EFFECT OF ATTENDANCE LEVEL AND WORK MOTIVATION ON
EMPLOYEE WORK PRODUCTIVITY AT PT. ADI ACTIVE MAP
MIGHTY FIELD

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Abstract
This study aims to determine whether there is an effect of attendance and work motivation on employee productivity at PT. Adi Perkasa Medan's Active MAP and how much influence it has. The method used in this study is a quantitative method with several tests, namely reliability analysis, classical assumption deviation test and linear regression. Based on the results of the primary data regression which was processed using SPSS 18, the following multiple linear regression equation was obtained: $Y = 13.937 + 0.584 X_1 +0.722 X_2$. Partially, the attendance level variable ($X_1$) has a positive and significant effect on the work productivity of PT. MAP Active Adi Perkasa Medan. This means that the hypothesis in this study is accepted, as evidenced by the value of $t$ count < $t$ table (4.682 > 1.691). While the work motivation variable ($X_2$) has a positive and significant influence on the work productivity of PT. MAP Active Adi Perkasa Medan. This means that the hypothesis in this study is accepted, as evidenced by the value of $t$ count < $t$ table (4.017 > 1.691). Simultaneously, the variables of attendance (X1) and work motivation (X2) have a positive and significant influence on the work productivity of PT. MAP Active Adi Perkasa Medan. This means that the hypothesis in this study is accepted, as evidenced by the calculated F value > F table (17.392 > 3.26). Variables of attendance level (X1) and work motivation (X2) were able to contribute to the influence of the employee productivity variable by 50.6% while the remaining 49.4% was influenced by other variables not examined in this study. From the conclusions above, the authors suggest that in terms of attendance levels, employees are no longer lazy to come to work and do absenteeism without explanation so that employee productivity does not decrease. The work motivation given by the leadership is very necessary so that employees can work with enthusiasm. Employees should work well according to procedures and regulations so that company leaders are satisfied.

Keywords: Attendance Rate, Work Motivation, Work Productivity

1. INTRODUCTION
In the era of business competition as it is today, every company needs human resources or productive employees. In the sense that these employees can carry out the work assigned to them by the company in accordance with the company’s targets and objectives. Many factors can affect the productivity of an employee. Some of them are good attendance and high employee motivation to be able to work well. The motivation can come from within and outside the employee.

will of course lead to high employee productivity and vice versa. As a human being, of course, employees will experience problems. Usually these problems are caused by personal or family problems and health problems. The problem of employee attendance is one of the problems that burdens the company and ranks high in the regulations of a company. Because it relates to the human goal to realize and actualize his potential at work. However, this level of attendance is sometimes blocked by various routines, obstacles to an unbalanced work environment, or work situations and equipment that do not support increasing work productivity.

PT. MAP Active Adi Perkasa Medan is a company engaged in the sale of sports equipment and attributes that can be found in several stores in Medan such as SSB8 Sport Station Tamrin Plaza, SSM8 Sport Station Cambridge, SSA7 Sport Station Plaza Medan
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Fair and SSV7 Sport. Station Ruko Krakatau which is a shop from PT. MAP Active Adi Perkasa Medan. In the process of observing the four (4) shops, the author found several problems related to attendance, work motivation and work productivity. At PT. MAP Active Adi Perkasa Medan the author found that there are some employees who often come late and don't even come to work without explanation. Employees of PT. MAP Active Adi Perkasa Medan has employees with low levels of work motivation. Employee work motivation is low due to lack of attention from the leadership, causing employee work productivity to decrease.

1.1. Formulation of Problem
Based on the description of the background and identification of problems as well as the theory described above, the problems that will be studied in this study are: How much influence the level of attendance and work motivation has on employee work productivity at PT. MAP Active Adi Perkasa Medan?

1.2. Research purposes
A study must have a purpose, while the general objectives of this study are: To find out how much influence the level of attendance and work motivation has on employee work productivity at PT. MAP Active Adi Perkasa Medan.

2. LITERATURE REVIEW

2.1. Attendance Level
According to Hasley (2002:67), ", The level of work productivity can be measured through employee attendance/presence at work, responsibility for work, work discipline, cooperation with leaders or colleagues in the organization ". To measure the level of employee morale, the elements of work spirit can be measured which include: Presence (attendance level), Work Discipline, Cooperation, and Responsibility.

Attendance is the presence of employees regarding their duties and obligations. In general, agencies or institutions always pay attention to their employees to come and go home on time, so that work is not delayed.

2.2. Understanding Motivation
Motives are often interpreted in terms of encouragement. The urge or energy is the movement of the soul and body to act. Motivation is the process of giving encouragement to employees so that they can work in line with the given limits in order to achieve company goals optimally.

Motivation comes from the Latin word movere which means encouragement or driving force. Understanding the process of giving encouragement is a series of activities that must be carried out by employees. To move people in accordance with what the company wants, it must be understood the motivation of people who work because this motivation determines the behavior of people who work.

2.3. Principles of Employee Work Motivation
There are several principles in motivating the work of employees.

1. Participation Principle
In an effort to motivate work, employees need to be given the opportunity to participate in determining the goals to be achieved by the leader.

2. Communication Principle
The leader communicates everything related to the effort to achieve the task, with clear information, employees will be more easily motivated to work.

3. The principle of recognizing the share of subordinates
The leader recognizes that subordinates (employees) have a stake in the effort to achieve goals. With this recognition, employees will be more easily motivated to work.

4. Principle of Delegation of Authority
Leaders who apply authority or authority to subordinate employees to be able to make decisions at any time on the work they do, will make the employees concerned become motivated to achieve the goals expected by the leader.

5. The Principle of Paying Attention
Leaders pay attention to what subordinate employees want, will motivate employees to work what is expected by the leader.

2.4. Employee Work Motivation Techniques
Some techniques to motivate employees work, among others, as follows.

1. Techniques for meeting employee needs
Meeting the needs of employees is the foundation that underlies work behavior. We cannot possibly motivate employees to work without paying attention to what they need.

Abraham Maslow put forward the hierarchy of employee needs as follows.
1) Physiological needs, namely the need to eat, drink, physical protection, breathe, and sexual. This need is the most basic need. In relation to this need, the leader needs to provide a decent salary to employees.
2) Safety needs, namely the need for protection from threats, hazards, and the work environment. In relation to this need, leaders need to provide health benefits, accident insurance, housing, and pension funds.
3) Social needs or a sense of belonging, namely the need to be accepted in the work unit group, affiliation, interaction, and a sense of being loved and loved. In relation to this need, the leader needs to accept the existence of employees as members of the work group, conduct good work interactions, and harmonious working relationships.

2.5. Definition of Work Productivity
According to the National Productivity Council (2001:21), it states that "Productivity is a mental attitude that always has the view that the quality of life today must be better than yesterday and tomorrow must be better than today ". According to Sinungan (2009:12) argues that "productivity as a relationship between real and physical results (goods and services) with actual inputs ". Meanwhile, according to Tunggal (2000: 185 ) defines "productivity as "The performance of an individual worker or operating system is compared with the resources used, the output divided by the input . According to Tohardi, in (Edy Sutrisno, 2009: 100), suggests that work productivity is a mental attitude. Mental attitude that is always looking for improvements to what already exists. A belief that one can do a better job today than yesterday and a better tomorrow today.

2. 6. Measurement of Work Productivity
Productivity measurement is an integral part of the productivity management process. Productivity measurement manifests a number of very valuable strengthening functions according to Wibowo (2014:110), namely as follows:
1. Building awareness
   Highly visible and often customized measurement systems help keep the organization focused and communicate management's interests and concerns about productivity.

2. Measuring problems and opportunities
   Productivity measures facilitate the identification of areas where management attention is required. The condition of flat or declining productivity can only be ascertained through a measure.

3. Working on a feedback mechanism
   Learn and improve. By feeding back on measurement data, workers can enjoy a feeling of accomplishment, can learn from success and can be motivated to overcome periods of underperformance.

2.7. Productivity Indicator

Productivity is very important for employees in the company. With the existence of work productivity, it is expected that work will be carried out efficiently and effectively, so that this is ultimately very necessary in achieving the goals that have been set.

According to Edy Sutrisno (2009:102), to measure work productivity, an indicator is needed, as follows:

1. Ability
   Have the ability to carry out tasks. The ability of an employee is very dependent on the skills they have and their professionalism at work.

2. Improve the results achieved
   Strive to improve the results achieved. The result is one that can be felt both by those who do and those who enjoy the results of the work. So, efforts to take advantage of work productivity for each involved in a job.

3. Spirit at work
   It is an effort to be better than yesterday. This indicator can be seen from the work ethic and the results achieved in one day later compared to the previous day.

4. Self-development
   Always develop yourself to improve work skills. Self-development can be done by looking at the challenges and expectations with what will be faced.

5. Quality
   Quality is the result of work that can show the quality of an employee's work. So, improving quality aims to provide the best results which in turn will be very useful for the company and yourself.

3. Research Methodology

This research was conducted at PT. MAP Active Adi Perkasa Medan which is located at Jl. Mount Krakatau Simpang Pasar III No. 60 Medan. PT. MAP Active Adi Perkasa Medan. the author chose four (4) stores, namely SSB8 Sport Station Thamrin Plaza, SSM8 Sport Station Cambridge, SSA7 Sport Station Plaza Medan Fair and SSV7 Sport Station Ruko Krakatau as a place of research because the author is an employee at PT. MAP Active Adi Perkasa Medan. In this study, the research subjects were employees PT. MAP Active Adi Perkasa Medan. Meanwhile, the object of the research is the variable
to be studied. The population in this study were all employees of PT. There are 37 active Adi Perkasa Medan MAPs at the SSB8 Sport Station Thamrin Plaza store, SSM8 Sport Station Cambridge, SSA7 Sport Station Plaza Medan Fair and SSV7 Sport Station Ruko Krakatau. This sampling technique is called the saturated sampling technique or census. Data analysis techniques in this study using quantitative techniques are used to test the effect of the independent variable and the dependent variable. The statistical methods used in this study are: multiple linear regression analysis, partial hypothesis testing (t test), simultaneous hypothesis testing (F test) and determination test ($R^2$).

4. Results and Discussion
4.1. Multiple Linear Regression Analysis

The results of multiple linear regression analysis can be seen in the table below:

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>13.937</td>
<td>9.636</td>
<td>1.446</td>
<td>0.157</td>
</tr>
<tr>
<td>Attendance Rate</td>
<td>0.584</td>
<td>0.125</td>
<td>4.682</td>
<td>0.000</td>
</tr>
<tr>
<td>Work motivation</td>
<td>0.722</td>
<td>0.180</td>
<td>4.017</td>
<td>0.000</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Work Productivity
Source: Output SPSS Version 18, data processed 2017

The multiple linear regression equation is obtained as follows:

$$Y = 13.937 + 0.584 X_1 + 0.722 X_2$$

1. Constant (a) = 13.937 shows a constant value, where if the variable level of attendance ($X_1$) and work motivation ($X_2$) = 0 then the work productivity of employees of PT. MAP Active Adi Perkasa Medan (Y) = 13,937, meaning that if the employees of PT. MAP Active Adi Perkasa Medan is often absent and there is no work motivation, so the employee's work productivity is still worth 13,937.

2. The regression coefficient $X_1 = 0.584$ indicates that the attendance rate has a positive effect on employee work productivity so that if the attendance rate of PT. Adi Perkasa Medan's Active MAP is increased by 1 unit, the employee's performance will increase by 0.584.

3. The regression coefficient $X_2 = 0.722$ indicates that the given work motivation has a positive effect on employee productivity. So that if the employee's work motivation is increased by 1 unit, the employee's work productivity will increase by 0.772.

4.2. Partial Hypothesis Testing (t Test)

Coefficients table, the t value is also obtained. The calculated t value is then compared with the t table value at = 0.05. The value of t table in df (nk) where n is the number of samples and k is the number of variables, both independent and dependent variables, then 37-3 = 34. In df 34 with = 0.05 the value of t table is 1.691.
The t-count value of the attendance level variable (X1) is 4.682, thus t-count < t table, then H0 is accepted and H1 is rejected, which means that the attendance-level variable (X1) has a positive and significant effect on employee productivity.

The t value of the work motivation variable (X2) is 4.017, thus t count > t table, then H0 is rejected and H1 is accepted, which means that the work motivation variable (X2) has a positive and significant effect on employee productivity.

4.3. Simultaneous Hypothesis Testing (F Test)

ANOVA or analysis of variance is a joint regression coefficient test (F test) to test the significance of the effect of several independent variables on the dependent variable.

4.4. Coefficient of Determination Test (R²)

The coefficient of determination (R²) of the regression results can be seen in the table below:

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.711 a</td>
<td>0.506</td>
<td>0.477</td>
<td>4.09617</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Work Motivation, Attendance Rate
b. Dependent Variable: Work Productivity

The value of the coefficient of determination (R²) from the regression results of 0.506 means that the variables of attendance and work motivation contribute to the influence of employee productivity at PT. Adi Perkasa Medan's Active MAP is 50.6%. This result is the result of (R² x 100%), while the remaining 49.4% is influenced by other variables not examined in this study. If it is aligned with the results of the previous partial hypothesis testing, it can be seen that those who have the greatest contribution are all independent variables indicating that they have a positive and significant influence. This is in accordance with the reality on the ground that employees often do not come to work for no reason so that employees have low work motivation resulting in decreased work productivity.

5. CONCLUSION

From the research results that have been discussed by processing questionnaire data using several tests, the following conclusions can be drawn:

1. Partially, the attendance level variable (X1) has a positive and significant effect on the work productivity of PT. MAP Active Adi Perkasa Medan. This means that the hypothesis in this study is accepted, as evidenced by the value of t count < t table (4.682 > 1.691). While the work motivation variable (X2) has a positive and significant influence on the work productivity of PT. MAP Active Adi Perkasa Medan. This means that the hypothesis in this study is accepted, as evidenced by the value of t count > t table (4.017 > 1.678).

2. Simultaneously, the variables of attendance (X1) and work motivation (X2) have a positive and significant influence on the work productivity of PT. MAP Active Adi
Perkasa Medan. This means that the hypothesis in this study is accepted, as evidenced by the calculated $F$ value $> F$ table ($17.392 > 3.26$).

3. Variable level of attendance ($X_1$) and work motivation ($X_2$) was able to contribute to the influence of the employee productivity variable by $50.6\%$ while the remaining $49.4\%$ was influenced by other variables not examined in this study such as job satisfaction and morale. employee work.

REFERENCES


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