	.219	.173	.36579

a. Predictors: (Constant), X

3. Regression Linier Persamaan Regresi Linier Sederhana

Figure 1 show about data plotting as visualization.

Normal P-P Plot of Regression Standardized Residual

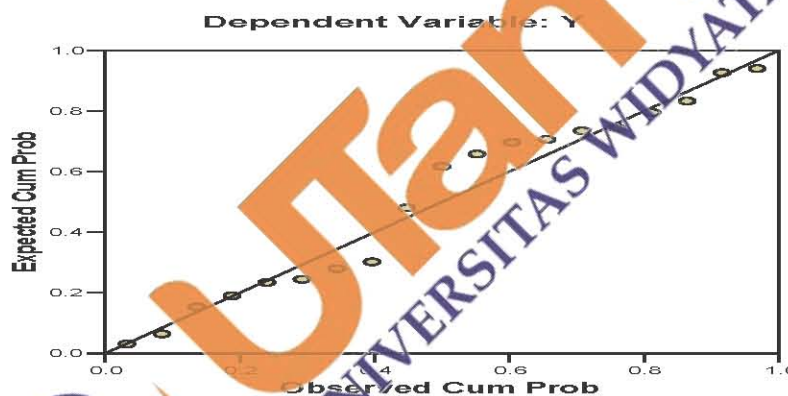


Figure 1 Plotting Data

Regression Linear equation defined from table 4 is $Y = 1.49 + 0.46 X$

Table 4 Coefficients

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	1.490	.738		2.020	.059	-.066	3.046
	X	.460	.210	.468	2.186	.043	.016	.903

a. Dependent Variable: Y

5. Conclusion and Discussion

PT. X has deliver wealth programme well. There is several improvement must be done by management to increase employee satisfaction and loyalty. The improvement include:

- a. Maintenance system and procedure for housing facility.

- b. Develop transparency performance valuation system for employee achievement as individual and team.
- c. Develop working environment including interaction between partner and boss.
- d. Evaluate and develop career planning system including employee competency.
- e. Develop competitive surrounding to create working creativity and innovation.

6. References

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