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WAGES AND WORK ENVIRONMENT AS FACTORS FOR WORKERS' MOTIVATION

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Abstract

Employee motivation is needed to support organizational development. The motivation that arises in every worker has an impact on work results because every job is done with an insistence on motive. Several related factors in order to strengthen worker motivation, it is necessary to have a form of attention given to the organization. This attention can be realized by giving wise wages and a work environment that is formed in a healthy, safe, comfortable and happy worker. The role of wages and work environment to increase work motivation will be studied in this study. This study uses associative type research and the sample is determined using the total sample technique with 92 responses. Multiple linear regression was chosen as the technique for analyzing the data. The results of the study state that wages are proven to have a role in shaping worker motivation. The work environment is also proven to have an impact on worker motivation.

Keywords: wages, work environment, work Motivation.

Introduction

Operational activities in every organization require the role of human resources because they are the main mover. There is talent, energy and creativity as the main ingredients to do the job. The level of success of an organization in terms of organizational performance to manage resources. HR management and development is carried out optimally to create high potential human resources so that they can easily compete to increase optimal productivity. To further develop the business and gain high trust from the outside world, companies must continue to work hard to increase the efficiency of workers (Jamaluddin *et al.*, 2013). Companies with good performance have effectiveness in handling human resources, setting targets to be achieved individually and organizationally (Ishak *et al.*, 2016). Organizations have expectations for their workers so that there is conformity related to work results so that various stimuli will be given as a form of preventing boredom while working. The greater the workload and responsibilities of workers, the more likely boredom will occur at work (Venckuviene & Saboniene, 2015). Providing the right motivation can lead to passion, commitment and development at work. The more enthusiasm and willingness of employees to work, the work results will be maximized.

Based on Hariani *et al.* (2016); Al Hakim *et al.* (2019) regarding work motivation, they revealed that work motivation is a psychological drive that arises from within himself so that his behavior is more directed towards the organization, various efforts, persistence and when there are obstacles or problems faced they are more able to survive. Work motivation is a factor that encourages the desire of workers to be willing to devote all their abilities such as expertise or skills to support the implementation of activities based on responsibilities and obligations so that targets and what are organizational goals can be achieved (Sinambela, 2014; Arifin *et al.*, 2017). Motivation questions how to encourage employee enthusiasm so that they want to work hard by providing all abilities and skills to achieve organizational goals (Lestari, 2014; Retnowati *et al.*, 2021). The driving force behind all organizational actions or operations that intend to achieve common goals is to make employees the main element (Yuliana *et al.*, 2016). According to Hariani *et al.* (2021); Sinambela (2021) the achievement of this is determined by an organization that has the ability to create conditions that support and workers are empowered so that the

skills of each worker can optimally be improved and further developed, but this also still requires motivation which is constantly being improved in a better way, carried out coherently based on performance.

In accordance with Putra & Mardikaningsih (2021) that for workers wages are the driving force of the organization. This provides an understanding that wages are a tool that raises worker motivation so that good work results can be given and encourages workers to be more actively involved in achieving organizational goals (Arifin *et al.*, 2015; Werdati *et al.*, 2020). Wages are something that must be received by workers in the form of money as compensation given by those who provide work to workers who have conditions and payments based on work agreements, agreements, according to regulations in the law including benefits for workers to the workers' families because there are services to be provided or have been (Ernawati & Sinambela, 2021). Work wages are inseparable from the role or results of work. The rules set by the organization must cover all sides needed by workers. Workers who receive wages and in accordance with the workload make it possible to foster work motivation and further improve performance (Mardikaningsih, 2012). Inappropriate wages may reduce motivation and dissatisfaction will occur so that it will have an impact on work results (Issalillah *et al.*, 2021).

In any organization a healthy work environment, providing comfort and safety for workers needs to be created by the organization itself so that the tasks that must be carried out properly by workers can be realized. Mardikaningsih (2016) provides a statement that there needs to be special attention from management regarding factors from the work environment with a view to supporting workers. A good work environment will create a sense of security and comfort, enabling workers to focus and be productive in carrying out their duties (Lestari *et al.*, 2020). The work environment includes everything from tools, materials located around workers, use of work methods, work arrangements for individuals and groups. The work environment will be declared good if it can create a healthy environment, provide comfort, safety, make workers happy so that their duties and roles as workers can be carried out. The work environment is divided into two, namely the work environment from the physical side and one from the non-physical side. The physical work environment is the environment around workers which includes objects or tools they use when working such as tables,

chairs, computers and others that can support their performance. There is also the physical environment that can affect the human condition such as temperature, humidity, lighting, noise and other factors. The form of a non-physical work environment based on Novrianda *et al.* (2012) is an environment where there is a relationship between fellow workers or between workers and their leaders. The benefit of the work environment is that it creates passion for workers at work so that it can increase productivity and work performance (Handayani *et al.*, 2021). According to a statement from Sinambela & Lestari (2021) for workers a good work environment can increase their motivation so that when carrying out until the process is complete it can be completed on time even the standards provided by the organization can also be met.

To increase work motivation, organizations will try various things by planning various stimuli related to work and in the work environment. Therefore, wages as a basis for meeting the necessities of life and as a fundamental matter of the reasons workers work need to be determined and observed for their effect on increasing work motivation. In addition, the work environment is something that is mandatory and needed so that workers feel supported in terms of completing work. Organizations also need to observe how the work environment plays a role in increasing work motivation. The role of wages and work environment to increase motivation will be studied in this study.

Method

Quantitative is the method in this study by choosing associative research for this type of research. The population used is UD Mandiri Jaya Kirana employees totaling 92 people. The sampling technique uses total sampling.

There are two independent variables, namely wages (X.1) and work environment (X.2) which are explained as follows. Wages are income received by workers in the form of money or goods based on a predetermined period of time for an economic activity. Khasanah *et al.* (2010) mentions that there are three indicators of wages, namely wages given on time, wages according to length of service and wages sufficient for daily living needs. Indicators of the work environment are conditions and situations that directly or indirectly affect organizational performance. The indicators for this variable are the physical and non-physical environment (Fatimah *et al.*, 2018). Hutomo (2011) states that indicators for work motivation are achievement, there is

recognition, there are demands, there are responsibilities, there is development, there is involvement, there are opportunities. All indicators will be the material for preparing a questionnaire that will be distributed to respondents.

Several forms to collect data through observation²⁴, documentation, questionnaires and interviews. Tests starting from the classical assumptions, multiple linear regression, partial tests, simultaneous tests and the coefficient of determination are a series of techniques for analyzing data.

Result and Discussion

There were 92 respondents in this study consisting of 64 women and 28 men. There are 83 workers with more than one year of service. The rest just joined less than a year. According to 56 respondents, the work environment has supported their work. There were 13 workers who doubted this, and 23 workers felt the work environment had not supported their work.

Whether or not the statements in the questionnaire are valid²⁵ or not will be known by the results of validity testing. This study²⁵ used corrected item-total correlations. The SPSS output shows that the corrected item-total correlation value for each statement item exceeds 0.3 as the lowest limit. This means that the statement items are declared valid.

The reliability test aims to measure whether the questionnaire statements are reliable or not. Achieving reliable results requires a cronbach alpha value which is required to be higher than 0.60. The reliability results based on the SPSS output are listed in table 1.

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Table 1. Reliability Test

Variables	Cronbach's Alpha	Status
Wage (X.1)	0.658	Reliable
Work environment (X.2)	0.671	Reliable
Work Motivation (Y)	0.704	Reliable

Source: SPSS Output Results

The Cronbach alpha value in table 1 shows that all statements representing each independent and dependent variable are reliable because there is a Cronbach alpha value which when compared the results show higher than 0.60.

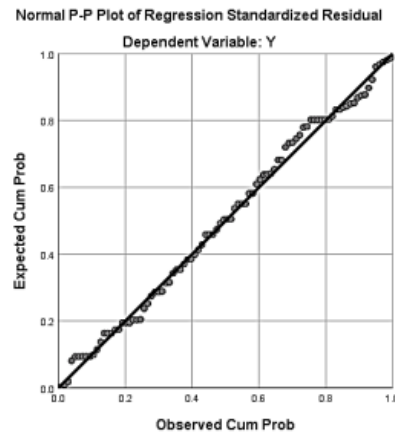


Figure 1. Normality Test
Source: SPSS Output Results

One of the classical assumption tests carried out will discuss the results of the normality test. The benefit of the normality test is that the data in this study is known for its distribution condition which can reach normal or not normal. The certainty of the results will be shown through a graph called the normal P-Plot graph in Figure 1.

Through Figure 1 it can be interpreted that the data is normal because the data surrounds and moves towards the diagonal line so that the assumption of normality is fulfilled. Figure 2 is an image that can explain the heteroscedasticity test.

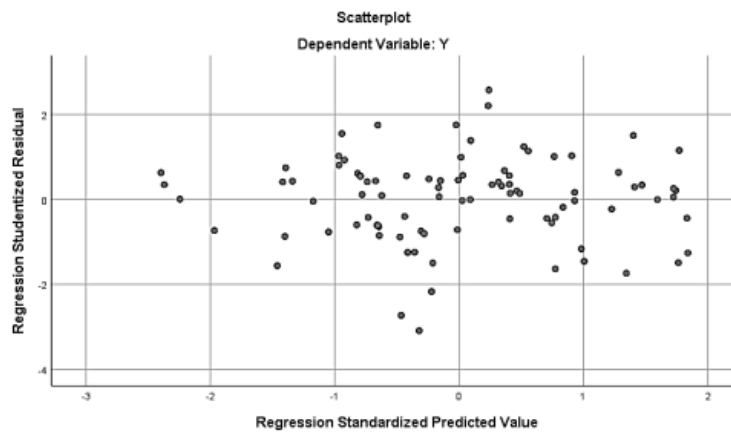


Figure 2. Heteroscedasticity Test
Source: SPSS Output Results

The scatterplot method is used to test the heteroscedasticity. The result after looking at Figure 2 is that patterns with clear, regular shapes are not found and the distribution of the dots above and below the number 0 on the Y axis is also evenly distributed. Under these conditions, the regression model does not experience heteroscedasticity disturbances.

Certain limits based on VIF values and tolerances are called multicollinearity test conditions. The provisions taken are VIF below 1 and tolerance above 0.1 to be free from multicollinearity problems. Research data should be free from multicollinearity because it will show that the data is good. According to the SPSS output, it shows that the value is 1.313 for VIF and the value is 0.762 for tolerance. This can also be seen in table 2. Based on these results, the cause of multicollinearity in this study was not found. From the normality test, heteroscedasticity, multicollinearity all are free from problems. This is also the same as the autocorrelation test which found no problems because there is a value of 1.710 for Durbin Watson which is still between -2 to +2. From the existing SPSS output an equation can be formed based on wage and work environment variables on work motivation. The results are in table 2.

Table 2. t test and Regression Model

23 Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	21.923	5.294		4.141	.000		
	X.1	5.306	.893	.439	5.942	.000	.762	1.313
	X.2	6.354	.979	.480	6.490	.000	.762	1.313

Source: SPSS Output Results

The equation that can be written based on table 2 is $Y = 21.923 + 5.306X.1 + 6.354X.2 + e$. The t test found that based on the partial test below the limit of 0.05 it was stated that wages could affect work motivation significantly with the determination of the t-count result of 5.942 and a sig value of 0.000. Furthermore, this also occurs in the work environment which can affect work motivation with significant conditions based on the determination of the t test results of 6.490 and a sig value of 0.000.

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Table 3. ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11553.530	2	5776.765	75.522	.000 ^b
	Residual	6807.688	89	76.491		
	Total	18361.217	91			

Source: SPSS Output Results

The simultaneous effect can be seen from the results of the F test. The F-count of this study obtained a value of 75,522 and a sig value of 0.000 which is also less than 0.05. Thus based on the simultaneous test of wages and work environment affect work motivation.

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Table 4. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.793 ^a	.629	.621	8.746	1.710

Source: SPSS Output Results

The R-Square value is 0.629 or the percentage reaches 62.9%. This percentage can translate that if it involves the wage and work environment variables to form work motivation, then there is a contribution from the wage and work environment variables of 62.9%. This shows that some additional independent variables and other factors can still be done, but the contribution is only 27.1% to the formation of work motivation.

Wages are proven to have a role in shaping worker motivation. There are three studies from Geldard & Rezaei (2016); Kampelmann *et al.* (2018); Alam *et al.* (2020) whose results are in support of the previous statement. In providing wages to workers, it must be determined in the most appropriate way without having to harm both parties. This relationship is an agreement and work agreement both verbally and in writing between workers and employers in an honest and fair manner so that disputes do not occur in the future because the agreement is a binding tool for both parties. With clarity and suitability regarding wages, workers will not be disturbed at work and are expected to increase work motivation according to the findings in this study.

The work environment is also proven to have an impact on worker motivation. Research whose results can support this is research from Mariza (2016); Tanjung *et al.* (2018); Narasuci *et al.* (2018). As

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management it is necessary to pay close attention to the work environment that is created in the organization because it is something important. This is in order to support the work process effectively so that a comfortable, safe and enjoyable work environment is needed for workers. Motivation can be aroused by the existence of such a work environment.

Conclusion

The results of the study state that wages are proven to have a role in shaping worker motivation. The work environment is also proven to have an impact on worker motivation.

From these findings it is suggested that wages are the main source of worker motivation. Management must ensure that the wage policy meets the agreement of both parties. The work environment must be formed with the intention of supporting the implementation of work so that organizational policies must strive for this to happen.

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