

## Analysis of Motivation and Work Experience on Employee Productivity in CV. Surya Inofasya

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### Abstract

Employee work productivity can grow if there is high motivation and appreciation for reasonable work experience from the company. If the desires and wishes of employees and company policies are balanced and realistic, it will have a positive impact on work productivity. Therefore the quality of human resources is a very vital factor in its role in supporting the productivity of the company to achieve its goals. The phenomenon of several companies that have not been able to provide motivation and do not value employee work experience, it will have an impact on decreasing work productivity. CV. Surya Inofasya, Lumajang Regency is a consulting service sector company that has a significant role in creating, developing, and growing business actors through education, training, technical guidance, and business incubation services and has quite a number of clients (cooperative movers and MSME actors) so it is feasible to research. This study describes the relationship between independent and dependent variables (explanatory research). The aim is to determine the significance of the influence of motivational variables and work experience variables on the work productivity of CV employees. Surya Inofasya Lumajang. The results of research on 45 respondents showed the influence of motivation and work experience significant to employee productivity at CV. Surya Inofasya Lumajang. The results of the coefficient of determination show that 37% of employee productivity can be explained by motivation and work experience variables, while 63% of employee productivity is influenced by other variables, such as commitment, leadership, communication, compensation, and others

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## INTRODUCTION

The role of human resources in a company is very important because it is the prime mover of all company activities or activities in achieving its goals, both to gain profits and to maintain the company's survival.(Cahyaningati et al., 2022). The success or failure of a company in maintaining its existence begins with the quality of its human resources through optimization, effectiveness, and efficiency. In other words, the productivity of an organization or company is greatly influenced and even depends on the quality and competitive ability of its human resources(Jariah et al., 2021).

Standard motivation and work experience can also support the success of the company's vision, mission, and goals. Because these two factors will affect the level of employee productivity. Conversely, if the level of work productivity is low, it will hinder the company in achieving its goals(Muttaqien et al., 2022). Therefore the mission of developing the quality of Human Resources is increasingly very important to adapt to changes and developments that occur within companies in the era of the industrial revolution 4.0. Employees who have high motivation and work experience will try their best so that their work and responsibilities can be as successful as possible, thereby increasing work productivity.(Muttaqien et al., 2022).

Therefore the mission of developing the quality of human resources is increasingly very important to adapt to the changes and developments that occur in companies in the era of the industrial revolution 4.0 and the era of Society 5.0. Employees who have high motivation and work experience will try their best so that their work and responsibilities can be as successful as possible, thereby increasing work productivity.(Muttaqien et al., 2022).

In an effort to increase work productivity, CV. Surya Inofasya Lumajang has made several efforts to provide work motivation through employee in-house training programs. Another motivation is in the form of work facilities such as stationery and offices, lunch, and uniforms so that all employees are motivated to be able to create productivity.

Work experience (seniority), namely promotions based on the length of time an employee has worked(Hidaya et al., 2020). Work experience is a consideration for someone's promotion in the company and a top priority for employee career advancement. With experience, a person can develop his abilities so that he still feels comfortable working at the company with the hope that one day he will be promoted. The weakness is an employee whose abilities are very limited, but because he has been working for a long time he is still promoted. The experience gained by someone will be more competent and skilled and able to carry out their work duties. Repeated practice will strengthen and improve one's knowledge and abilities. For employees who have gone through a systematic escalation process at work, it will add to work experience, so that the employee is able to solve the problems he faces in the work process.

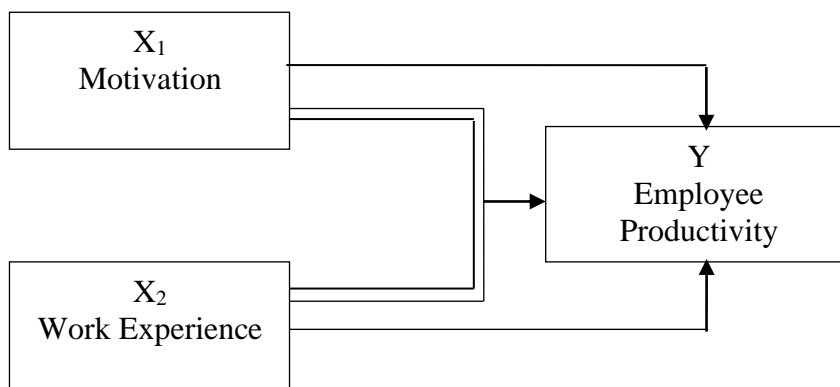
According to toSitemeang (2017)There are several factors that influence work experience as follows: Personal background, including education, courses, and work training and shows what someone has done in the past; Talents and interests, to estimate a person's capacity and ability to answer; Attitudes and needs, to foresee one's responsibilities and authority; Analytical and manipulative skills, to learn judgment and analysis skills; Technical skills and abilities, to assess the ability to carry out technical aspects of workers.

Work productivity consists of 3 (three) aspects, namely: first, productivity is the physical output per unit of productive business. Second, productivity is the level of effectiveness of industrial management in the use of facilities for production. Third, productivity is the effectiveness of the use of labor and equipment. But in essence, all lead to the same goal, that works productivity is the ratio of work to the time it takes to produce the product of a worker.(Muttaqien, Fauzan; Fauziyah; Hidayat, 2022).

Indicators of work productivity according to (Muttaqien et al., 2022) namely Ability ability to carry out tasks, abilities; increased results achieved; Spirit at work; self-development; Quality/quality of work; Efficiency.

Research purposes

1. To determine the significance of the influence of motivational variables on the work productivity of CV employees. Surya Inofasya Lumajang.
2. To determine the significance of the effect of the Work Experience variable on the work productivity of CV employees. Surya Inofasya Lumajang.
3. To find out the variables of motivation and work experience that have a dominant influence on the work productivity of CV employees. Surya Inofasya Lumajang



**Figure: Research Thinking Framework**

Source: Danang Sunyoto (2016); Edy Sutrisno (2014)

**METHOD**

This type of research is quantitative research by looking for causal associative relationships between independent and dependent variables (Sugiyono, 2008). To test the partial effect and simultaneous effect between the independent variables (X), namely motivation (X1) and work experience (X2) on the dependent variable (Y), namely work productivity using multiple linear regression analysis. The research respondents were employees of CV. Surya Inofasya Lumajang as many as 45 people.

**RESULTS AND DISCUSSION**

Description of Respondents

**Table 1. Respondents' Description by Gender**

No	Gender	Amount	
		Respondents	Percentage (%)
1	Man	43	95%
2	Woman	3	5%
	Amount	45	100%

Data Source: Results of questionnaires from employees (2023).

**Table 2. Respondents' Description by Education Level**

No	Educational level	Amount	
		Respondent	Percentage (%)
1	SENIOR HIGH SCHOOL	10	22.2%

2	Bachelor	35	77.8%
	Amount	45	100%

Data Source: Results of questionnaires from employees (2023).

**Table 3. Description of Respondents by Age**

No	Age	Amount	
		Respondent	Percentage (%)
1	20 - 30 years	10	22.2%
2	31 - 40 years	20	44.4 %
3	41 - 50 years	12	26.7%
4	> 50 years	3	6.7%
	Amount	45	100%

Data Source: Results of questionnaires from employees (2023).

**Table 4. Recapitulation of Validity Testing Results**

No.	Questionnaire	r count	r table	Significance	Ket.
1.	<u>Motivation (X1)</u>				
	- Question 1	0.683	1.88	0.000	Valid
	- Question 2	0.603	1.88	0.000	Valid
	- Question 3	0.873	1.88	0.003	Valid
	- Question 4	0.873	1.88	0.000	Valid
	- Question 4	0.661	1.88	0.000	Valid
2.	<u>Work Experience (X2)</u>				
	- Question 1	0.567	1.88	0.000	Valid
	- Question 2	0.568	1.88	0.000	Valid
	- Question 3	0.372	1.88	0.012	Valid
	- Question 4	0.612	1.88	0.000	Valid
3.	<u>Work Productivity (Y)</u>				
	- Question 1	0.844	1.88	0.000	Valid
	- Question 2	0.811	1.88	0.000	Valid
	- Question 3	0.779	1.88	0.000	Valid
	- Question 4	0.789	1.88	0.000	Valid
	- Question 5	0.753	1.88	0.000	Valid
	- Question 6	0.581	1.88	0.000	Valid

Data source: Results of Questionnaire Data Processing with SPSS (2023)

### Reliability Test Results

**Table 5. Recapitulation of Reliability Test Results**

Variable	Coefficient <i>Cronbach's Alpha</i>	Reliability Intervals	Information
Motivation (X1)	0.881	0.80 – 1.00	Very Reliable
Work Experience (X2)	0.749	0.601–0.80	Reliable
Work Productivity (Y)	0.923	0.80 – 1.00	Very Reliable

Data source: Results of Questionnaire Data Processing with SPSS (2022)

## Multicollinearity Test Results

**Table 6. Multicollinearity Test Results**

Variable	tolerance	VIF	Information
Motivation (X1)	0.997	1.003	Multicollinearity Free
Work Experience (X2)	0.997	1.003	Multicollinearity Free

Data source: Results of Questionnaire Data Processing with SPSS

## Hypothesis Testing Results

**Table 7. Test Results t**

Model	Coefficients <sup>a</sup>						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	tolerance	VIF	
	B	std. Error						
1 (Constant)	25,749	6,276		4.103	.000			
MOTIVATION	2,511	.253	.885	3,024	.000	.997	1,003	
WORK EXPERIENCE	.528	.262	.284	2,014	.000	.997	1,003	

a. Dependent Variable: WORK PRODUCTIVITY

Data source: Results of Questionnaire Data Processing with SPSS (2023)

From the results of the t test on the variable X1, namely motivation, the value of t count = 3.024 with a significance of 0.000 is obtained. By using a significance limit of 5%, a t table of  $\pm 1.684$  is obtained. This means t count (3.024) > t table (1.684), which means  $H_0$  is rejected and  $H_a$  is accepted. With a significance level of 0.000 which is below the 5% significance limit, it can be concluded that motivation has a significant influence on work productivity.

The results of the t test on variable X2, namely work experience, obtained t value = 2.014 with a significance of 0.003. By using a significance limit of 5% or 0.05, a t table of  $\pm 1.684$  is obtained. This means t count (2.014) > t table (1.684), which means  $H_0$  is rejected and  $H_a$  is accepted. With a significance level of 0.041 which is below the 0.05 significance limit, it can be concluded that work experience has a significant influence on work productivity.

## F test results

**Table 8. F Test Results**

ANOVA						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	92,318	2	46,159	18,294	.020a
	residual	451,460	42	10,749		
	Total	543,778	44			

a. Predictors: (Constant), WORK EXPERIENCE, MOTIVATION

b. Dependent Variable: WORK PRODUCTIVITY

Data source: Results of Questionnaire Data Processing with SPSS (2023)

From the results of the F test on the research variables, the calculated F value = 18.294 with a significance level of 0.000. By using a significance limit of 5% or 0.05, an F table of 1.68 is obtained. This means F count > F table, which means Ho is rejected and Ha is accepted. With a significance level of 0.000 which is far below the 0.05 significance limit, it can be concluded that there is a significant effect motivation and work experiences simultaneously on work productivity.

### Dominant Test Results

**Table 9. Dominant Test Results**

Model	Coefficients <sup>a</sup>						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.		tolerance	VIF
	B	std. Error						
1 (Constant)	25,749	6,276		4.103	.000			
MOTIVATION	2,511	.253	.885	3,024	.000	.997	1,003	
WORK EXPERIENCE	.528	.262	.284	2014	.000	.997	1,003	

a. Dependent Variable: WORK PRODUCTIVITY

Source: Primary data processed (2023)

The results of the data analysis in the table above show that the beta coefficient value standardized by the incentive variable is 0.885 while the beta coefficient value standardized by the job satisfaction variable is 0.284. This shows that the standardized beta coefficient value of the motivational variable is greater than the beta coefficient value of the work experience variable. These results prove the truth of the third hypothesis that motivation is a variable that has a dominant influence on work productivity.

### The Resulting Multiple Linear Regression Function

**Table 10. Multiple Linear Regression Functions**

Model	Coefficients <sup>a</sup>						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.		tolerance	VIF
	B	std. Error						
1 (Constant)	25,749	6,276		4.103	.000			
MOTIVATION	2,511	.253	.885	3,024	.000	.997	1,003	

WORK	.528	.262	.284	2014	.000	.997	1,003
EXPERIENCE							
NCE							

a. Dependent Variable: WORK PRODUCTIVITY

Data source: Results of Questionnaire Data Processing with SPSS (2023)

The regression equation model that can be written from these results in the form of the Unstandardized coefficients regression equation is as follows:

$$Y = 25.749 + 0.511 X1 + 0.528 X2$$

From the results of the multiple linear regression equation it can be explained:

- A constant value of 25.749 indicates that the value of work productivity will be equal to 25.749 if the value of motivation (X1) and work experience (X2) is equal to 0.
- The motivation coefficient (X1) is 2.511 (positive indicates a unidirectional relationship) stating that every 1 (one) increase in motivation will increase work productivity 2.511 and conversely every 1 (one) decrease in motivation will decrease work productivity by 2.511, assuming the other independent variable is experience work (X2) constant or fixed.
- The work experience coefficient (X2) of 0.528 (positively indicating a unidirectional relationship) states that every increase of 1 (one) work experience will increase work productivity by 0.528 and conversely every decrease of 1 (one) work experience will decrease work productivity by 0.528, assuming the variable other independent namely motivation (X1) constant or fixed.

### Coefficient of Determination (R<sup>2</sup>)

**Table 11. Determination Coefficient**

Summary model b					
Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.412a	.370	.130	3,279	2,376

a. Predictors: (Constant), WORK EXPERIENCE, MOTIVATION

b. Dependent Variable: WORK PRODUCTIVITY

Data source: Results of Questionnaire Data Processing with SPSS (2023)

From the calculation results it is known that the coefficient of determination (R Square) obtained is 0.370 or 37%. This shows that there is a positive and very strong relationship between the variables of motivation and work experience and work productivity, which means that the better the motivation and work experience, the higher the work productivity. Or 37% of the change in work productivity is caused by motivation and work experience variables, while the other 63% is caused by other variables not examined, namely motivation, leadership, and communication.

### Discussion of Research Results.

#### The Effect of Motivation on Work Productivity

Testing this hypothesis shows that there is a positive and significant effect of the variable motivation on the work productivity of CV employees. Surya Inofasya Lumajang is known to count X1 is equal to 3,024 > table 1,684. These results indicate that a good assessment of motivation is in accordance with work productivity. Respondents' responses as from the results of the study showed that the majority of respondents gave responses in agreement with the motivation variable given by CV. Surya Inofasya Lumajang, meaning that respondents get the right motivation so they can increase employee work

productivity. The results of the analysis show that motivation has a significant effect on work productivity. The better the motivation given by CV. Surya InofasyaLumajang, the better the employees in carrying out the work in accordance with the tasks assigned. However, if the motivation given by CV. Surya InofasyaLumajanggetting worse and worse, the employee will decrease his work productivity and prefer to leave his job. This supports researchYuliandari et al., (2018)which states that motivation affects the work productivity of employees.

#### **Effect of Work Experience on Work Productivity.**

Hypothesis testing shows that there is a positive and significant effect of the variable work experience on the work productivity of CV employees. Surya InofasyaLumajang without is  $2.014 > t_{table}1,684$ . These results indicate that work experience is highly valued and supports work productivity. Respondents' responses indicated that most of the respondents agreed on the work experience variable CV. Surya Inofasya Lumajang, meaning that respondents feel satisfaction from management regarding the appreciation of work experience possessed by employees and influence the number of incentives. The results of the analysis show that work experience has a significant effect on work productivity. Good work experience will be able to increase moraleemployeeand affect increased productivity.This study supports researchLarasati & Achmad, (2016);Muttaqien et al., (2019)which state that work experience affects employee work productivity.

#### **InfluenceMotivation and Work Experience on Work Productivity Simultaneously.**

Hypothesis testing shows that there is a positive and significant effect of the variable motivation and work experience on work productivityCV employees. Surya Inofasya Lumajang, with known  $F_{count}$  of  $18,294 > F_{table}1.68$ . These results indicate that there is a good assessment of motivation and work experience until both variables can increase work productivity employee.This study supports research conducted byLarasati & Achmad, (2016)AndYuliandari et al., (2018) which states thatmotivation and work experienceeffect simultaneously onwork productivityemployee.

#### **CONCLUSION**

This study aims to determine the effect of motivation and work experience variables on work productivityCV employees. Surya Inofasya Lumajangand to find out which variables have a greater influence on work productivityemployee. Judging from the formulation of the problem and data analysis that has been carried out as well as the discussion that has been stated previously, several conclusions can be drawn as follows:

1. The results of testing the first hypothesis using multiple linear regression method state that partially there is a significant influence of motivational variables on work productivityCV employees. Surya Inofasya Lumajang.
2. The results of testing the second hypothesis using multiple linear regression method state that partially there is a significant influence of work experience variables on work productivityCV employees. Surya Inofasya Lumajang.
3. The results of testing the third hypothesis using the multiple linear regression method state that simultaneously, it proves that all independent variables (motivation and work experience) have a significant influence on work productivity variables..
4. The results of testing the dominant variable show that motivation is a variable that has a dominant influence on work productivity.

#### **Limitations and follow-up studies**

This study has limitations, namely only examining the influence of motivational variablesemployeeand work experience on work productivity with limited respondent



status. For future researchers, it is hoped that they can examine the influence of other variables not examined in this study. Besides that, also for researchers who are interested in conducting similar research in order to be able to take other research objects outside of employees at CV. Surya Inofasya Lumajang which might give different results from the results of this study.

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