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Employee Productivity in Micro Enterprises: a Study of SMEs In The Agricultural Sector

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Abstract

This research aims to determine the influence of motivation, work discipline and compensation on the productivity of SME employees in the agricultural sector. The data used in this research uses primary data through distributing questionnaires to respondents and secondary data to determine the monthly production capacity carried out by agricultural sector employees. The population in this study were Setia Mamur employees, while the sample in this study consisted of 40 respondents, all of whom were Setia Makmur employees in Malang district.

The data analysis method used in this research is multiple linear regression analysis, with the SPSS 25 analysis tool. This research shows that motivation has no effect on employee productivity, work discipline has an effect on employee productivity, and compensation has an effect on employee productivity.

Keywords: Motivation, Work Discipline, Compensation, Employee Productivity MSMEs, Agriculture

INTRODUCTION

The natural wealth of a country is the key to a country's prosperity. This statement was put forward by Maltus & Ricardo in (Simarmata et al., 2021:2). Non-biological natural resources are natural resources in the form of inanimate objects, for example mining materials, water, land and wind. Biological natural resources are natural resources in the form of living creatures, for example animals, microbes and plants.

Indonesia is a country with abundant natural wealth. Various types of vegetables, fruits and various types of flowers can grow abundantly here. With abundant natural

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wealth, Indonesian people use it as a livelihood to meet their daily needs. Because the majority of Indonesia's population works in the agricultural sector, Indonesia is also called an agricultural country. The agricultural sector was ranked first in August 2022 with a percentage of 28.61, second ranked was the trade sector with a percentage of 19.36, and third ranked was the processing industry sector with a percentage of 14.26 (Yuwono, 2022:29). The following is a table of the percentage of the Indonesian population who work according to their main field of work:

Table 1 Percentage of Working Population According to Main Employment Field 2021-2022

No	Jobs	2021	2022	
		August	February	August
1.	Agriculture, Forestry, Fisheries	28,33	29,96	28,61
2.	Mining and excavation	1,10	1,17	1,13
3.	Processing industry	14,26	13,77	14,17
4.	Procurement of Electricity and Gas	0,22	0,23	0,23
5.	Water Supply, Waste Management, Waste and Recycling	0,43	0,39	0,38
6.	construction	6,33	6,04	6,27
7.	Wholesale and Retail Trade: Car and Motorcycle Repair	19,64	19,03	19,36
8.	Transportation and Warehousing	4,15	4,21	4,29
9.	Accommodation and Food and Drink Providers	7,01	7,11	7,10
10.	Information and Communication	0,76	0,81	0,75
11.	Financial Services and Insurance	1,22	1,11	1,20

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12.	Real Estate	0,27	0,33	0,33
13.	Company Services	1,54	1,43	1,65
14.	Government Administration, Defense and Mandatory Social Security	3,70	3,42	3,61
15.	Education Services	4,95	4,89	4,81
17.	Health Services and Social Activities	1,68	1,76	1,65
18.	Other Services	4,41	4,34	4,46
Total		100,00	100,00	100,00

Source: Central Statistics Agency, 2023

The agricultural sector is one of the sectors that contributes to the Indonesian economy. Agricultural products such as rice, coffee, fruit and vegetables can be raw materials for processed food and drinks

Setia Makmur is a micro, small and medium enterprise (MSME) that was founded in 2005. Setia Makmur is an agro-industry that processes agricultural products in Malang Regency. The agricultural products processed include fruit found around Malang Regency such as oranges, apples, strawberries, jackfruit, soursop, rambutan and snake fruit. The fruit is processed into jenang, dodol, chips and pia food products.

Products from Setia Makmur are quite popular with the public and tourists. Consumer demand for products from Setia Makmur is increasing and companies are required to be able to meet consumer demand.

Meeting consumer demand cannot be separated from the role of the workforce within the company. Therefore, employees are required to carry out work effectively and efficiently or productively in producing products. Productivity can be interpreted as the production produced by workers at a certain time (Sukirno, 2013: 353). Employee productivity can be achieved because there are various factors that influence it. Sedarmayanti (2017:343-344) factors that can create employee productivity are education, skills, discipline, mental attitude and work ethic, motivation, nutrition and health, income level, social security, work environment and climate, Pancasila industrial relations, technology, production facilities, management, and achievement opportunities.

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Motivation is very important for a person's life, because it can encourage a person to achieve success. The motivation that exists within a person can influence his actions at work. Motivation is obtained from internal and external factors that can influence it. If someone has high motivation towards a goal they want to achieve, then someone will take action effectively and efficiently. Apart from motivation, work discipline can affect employee productivity. According to Jufrizen & Hadi (2021) work discipline is the action of a person who is able to control himself to comply with the regulations set by the company. Employee work discipline is very important to achieve company goals. By improving work discipline, an employee can increase his productivity and complete the targets he has set.

Another factor that influences productivity is compensation. payment to work team members for their participation (Kartawan et al., 2018: 114). Compensation that is fair and consistent with the contributions made by employees will increase their productivity. Therefore, companies need to carefully consider and evaluate the compensation applied to their employees. Therefore, employees and companies must be balanced in realizing company goals. Company goals can be realized if management and employees in the company are aligned in realizing these goals.

In general, every company in managing its business cannot be separated from problems that occur related to employee work productivity, as is also experienced by Setia Makmur.

Thus it can be said that employee productivity is greatly influenced by motivation, work discipline and compensation. These employees were selected as research respondents because they were employees at UMKM Setia Makmur. The purpose of this research is to determine and analyze (1) whether or not there is an influence of motivation on employee productivity. (2) whether there is an influence of work discipline on employee productivity. (3) whether there is an influence of compensation on employee productivity.

Objectives

Productivity

Productivity is a comprehensive measurement carried out by employees of the quantity and quality of goods or services produced by employees or machines as well as raw materials or resources as input (Nugroho, 2021:2). Kartawan et al (2018:176) state that productivity can be interpreted as understanding the comparison between the results produced and the employee's mental attitude at work.

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Productivity means doing work within a certain time and describing the output produced and the input used (Hendriatna, 2019:58). From this statement, productivity is closely related to the work produced by employees and the time required to complete it.

Motivation

Work motivation is a force that can raise a person's enthusiasm for doing work Sedarmayanti (2017:154). Meanwhile, according to Darodjat (2015:187) motivation is a psychological process that describes the interaction between attitudes, needs, perceptions and decisions that occur within a person. From the description above, work motivation is one of the factors that can encourage someone to be enthusiastic in carrying out the work they receive in realizing company goals.

Work Discipline

Work discipline is employee awareness and willingness to follow all social regulations and norms (Sinambela, 2016:335). According to Jufrizen & Hadi (2021) work discipline is the ability and attitude of self-control to follow the rules set by the company to achieve goals. Agustini (2019:89) states that work discipline is compliance with the rules and standards that apply in the company to increase employee determination to achieve company goals. From the definition above, it can be concluded that work discipline is the actions of employees who comply with the regulations set by the company.

Compensation

Compensation is a result obtained by employees as a reward for contributions made by the company or organization (Sedarmayanti, 2017: 173). According to Kartawan et al (2018:114) compensation is payment to work team members for their participation. Meanwhile, according to Mujanah (2019:1) compensation is all income in the form of money, direct goods or indirect goods, which employees receive as compensation for services provided to the company.

Hypothesis Development

In this research, the magnitude of the influence of motivation (X1), the influence of work discipline (X2), the influence of compensation (X3) on employee productivity (Y) will be measured. So in this research there are 3 hypotheses that will be tested, namely:

H1. There is an influence of motivation on work productivity

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H2. There is an influence of work discipline on work productivity
H3. There is an influence of collaboration on work productivity

Based on the development of the hypothesis that has been put forward, then a research conceptual framework can be created which becomes the basis of the research. This research will ultimately reveal which variables have the most dominant influence on consumer purchasing decisions.

This framework of thought can be described as follows:

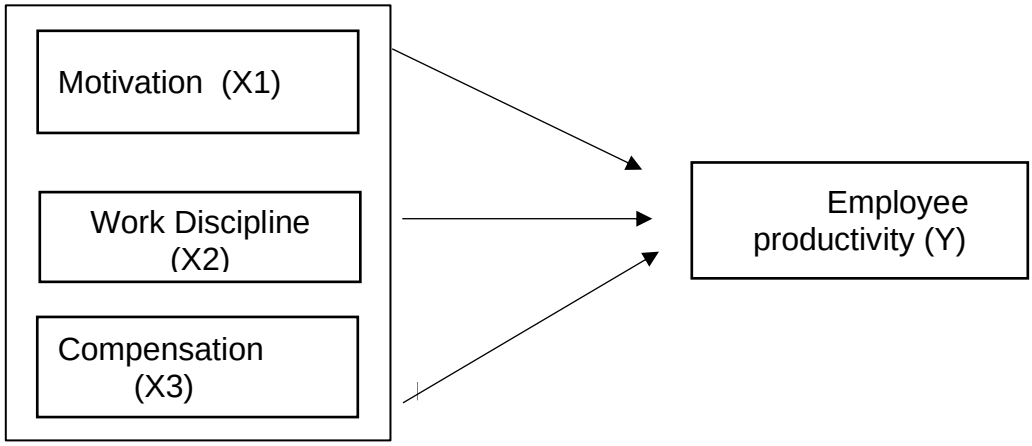


Figure 1. Research Conceptual Framework METHODS

The research design described in this study is The cause and effect relationship is clear. This research explains the influence of motivation, work discipline, compensation on employee productivity. This research variable is grouped into 4 variables, namely: Motivation (X1), Work Discipline (X2), Compensation (X3) as the independent variable and employee productivity (Y) as the dependent variable.

The type of research used in this research is quantitative with explanatory research methods. The population in this study were Setia Makmur employees. Because the number of Loyal Makmur employees is 40, a saturated sampling technique was used. Because the population is small, the entire population will be used as respondents in the research. So the sample in this study was 40 people, all of whom worked at Setia Makmur. The data sources in this research use primary data sources and secondary data. Data collection in this research used a questionnaire method and the measurements used in this research were Likert scale measurements.

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The data analysis method used in this research is the multiple linear regression method. To carry out data analysis, SPSS for Windows version 25 will be used. The multiple linear regression analysis model in this research is used to test whether there is an influence between the independent variables on the dependent variable (Paiman). , 2019:75). The multiple linear regression model equation used in this research has the following formulation:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 +$$

Explanation:

Y: Productivity
X1 : Motivation
X2: Work Discipline
X3 : Compensation
α : Constant
β : Regression Coefficient
e : Error of term (other variables not revealed)

The multiple linear regression analysis model in this research is used to test whether there is an influence between the independent variables (motivation, work discipline and compensation) on the dependent variable (employee productivity). Multiple regression is a statistical technique that simultaneously develops a mathematical relationship between two or more independent variables and a dependent variable. Multiple linear regression analysis is usually used to determine the direction of the relationship between the independent variable and the dependent variable, whether each independent variable is positively or negatively related.

DISCUSSION

The respondents used as subjects in this research were Setia Makmur employees. From the results of research conducted on 40 respondents, a description of the characteristics of the respondents was obtained, including: (1) gender, 10 respondents were male. while there were 30 female respondents. (2) Age, of the 40 respondents there were 3 respondents aged 16 – 20 years, 14 people aged 21 – 30 years, 11 people aged 31 – 40 years, and 12 people aged 41 – 50 years. (3) Occupation, of the 40 respondents there are 11 people who work in the dodol packaging section, 12 people work in the

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jenang packaging section, 7 people work in the chips packaging section, 2 people work in the production section, 1 person works in the production section, 1 person work in the dodol packaging section, 12 people work in the jenang packaging section, 7 people work in the chips packaging section, 2 people work in the production section, 1 person works in the Coordinator section, 1 person works in the dodol packaging and coordinator section, 1 person works in the packaging and jenang coordinator section, 4 people work in the production and sales section, and 1 person works in the chips packaging, sales and coordinator section.

Employee Productivity (Y)

The Dependent Variable Employee Productivity (Y) in this study used 5 statement items which were distributed to 40 respondents, on average the majority of respondents chose the statement item "I can use my time effectively and efficiently" Thus the respondents' statement answers were averaged to get a result of 4 .13% shows very good information from respondents.

Motivation (X1)

The independent variable Motivation (X1) in this study uses 5 statement items which were distributed to 40 respondents. On average, most respondents chose the statement item "I work to meet my daily needs". So the answers to respondents' statements are averaged. obtained a result of 4.29% indicating very good information from respondents

Work Discipline (X2)

The independent variable Work Discipline (X2) in this study uses 5 statement items which were distributed to 40 respondents, on average most respondents chose the statement item "I do my work in accordance with established work standards". So from the respondents' statement answers, an average result of 4.00% was obtained, which shows good information from the respondents.

Compensation (X3)

The independent variable Compensation (X3) in this study uses 7 statement items which were distributed to 40 respondents, on average most respondents chose the statement item "I am paid according to the work I do". So the respondents' answers to

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these statements were averaged to obtain a result of 4.11 which shows very good information from the respondents.

Multiple Linear Regression Analysis Test

The multiple linear regression analysis model in this research is used to test whether there is an influence between the independent variables (motivation, work discipline and compensation) on the dependent variable (employee productivity) either partially or simultaneously. The results of multiple linear regression testing are as follows:

Table 2 Multiple Linear Regression Test

Coefficients[a]						
Model		*Unstandardized Coefficients*		*Standardized Coefficients*	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.243	4.394		0.966	0.341
	X1	0.216	0.233	0.139	0.926	0.361
	X2	0.338	0.141	0.359	2.393	0.022
	X3	0.237	0.110	0.312	2.147	0.039
a. Dependent Variable: Y						

Source: Multiple Linear Regression Test Data (2023)

Based on table 2, the following regression model is obtained:

$$Y = 4{,}243 + 0{,}216\ X1 + 0{,}338\ X2 + 0{,}237\ X3 + e$$

Based on this equation, it can be concluded as follows: (a) The constant value is 4.243, meaning that if motivation (X1), work discipline (X2), and compensation (X3) are 0 then employee productivity (Y) is 4.243. (b) Motivation regression coefficient (X1) is 0.216 (positive value), meaning that motivation (X1) increases by 1 unit so that it can increase employee productivity interest (Y) by 0.216 if other independent variables have a fixed value. (c) The regression coefficient for work discipline (X2) is 0.338 (positive value), meaning that work discipline (X2) increases by 1 unit so that it can reduce employee productivity interest (Y) by 0.338 if other independent variables have a fixed value. (d) The compensation regression coefficient (X3) is 0.237 (positive value), meaning that compensation (X3) increases by 1 unit so that it can increase employee productivity interest (Y) by 0.237 if other independent variables have a fixed value.

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The t test aims to determine the partial influence of the independent variable on the dependent variable.

Table 3 t test

Coefficients[a]						
Model		*Unstandardized Coefficients*		*Standardized Coefficients*	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.243	4.394		0.966	0.341
	X1	0.216	0.233	0.139	0.926	0.361
	X2	0.338	0.141	0.359	2.393	0.022
	X3	0.237	0.110	0.312	2.147	0.039
a. Dependent Variable: Y						

Source: Processed t Test Data (2023)

Based on table 3, the t test results are as follows: (a) Motivation (X1) has no effect on employee productivity (Y). t test results with a sig value of 0.361 are greater than 0.05. The test results concluded that Ho was accepted, meaning there was no partial influence. (b) Work discipline (X2) influences employee productivity (Y). t test results with a sig value of 0.022 are smaller than 0.05. The test results concluded that Ha was accepted, meaning there was a partial influence. (c) Compensation (X3) influences employee productivity (Y). t test results with a sig value of 0.039 are smaller than 0.05. The test results concluded that Ha was accepted, meaning there was a partial influence.

The Influence of Motivation on Employee Productivity

The research results show that motivation has no effect on the productivity of Setia Makmur employees, so it can be concluded that hypothesis 1 is rejected. In other words, high or low employee motivation will not have an impact on the level of productivity of Setia Makmur employees. The motivation that exists within employees is not a benchmark for employees to carry out their work productively. This research is in line with research conducted by Berlian & Rafida (2022) entitled The Influence of Work Motivation, Compensation and Work Environment on PT Employee Productivity. Winaros Kawula Bahari Beji Pasuruan

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The Influence of Work Discipline on Employee Productivity

The research results show that there is a partial influence of work discipline on the productivity of Setia Makmur employees, so it can be concluded that hypothesis 2 is accepted. In other words, employees who carry out work with high work discipline will also have an impact on the results. Increasing or decreasing employee work discipline will have an impact on the work productivity of Setia Makmur employees.

The Effect of Partial Compensation on Employee Productivity

The research results show that there is a partial influence of compensation on the productivity of Setia Makmur employees, so hypothesis 3 is accepted. Compensation that is appropriate to the work carried out by employees will also have an impact on their work. And conversely, if employees receive compensation that is not in accordance with what the employee expects, then the work carried out is sometimes not optimal. Therefore, compensation can encourage employees to be productive in their work. This research is in line with research conducted by Rahmawati et al (2022) entitled The Effect of Compensation on Work Productivity of PT Employees. Horizon Protection Insurance.

CONCLUSION

This research aims to determine the influence of motivation, work discipline and compensation on the productivity of Setia Makmur employees. Based on the results of the data analysis and discussion above, the following research conclusions can be drawn: (a) Motivation has no effect on the productivity of Setia Makmur employees. (b) Work discipline has a partial effect on employee productivity at Setia Makmur (c) Compensation has a partial effect on employee productivity at Setia Makmur.

The limitations in carrying out this research are: (a) The data used in this research is only taken from questionnaire data, so the respondents' answers are limited to what is stated and cannot provide more in-depth information. (b) The independent variables in this research do not represent all factors that influence productivity, because the independent variables, namely motivation, work discipline and compensation, only have an influence of 32.4% on the dependent variable, namely productivity. (c) When distributing questionnaires to respondents, not all of them collected the questionnaires the following day so it took several days for them all to be collected. Within the limitations of the research, the independent variables do not yet represent the factors that influence the emergence of the dependent variable, therefore for further research it is possible to determine more representative independent variables. For further research, you can

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determine a research data sample with a larger population so that the data obtained is not small.

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