



Effect of Compensation and Motivation for Productivity Work of Employees of Arteria Daya Mulia Cirebon Yarn Production Section

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Abstract. This study discusses the influence of compensation and motivation on employee work productivity at PT. Arteria Daya Mulia. The research aims to identify the factors influencing the performance of employees in the yarn production department. A survey method with a simple random sampling technique was employed in this study. The results indicate that compensation and motivation have a positive impact on employee work productivity. Therefore, the company needs to enhance employee compensation and motivation to improve work productivity. This research can be applied to other industries beyond PT. Arteria Daya Mulia.

Keywords: Compensation, Motivation, Work Productivity

INTRODUCTION

Employee work productivity is one of the important factors in the success of a company. To increase employee work productivity, companies need to pay attention to factors that influence it, such as compensation and motivation. PT. PT. Arteria Daya Mulia is a company engaged in yarn production. The company has employees who work in the yarn production department. Employees in the yarn production department have a very important role in maintaining the quality and quantity of yarn production.

Previous research has shown that compensation and motivation positively affect employee work productivity. However, the research has not been conducted at PT. Arteria Daya Mulia. Therefore, this study was conducted to determine the effect of compensation and motivation on employee work productivity at PT. Arteria Daya Mulia. The purpose of this study is to determine the effect of compensation and motivation on employee work productivity at PT. Arteria Daya Mulia. In addition, this study also aims to provide benefits for companies in increasing employee work productivity.

The method used in this study is a survey method with a simple random sampling technique. The data obtained from this study will be analyzed using multiple linear regression analysis techniques. With this research, it is expected to provide benefits for companies in increasing employee work productivity. In addition, this study can also be a reference for other researchers who want to conduct similar research in the future.

LITERATURE

The literature review / theory used in this study is motivation theory and compensation theory. Motivation theory explains the factors that influence employee motivation, such as needs, goals, and rewards. While compensation theory explains the forms of compensation that can be given to employees, such as salaries, benefits, and bonuses. The gap analysis in this study is that no research has been conducted to determine the effect of compensation and motivation on employee work productivity at PT. Arteria Daya Mulia. Therefore, this research is expected to contribute in filling the research gap.

METHOD

The type of research used in this study is quantitative research. This research was conducted at PT. Arteria Daya Mulia uses applied research methods which means that this research is carried out with the intention of testing, and applying in solving practical problems. The place and time of the research was conducted at PT. Arteria Daya Mulia from January to March 2021. The research procedure consists of data sources, data collection techniques, and data analysis techniques. The source of data used in this study was primary data obtained through questionnaires and interviews with employees in the yarn production department at PT. Arteria Daya Mulia. The data collection technique used is a survey technique with a simple random sampling technique. The data obtained will be analyzed using multiple linear regression analysis techniques. Thus, the research methods used in this study consist of the type of research, place and time of research, as well as research procedures consisting of data sources, data collection techniques, and data analysis techniques.

DISCUSSION

This study found that there is a positive and significant relationship between compensation and motivation variables on employee work productivity at PT. Arteria Daya Mulia (ARIDA) Cirebon Yarn Production Section. That is, the higher the level of compensation and motivation of employees, the higher the productivity of their work. The results of multiple linear regression

analysis show that compensation and motivation variables together have a significant effect on work productivity. In multiple linear regression, this study analyzed the extent to which compensation and motivation variables could explain variations in employee work productivity.

However, although this study has identified a relationship between compensation and motivation and work productivity, there are some limitations to the study. One of them is the limited variables studied. This study only focuses on compensation and motivation as factors that affect work productivity, while there are other possible factors that also have a significant influence on work productivity that were not studied in this study.

Therefore, subsequent studies are advised to consider other factors that may affect employee work productivity. For example, the work environment, superior support, training, and quality of work equipment may also play an important role in increasing employee productivity. By expanding the scope of the variables studied, further research can provide a more comprehensive understanding of the factors that contribute to employee work productivity at PT. Arteria Daya Mulia (ARIDA) or other industries.

Nonetheless, the study still makes a valuable contribution by identifying a positive relationship between compensation and motivation and employee work productivity. The results of this study can be a reference for companies to improve employee performance by paying attention to the importance of competitive compensation and effective motivation programs.

Table 1 Percentage of Respondents by Gender

No	Gender	Sum	Percentage
1	Man	43	78,18%
2	Woman	12	21,82%
Total		55	100%

Source: Questionnaire result data processed in 2023

Based on table 1, it shows that respondents of PT. Arteria Daya Mulia (ARIDA) Cirebon, the male yarn production section was 43 people or 78.18% and the rest were female respondents totaling 12 people or 21.82% of the total number of respondents studied, obtained a sample of 55 people. So it can be concluded that the majority of respondents by gender are men.

Table2 Percentage of Respondents by Age

Age	Sum	Percentage (%)
< 25 Years	21	38,18%
25 – 35 Years	20	36,36%
36 – 45 Years	10	18,18%
46 – 55 Years	4	7,27%
> 55 Years	0	0%
Total	36	100%

Source: Questionnaire result data processed in 2023

Based on table 4.2, it shows that respondents of PT. Arteria Daya Mulia (ARIDA) Cirebon's yarn production section based on age group is dominated by employees in the age range of < 25 years, which is 21 people or 38.18% of the total permanent employees of PT. Arteria Daya Mulia (ARIDA) Cirebon. While the second largest respondent is in the age range of 25-35 years, which is as many as 20 people or 36.36% of the total number of permanent employees in the yarn production department of PT. Arteria Daya Mulia (ARIDA) Cirebon. While the rest are in the age range of 36-45 years as many as 10 people or 18.18%, then in the age range of 46-55 years as many as 4 people or 7.27%. So that employees remain part of the yarn production of PT. Arteria Daya Mulia (ARIDA) Cirebon is dominated by the age range of <25 years.

Employee data of yarn production department of PT. Arteria Daya Mulia (ARIDA) Cirebon based on the level of education in this study can be shown in the table as follows:

Table 3 Percentage of Respondents by Education Level

Education Level	Sum	Percentage (%)
SD	0	0%
JUNIOR	8	14,55%
High School / Vocational School	44	80%
D3/S1	3	5,45%
Total	55	100%

Source: Questionnaire result data processed in 2023

Based on table 3, it shows that respondents of PT. Arteria Daya Mulia (ARIDA) Cirebon's yarn production section based on education groups is dominated by employees with high school / vocational education, which is 44 people or 80% of the total permanent employees of the yarn

production department of PT. Arteria Daya Mulia (ARIDA) Cirebon. There are 8 employees with junior high school education or 14.55% and employees with D3/S1 education as many as 3 people or 5.45%. So it can be concluded that the majority of respondents based on education are high school / vocational schools with a total of 44 people or as many as 80%.

Research Instrument Test

Validity Test

A valid instrument means that the measuring instrument used can reveal data from the variables studied precisely. The criteria for a statement to be valid or not are as follows:

1. If $r_{counts} > r_{table}$, then the question is valid
2. If $r_{counts} < r_{table}$, then the statement is invalid

Where for $df = n - 2 = 55 - 2 = 53$. So *degree of freedom* (df) = 53 and r_{table} for significance 5% = 0.05 of 0.266. The statement item is said to be valid if $r_{counts} > r_{table}$.

Compensation Variable Validity Test (X₁)

The results of the calculation of variable compensation instruments using the *SPSS 22.0 for windows* program are obtained:

Table 4 Compensation Variable Validity Test (X₁)

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	28.1636	24.176	.494	.801
X1.2	28.4182	23.026	.570	.790
X1.3	27.5455	25.808	.453	.810
X1.4	27.6182	24.722	.403	.810
X1.5	27.9455	22.275	.730	.773
X1.6	27.9818	22.240	.621	.783
X1.7	28.6000	17.763	.698	.770
X1.8	28.8727	19.224	.528	.809

Source: *SPSS 22.0 for Windows output results*

Based on the *output* in table 4.5 can be seen in the *column Corrected Item-Total Correlation* obtained the results of the validity test of the instrument statement variable compensation (X₁) presented in the table below:

Table5 Compensation Variable Validity Test Results (X₁)

No	r _{calculate}	r _{table}	Information
1	0.494	0,266	Valid
2	0.570	0,266	Valid
3	0.453	0,266	Valid
4	0.403	0,266	Valid
5	0.730	0,266	Valid
6	0.621	0,266	Valid
7	0.698	0,266	Valid
8	0.528	0,266	Valid

Source: 2023 data processing results

Based on table 4.6 it can be seen that $r_{calculate} > r_{table}$ for statements number 1 to number 8 for the variable Compensation (X₁) is feasible and can be used for the next data analysis process.

Test the validity of the motivation variable (X₂)

The results of calculating the variables of motivational instruments using the *SPSS 22.0 for windows* program were obtained:

Table6 Motivational Variable Validity Test (X₂)

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.01	35.6000	38.541	.755	.920
X2.02	35.6727	39.076	.648	.926
X2.03	35.4000	38.763	.725	.922
X2.04	35.5636	39.695	.637	.926
X2.05	35.5273	38.735	.744	.921
X2.06	35.4364	38.584	.785	.919
X2.07	35.2545	40.341	.687	.924
X2.08	35.4545	38.919	.786	.919
X2.09	35.4182	38.211	.861	.915
X2.10	35.4364	39.695	.636	.926

Source: *SPSS 22.0 for Windows output* results

Based on the *output* in table 7 can be seen in the *column Corrected Item-Total Correlation* obtained the results of the validity test of the Motivation variable statement instrument (X_2) which is presented in the table below:

Table 7 Motivational Variable Validity Test Results (X_2)

No	$r_{\text{calculate}}$	r_{table}	Information
1	0.755	0,266	Valid
2	0.648	0,266	Valid
3	0.725	0,266	Valid
4	0.637	0,266	Valid
5	0.744	0,266	Valid
6	0.785	0,266	Valid
7	0.687	0,266	Valid
8	0.786	0,266	Valid
9	0.861	0,266	Valid
10	0.636	0,266	Valid

Source: 2023 data processing results

Based on table 8 it can be seen that $r_{\text{calculate}} > r_{\text{table}}$ for statements number 1 to number 10 for the variable Motivation (X_2) is feasible and can be used for the next data analysis process.

Productivity Variable Validity Test (Y)

The results of calculating the variables of the Productivity instrument using the *SPSS 22.0 for windows* program were obtained:

Table8 Productivity Variable Validity Test (Y)

Item-Total Statistics						
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Item-Total	Cronbach's Alpha if Item Deleted	
Y01	45.0182	29.611	.642		.893	
Y02	44.8727	30.484	.705		.891	
Y03	45.0182	28.500	.670		.893	
Y04	44.8727	31.298	.494		.900	
Y05	44.8545	29.682	.651		.893	
Y06	44.8909	30.729	.583		.896	
Y07	44.7455	30.601	.606		.895	
Y08	44.9091	28.862	.739		.888	
Y09	44.8000	30.422	.576		.897	
Y10	44.8364	31.584	.576		.897	
Y11	44.8909	31.136	.657		.894	
Y12	44.8909	29.914	.641		.893	

Source: SPSS 22.0 for Windows output results

Based on the *output* in table 9 can be seen in the *Corrected Item-Total Correlation* column, the results of the validity test of the Productivity (Y) variable statement instrument are obtained which are presented in the table below:

Table 9 Productivity Variable Validity Test Results (Y)

No	r _{calculate}	r _{table}	Information
1	0.642	0,266	Valid
2	0.705	0,266	Valid
3	0.670	0,266	Valid
4	0.494	0,266	Valid
5	0.651	0,266	Valid
6	0.583	0,266	Valid
7	0.606	0,266	Valid
8	0.739	0,266	Valid
9	0.576	0,266	Valid
10	0.576	0,266	Valid
11	0.657	0,266	Valid
12	0.641	0,266	Valid

Source: 2023 data processing results

Based on table 10, it can be seen that $r_{calculate} > r_{table}$ for statements number 1 to number 12 for the variable Productivity (Y) is feasible and can be used for the next data analysis process.

Reliability Test

A reliable instrument is an instrument that, when used several times to measure the same object, will produce the same data. An instrument is said to be reliable if it has a *Cronbach Alpha* value of > 0.7 .

Compensation Variable Reliability Test (X₁)

The results of calculating the reliability of the instrument using the *SPSS 22.0 for Windows* program are obtained:

Table 10 Compensation Variable Reliability Test (X₁)

Reliability Statistics

Cronbach's Alpha	N of Items
.815	8

Source: *SPSS 22.0 for Windows output results*

Based on table 4.11, the *Cronbach Alpha* value > 0.7 or $0.815 > 0.7$ is obtained so that it can be stated that the Compensation variable (X₁) is reliable.

Motivational Variable Reliability Test (X₂)

The results of calculating the reliability of the instrument using the *SPSS 22.0 for Windows* program are obtained:

Table11 Motivational Variable Reliability Test (X₂)

Reliability Statistics

Cronbach's Alpha	N of Items
.929	10

Source: *SPSS 22.0 for Windows output results*

Based on table 12, the *Cronbach Alpha* value > 0.7 or $0.929 > 0.7$ so that it can be stated that the Motivation variable (X₂) is reliable.

Productivity Variable Reliability Test (Y)

The results of calculating the reliability of the instrument using the *SPSS 22.0 for Windows* program are obtained:

Table 12 Productivity Variable Reliability Test (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
.902	12

Source: *SPSS 22.0 for Windows output results*

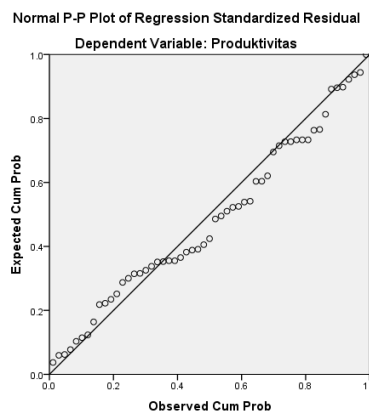
Based on table 13, the *Cronbach Alpha* value > 0.7 or $0.902 > 0.7$ is obtained so that it can be stated that the Productivity variable (Y) is reliable.

Classical Assumption Test

Classical assumption testing is useful for testing the feasibility of using regression models and the feasibility of independent variables and classical assumption testing aims to produce good parameter values so that research results can be more reliable.

Normality Test

The normality test is carried out with the aim of testing whether in the regression model, the dependent variable or both have a normal distribution or not. A good regression model is a normal or near-normal data distribution. The results of the normality test with the graph analysis method by looking at the output results of *Normality Probability Plots* using *SPSS 22.0 for Windows*, can be seen in the figure below:



Source: PT. Arteria Daya Mulia (ARIDA) Cirebon

Figure 1 P-P Plot Normality Test Results

Based on figure 1 it can be seen that the data spreads around the diagonal line and follows the direction of the diagonal line, then the data is normally distributed and the regression model has met the normality assumption. The results of the normality test with statistical test methods by looking at the *results of non-parametric Kolmogrov-Smirnov (K-S) output* can be seen in table 4.14.

Table 4.13 Kolmogrov-Smirnov Normality Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		55
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.41201487
Most Extreme Differences	Absolute	.094
	Positive	.094
	Negative	-.068
Test Statistics		.142
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: SPSS 22.0 for Windows output results

Based on table 14 *Kolmogrov-Smirnov Test* can be seen on *Asymp. Sig. (2-tailed)* of 0.200 > 0.05 which means the data is normally distributed.

Multicollinearity Test

The multicollinearity test was carried out to determine whether the regression model found a correlation between independent variables. If there is a correlation between independent variables. If correlation occurs, there is a multicollinearity problem that must be addressed. The applicable provisions in this test are, if the *Variance Inflation Factor (VIF)* value > 10 and the *Tolerance* value < 0.1 then there is multicollinearity, while if the *VIF* < 10 and the *Tolerance* value > 0.1 then there is no multicollinearity. The results of the multicollinearity test can be seen in table 4.15.

Table14 Multicollinearity Test

<i>Coefficients^a</i>							
<i>Type</i>	<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	<i>t</i>	<i>Sig.</i>	<i>Collinearity Statistics</i>	
	<i>B</i>	<i>Std. Error</i>	<i>Beta</i>			<i>Tolerance</i>	<i>VIF</i>
1 (Constant)	16.557	2.074		7.983	.000		
Compensation	.242	.119	.216	2.022	.048	.275	3.638
Motivation	.625	.092	.724	6.775	.000	.275	3.638

a. Dependent Variable: Productivity

Source: SPSS 22.0 for Windows output results

Based on table 15, it can be seen that the VIF value in the *Collinearity Statistics* column is $3.638 < 10$ and *the Tolerance* value of $0.275 > 0.10$ can be interpreted that the model formed does not have symptoms of multicollinearity between independent variables and regression models.

Regression Analysis

Multiple Linear Regression Test

Multiple regression analysis is used by researchers to determine the magnitude of the influence of several independent variables (X_1 and X_2) on the dependent variable (Y). The following are the results of the calculation of SPSS 22.0 for Windows on the Effect of Compensation and Motivation on the productivity of Kerja Karyawan PT. Arteria Daya Mulia (ARIDA) Cirebon City Yarn Production Section can be seen in table 4.16.

Table15 Multiple Regression Analysis

<i>Coefficients^a</i>						
<i>Type</i>	<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	<i>t</i>	<i>Sig.</i>	
	<i>B</i>	<i>Std. Error</i>	<i>Beta</i>			
1 (Constant)	16.557	2.074		7.983	.000	
Compensation	.242	.119	.216	2.022	.048	
Motivation	.625	.092	.724	6.775	.000	

a. Dependent Variable: Productivity

Source: SPSS 22.0 for Windows output results

The formula of multiple linear equations is:

$$Y = a + b_1 X_1 + b_2 X_2$$

Source: Sugiyono (2017:192)

The result of table 4.16 *Coefficient*, can be arranged multiple linear equations as follows:

$$Y = 16.557 + 0.242 X_1 + 0.625 X_2$$

Based on the linear equation above, it shows the direction of the independent variable to the dependent variable which can be described as follows:

- 1) The constant value of 16.557 shows that if the variables Compensation (X_1) and Motivation (X_2) are fixed, then the value of Productivity (Y) of employees of the yarn section of PT. Arteria Daya Mulia (ARIDA) Cirebon is 16,557.
- 2) The value of the regression coefficient of the Compensation variable (X_1) of 0.242 means that if compensation increases units, employee productivity will increase by 0.242 units at the cost. A positive Compensation Coefficient means that there is a positive relationship between Compensation (X_1) and Productivity (Y). This can show that the more compensation increases, the more employee productivity increases.
- 3) The value of the regression coefficient of the Motivation variable (X_2) of 0.625 means that if Motivation experiences a unit increase, employee productivity will increase by 0.625 units at the cost. The positive Motivation Coefficient means that there is a positive relationship between Motivation (X_2) and Productivity (Y). This can show that the more motivation increases, the more employee productivity increases.

Coefficient of Determination

The coefficient of determination (R^2) is essentially used to measure how far the model is able to explain dependent variables. In this multiple linear regression model, we will see the magnitude of the contribution for the independent variable to the dependent variable by looking at the magnitude of the total coefficient of determination. If the coefficient of determination obtained is close to 1, it can be said that the stronger the model in explaining the relationship between the independent variable and the dependent variable.

Table16 Results Coefficient of Determination

TableModel Summary				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.915 ^a	.837	.831	2.458
a. Predictors: (Constant), Motivation, Compensation				
b. Dependent Variable: Productivity				

Source: SPSS 22.0 for Windows output results

Based on table 17 shows an Adjusted R Square value of 0.831, meaning that the percentage of the influence of Compensation and Motivation together on work productivity is 83.1% and the remaining 16.9% is influenced by other factors outside the object of study.

Test the hypothesis

Test T (Partial)

Hypothesis testing is carried out to determine the proof of hypotheses that have been made before. The hypothesis test consists of Test T and Test F. The test steps are as follows:

Table 17 Test the Hypothesis of the Compensation Variable (X₁) to Productivity (Y)

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.557	2.074		7.983	.000
	Compensation	.242	.119	.216	2.022	.048
a. Dependent Variable: Productivity						

Source: SPSS 22.0 for Windows output results

Based on table 18, it can be seen that the calculated value is 2.022 while the ttable value at the degree of greatness (dk) = 55 – 2 = 53 and the significant level = 0.05. From these provisions, a table value of 1.674 was obtained. That way it can be concluded that the tcount > ttable is 2.022 > 1.674 and the sig < 0.05 or 0.048 < 0.05. This means that Ho is rejected and Ha is accepted, where compensation has a positive and significant effect on Work Productivity. So the first hypothesis regarding Compensation has been tested.^a

Based on the description above, when described in the area of acceptance and rejection of the hypothesis, it will be described as follows:

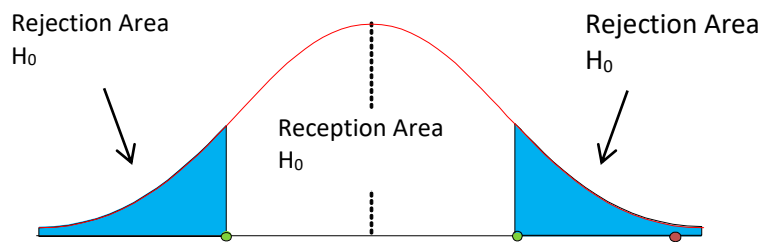


Figure 4. 1 Areas of Acceptance and Rejection of the First Hypothesis

Table18 Test the Hypothesis of Motivation Variables (X_2) to Productivity (Y)

Coefficients ^a					
Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	16.557	2.074		7.983	.000
Motivation	.625	.092	.724	6.775	.000

a. Dependent Variable: Productivity

Source: SPSS 22.0 for Windows output results

Based on table 4.19, it can be seen that the calculated value is 6.775 while the table value at the degree of greatness (dk) = $55 - 2 = 53$ and the significant level = 0.05. From these provisions, a table value of 1.674 was obtained. That way it can be concluded that the $t_{count} > t_{table}$ is $6.775 > 1.674$ and the $sig < 0.05$ or $0.000 < 0.05$. This means that H_0 is rejected and H_a is accepted, where Motivation has a positive and significant effect on Work Productivity. So that the second hypothesis regarding Motivation has been tested.^a

Based on the description above, when described in the area of acceptance and rejection of the hypothesis, it will be described as follows:

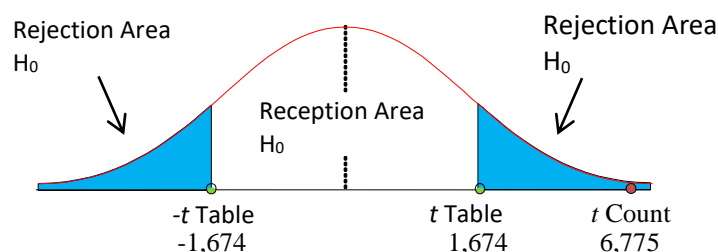


Figure 4. 2 Areas of Acceptance and Rejection of the Second Hypothesis

Test F aims to determine the effect of independent variables simultaneously or together on the dependent variables, namely the variables Compensation (X_1) and Motivation (X_2) on Productivity (Y). Test the hypothesis as a whole is known by comparing the calculated F value $> F_{table}$. The decision criterion is that if the F value is calculated $> F_{table}$ then the overall research hypothesis is accepted (significant). If $F_{count} < F_{table}$ then the research hypothesis is rejected (insignificant). Test F in this study uses the following hypothesis:

The applicable provisions in this test are if $F_{count} > F_{table}$. Whereas if $F_{counts} > F$ table with a significance of 0.05, the number of samples (n), the number of variables (k) and $dk = n - (k - 1)$, then $dk = 55 - (3 - 1) = 53$ in table F will get a table F value of 3.172. The results of the hypothesis test using the *SPSS 22.0 for Windows* program are as follows:

Table 19 Test the Hypothesis of Compensation (X_1) and Motivation (X_2) Variables Simultaneously on Productivity (Y)

ANOVA ^a					
Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	1611.765	2	805.883	133.389	.000^b
Residuals	314.162	52	6.042		
Total	1925.927	54			
a. Dependent Variable: Productivity					
b. Predictors: (Constant), Motivation, Compensation					

Source: *SPSS 22.0 for Windows* output results

Table 20 shows that the calculated F value is 133.389 with a significant level of 0.000. This value is then compared to the table's F of 3.172. That way it can be concluded that the F value is calculated $> F_{table}$ which is $133.389 > 3.172$ with a sig value of < 0.05 which is $0.000 < 0.05$. So H_0 is rejected and H_a is accepted, meaning that the variables Compensation and Motivation simultaneously have a significant influence on job satisfaction. The picture of the area of acceptance and rejection of the hypothesis is as follows:

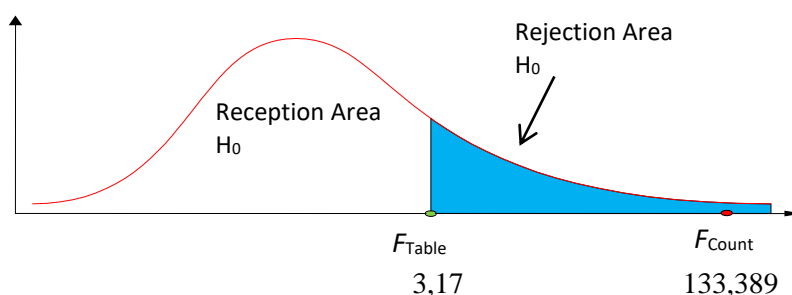


Figure 4. 3 Areas of Acceptance and Rejection of the Third Hypothesis

The discussion in the study uses two independent variables, namely Compensation and Motivation using one dependent variable, namely Productivity. The test results of each independent variable against the dependent variable can be analyzed as follows:

Based on the results of hypothesis testing using *SPSS 22.0 for Windows*, a calculated t value from the Compensation variable of 2.022 was obtained. While t_{table} with the degree of greatness (dk) = $55 - 2 = 53$ at a significant level of 0.05 which is 1.674. Thus, $t_{calculate} > t_{table}$ or $2.022 > 1.674$ means that Compensation has a positive and significant effect on the Work Productivity of PT. Arteria Daya Mulia (ARIDA) Cirebon Yarn Production Section.

Based on the descriptive results, that respondents' responses to the largest compensation are found in the fixed component, namely by stating that I get health benefits (BPJS) in accordance with the provisions stipulated in the law, this means that PT. Arteria Daya Mulia (ARIDA) Cirebon pays close attention to the health insurance of its employees, and the smallest average about holidays with a statement every year we take a vacation with all employees. So that the company or organization must pay attention again to the needs of employees regarding compensation at PT. Arteria Daya Mulia (ARIDA) Cirebon itself.

The results of this study are in line with previous research conducted by (Pramiswari et al., 2022) entitled "The Effect of Compensation, Motivation, and Work Environment on the Work Productivity of Employees of Pt. Industri Gula Glenmore Banyuwangi" which states that compensation has a positive and significant effect on the work productivity of employees of Pt. Industri Gula Glenmore Banyuwangi can be seen with the results of a significant probability value of $0.047 < 0.05$ then H_0 is rejected and H_a is accepted.

Based on the descriptive results of the hypothesis test and statistical test, it can be interpreted that compensation will affect the level of productivity of PT. Arteria Daya Mulia (ARIDA) Cirebon Yarn Production Section.

Based on the results of hypothesis testing using *SPSS 22.0 for Windows*, a calculated t value of the Motivation variable of 6.775 was obtained. While t_{table} with the degree of greatness (dk) = $55 - 2 = 53$ at a significant level of 0.05 which is 1.674. Thus $t_{calculate} > t_{table}$ or $6.775 > 1.674$ means that Motivation has a positive and significant effect on the Work Productivity of PT. Arteria Daya Mulia (ARIDA) Cirebon Yarn Production Section.

Based on the descriptive results, that respondents' response to the greatest motivation lies in the need for self-esteem, namely with the statement of my Chairman always treats his employees well and politely, this means that PT. Arteria Daya Mulia (ARIDA) Cirebon pays close attention to the self-esteem of its employees, and the smallest average is found in

physiological needs with the statement I am very motivated in working because the needs for children's education are met. So the company or organization must pay attention again to the needs of employees regarding the future of the employees' children.

The results of this study are in line with previous research conducted by (Hartanto et al., 2020) entitled "The Effect of Leadership Patterns, Motivation, and Compensation on the Work Productivity of Pt. So Good Food Boyolali Employees " which stated that Moivasi had a positive and significant effect on the work productivity of Pt. So Good Food Boyolali employees seen with the results of a significant probability value of $0.000 < 0.05$ then H_0 was rejected and H_a was accepted.

Based on the descriptive results of the hypothesis test and statistical test, it can be interpreted that Motivation will affect the level of Employee Productivity of PT. Arteria Daya Mulia (ARIDA) Cirebon Yarn Production Section.

Based on the results of hypothesis testing using *SPSS 22.0 for Windows* in the analysis of Compensation and Motivation together on Productivity, an *Adjusted R Square* value of 0.831 or 83.1% was obtained and the remaining 16.9% was influenced by other factors outside the object of study.

Hypothesis testing is also evidenced by a sig value of < 0.05 where the significant value is $0.000 < 0.05$ and the F value_{is calculated} $> F_{table}$ which is $133.389 > 3.172$. So it can be concluded that the variables of Compensation and Motivation simultaneously have a significant influence on the Productivity of PT. Arteria Daya Mulia (ARIDA) Cirebon Yarn Production Section.

While the results of descriptive analysis state that respondents' responses to the Productivity variable whose value is the largest are about indicators Increase the results achieved with statements In doing always earnest so that there are no and wrong things happen, where employees are always serious in working so that mistakes do not occur.

The results of this study are in line with previous research conducted by (Kadek et al., 2019) in his journal entitled "The Effect of Compensation, Work Discipline and Motivation on Employee Productivity" showing that simultaneously Compensation and Work Motivation affect employee Work Productivity at Single Fin Restaurant & Bar Bali. The results showed that compensation and motivation variables together affect employee productivity.

CONCLUSION

The conclusion of this study is that there is a positive and significant influence between the variables of Compensation and Motivation on the Work Productivity of employees at PT. Arteria Daya Mulia (ARIDA) Cirebon Yarn Production Section. This can be seen from the results of multiple linear regression tests which show that the variables Compensation and Motivation together have a significant effect on Work Productivity. In addition, this study also shows that there are limitations in this study that require improvement by subsequent studies. Further research is needed on the factors that have an influence on employee work productivity beyond the compensation and motivation variables studied.

Based on the results of the study, the researcher provided the following suggestions: For Companies a. PT. Arteria Daya Mulia (ARIDA) Cirebon is expected to increase Compensation and Motivation on an ongoing basis so that Employee Productivity will increase. Thus, the conclusion of this study is that Compensation and Motivation have a positive and significant effect on the Work Productivity of employees at PT. Arteria Daya Mulia (ARIDA) Cirebon Yarn Production Department and the company are expected to increase Compensation and Motivation on an ongoing basis to increase Employee Productivity.

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