



LITERATURE REVIEW PRODUCTIVITY DETERMINATION: MOTIVATION, SKILL AND WORK ENVIRONMENT

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Abstract: The article Literature Review Determination of Productivity: Motivation, Skills and Work Environment, aims to build hypotheses for further research. The methodology for writing this Literature Review article is Library Research which is sourced from the online application of Mendeley and Google Scholar. The results of this literature review article are: 1) Motivation has an effect on productivity; 2) Skills affect productivity; and 3) Work environment has an effect on productivity.

Keyword: Productivity, Skills, Motivation, Work Environment

INTRODUCTION

Productivity can be increased by doing the following ways: The addition of resources to obtain the amount of production to be efficient and effective. Many factors that are very influential in productivity such as the presence of human resources are the causative factors in determining the survival of a company, because employees are one of the factors causing production which plays an important role compared to other production factors. Even though a company has very adequate facilities and infrastructure, without the support of human resources who are morally good, active, disciplined and united, so that the company's survival will run slowly, especially not for long, Sutrisno (2008:14)

These factors must respond to the similarities in the changing world of work and market demands served as well as accurately, adequately and quickly. This underlies the effect of increasing skills with the level of human resources, not only from a physical, mental and moral point of view, but from the point of view of work productivity. A company that really wants to grow is always trying to increase work productivity into the form of the organization, which includes the form of management, functional form and operational form. can be said to be productive if the facts that are processed are decreasing to result in greater expenses. In the development of the company is influenced by 2 factors, namely internal factors and external

factors. Those classified as external factors include many competing companies, consumer interest in the product, place the company's graphic.

Internal factors are the level of output produced, production costs, sales division, product types, and others. In solving internal business problems, the company must increase the productivity of its human resources. Apart from being the most important thing for the company, labor is also one of the largest parts of the company's budget. Company management must monitor labor productivity, because productivity is one form of indicator that will regulate the quality of efficiency. acceptance of management results is very dependent on work productivity, in this case is the productivity of human resources. based on the form of research on labor productivity in various companies carried out (PEP-LIPI in 2017) confirms the desire for a decrease in labor productivity.

Many factors have been influenced and ensured productivity, these factors are industrial lifestyle, position and status of workers, wage system, bonus system, satisfaction and limited initiatives and social relations that are not suitable, creating conditions that are not conducive to the growth of morale. competitive among workers, which results in the emergence of an attitude that is quickly complacent about work results, a skeptical and static attitude among workers. Companies in their efforts to increase productivity must first monitor the factors that influence and determine employee productivity. and Without employee productivity, which is a fundamental character in production activities, it is impossible to succeed. so it is necessary to pay attention to several factors that help the quality of productivity in a company in achieving the expected target.

Based on the background, the problems to be discussed can be formulated in order to build hypotheses for further research, namely:

1. Does motivation affect productivity?
2. Does Skill affect productivity?
3. Does the work environment affect productivity?

LITERATURE REVIEW

Motivation

Motivation is a form of energy change in each individual which is seen from the impulse that comes from a person in achieving a goal. Encouragement and business conditions can be seen with the need to progress in life. This makes individuals have the effort and push to get maximum results. (Tungkob, 2016).

Motivation starts from pleasant situations, conditions and objects. In this case, providing continuous satisfaction can lead to behavior that is ready to do something. Cognitives argue that what influences a person's behavior is the thought process, because cognitive adherents focus on how a person processes information and provides interpretation for certain situations. Adherents of humanism argue that humans act in environmental conditions that carry out the possibilities that are carried out. (Tungkob, 2016).

A person's desire revolves around the smallest desire for the maximum benefit, Mashlow in Triatna (2015). There are five hierarchy of desires in humans, namely desires on the basis of desire, comfort, social, appreciation, and self-expression. In each of these measures there are five advantages, namely: physiology, comfort, social, appreciation, and self-expression. In terms of motivational learning, David McClelland in Mangkunegara (2011) says there are three kinds of human desires, namely: desire for achievement, desire for of connection, as well as the desire for dominance, (Ali P. &., 2017)

Motivation is an impulse, desire or interest that is so great within oneself, to achieve a certain desire, ideals and goals. The existence of motivation will make individuals try their best to achieve what they want.

Motivation has been studied by many previous researchers, including: (Riyanto, Sutrisno, et al., 2017), (Prayetno & Ali, 2017), (Chauhan et al., 2019), (Rivai et al., 2017), (Prayetno & Ali, 2017), (Bastari et al., 2020), (Masydzulhak et al., 2016), (Aima et al., 2017)

Skill

Skill is the work ability possessed by someone which includes aspects of knowledge, skills, motivation, work environment that is similar to the specified standard. In this case, the abilities contained in the skills discussed above are divided into two skills, namely hard skills and the next is soft skills. Hard skills and soft skills are prerequisites for the success of a graduate when pursuing education. Hard skills are very important emphasizing cognitive aspects and special abilities based on certain scientific disciplines, although soft skills include personal and interpersonal behaviors needed to develop and optimize each individual's performance. (Novia, 2012).

Skill is often defined as the technical ability possessed by workers who have the skills to use a tool, process data, operate a computer, and know certain knowledge. Expertise can also be called hard skills or technical abilities. When someone says hard skills usually refers to skills defined by the Random House Dictionary (in Robles, 2012), which are abilities that come from knowledge, ability, or intelligence to do something well; competence in doing something; expertise or skills that require certain training. Hard skills are also often said to be skills that are needed by workers in a form in carrying out basic tasks in order to achieve their work goals (Manara, 2014).

Skill is the ability to do something. Skills can range from something as simple as making a bed to something as complex as playing a musical instrument. The combination of skills is what is needed in the world of work.

It has been studied by many previous researchers, including: (Elmi et al., 2016), dan (Richardo et al., 2020).

Work environment

The work environment is a component that exists within employees in carrying out work activities. By being characterized by a good work environment and creating working conditions that can provide enthusiasm for employees, this can have an influence on employee morale. Opinions about the work environment are all forms of conditions that exist around workers that can affect individuals when carrying out a given job. (Bambang, 2014).

The work environment is an object that is around workers who are under his influence in carrying out work such as temperature, humidity, air circulation, lighting, perception, workplace hygiene and whether or not complementary tools are suitable for work (Isyandi, 2004). The work environment is all objects that exist around workers/employees that can affect employee job satisfaction in carrying out their work so that maximum work results will be obtained, where in the work environment there are work facilities that support employees in completing tasks assigned to employees in order to improve employees in a company. (Ali H. , 2017)

The work environment is an environment in which employees carry out their daily work. A conducive work environment provides a sense of security and allows employees to work optimally, Mardiana (2005:15). The work environment can affect the emotions of employees. If

the employee likes the work environment in which he works, then the employee will feel at home in his workplace to carry out activities.

The work environment has been studied by many previous researchers including: (Purba et al., 2017), and (Sardjijo & Ali, 2017)

Productivity

Productivity is an activity to increase the production of goods and services as much as possible using resources efficiently and effectively. (Nasron, 2012). Productivity is strongly influenced by various factors, including: work attitude, skill level, relationships around pedawai and organizational leaders, workforce efficiency, entrepreneurship. (Nasron, 2012). Achievement of maximum productivity is not only determined by a number of numbers, but by a number of products obtained from an employee during a predetermined period of time. (Made, 2017).

Productivity is the time used to complete the tasks at work, in order to achieve the expected results based on the job description, Ferreira and Du Plessis (2009). Increased productivity can lead to favorable output outcomes such as: competitive advantage, maintaining strategic and financial product results, and achieving organizational goals. (Made, 2017)

Productivity is the ability of a person, system, or company to produce something by utilizing existing resources effectively and efficiently. The meaning of productivity itself is still related to the power of production and productivity.

Productivity has been studied by many previous researchers including: (Riyanto, Adila, et al., 2017), (Elmi & Ali, 2017), and (Purba et al., 2017).

Table 1: Previous Research

No	Author (year)	Research Results	Similarities to this Article	Differences with this article
1	Sutrisno (2016)	The Influence of Work Ethic and Work Environment on Employee Performance.	Everything that is around employees and can affect employees in carrying out their duties.	The Effect of Work Ethic on Employee Performance.
2	Darmawan A (2018)	Work Productivity To Improve Quality of Life	Productivity as a comparison between inputs and results Shows the added value provided by an organization.	Productivity itself is a measure of how good or bad the resources are arranged to obtain optimal results.
3	Budiyono (2014)	The Influence of Work Discipline, Work Environment, and Work Skills on Work Performance.	The level of productivity of an employee is also very dependent on the opportunities that are open to him. Opportunities in this case also mean: opportunities to work, jobs that are in accordance with education and the level of skills a person has, opportunities to develop themselves and so on.	Skill level is determined by formal and informal education, training in management and supervision and skills in industrial engineering.

4	Hasibuan (2015)	The Influence of Leadership and Work Motivation on Employee Performance.	The Pro and Positive Mental Attitude of Employees Towards Work Situations That Strengthens Their Work Motivation To Get Maximum Performance.	Work motivation such as the ability to realize a high level of effort towards Organizational Goals, Conditioned as a result of the Effort to complete a person's desire.
5	Nuraini (2013)	The Influence of Work Environment and Work Motivation on Employee Job Satisfaction.	Something that exists within the employees' environment that can encourage themselves to carry out their obligations as well as temperature, humidity, air circulation, lighting, perception, workplace hygiene and whether or not complementary tools are appropriate for work.	The work environment can be interpreted as the completeness of work complements that visit, the surrounding environment where an employee is, how he works, the form of the impact of good work for individuals or as a group.

WRITING METHOD

The method of writing scientific articles is by using qualitative methods and literature or Library Research. Studying literature books that match the concepts to be studied, especially in the scope of human resource management (HRM) Productivity, Skills, Motivation and Work Environment. When analyzing a quality scientific article and scientific articles from journals that are not yet qualified. With that, scientific articles that have been cited are sourced from Mendeley and Scholar Google.

Seen from qualitative research, literature review must be carried out and used consistently through methodological assumptions. Where it contains meaning must be used inductively so that it does not direct the questions posed by the researcher. In the form of the main reason for conducting a qualitative research that the research is exploratory, (Ali & Limakrisna, 2013).

DISCUSSION

1. The Effect of Motivation on Productivity

Work motivation is a form of diverting and guiding employees so that they can carry out their respective duties in achieving goals that are full of awareness. This states that work motivation can create enthusiasm and work motivation, Anoraga, (2002). Work motivation can also be referred to as a driver of work enthusiasm. An employee's work motivation can ensure the size of the results received later. Based on the opinion of experts. It can be concluded that work motivation is an effort by the company in diverting and guiding workers so that they want to work together, work effectively, and do their work with full awareness, enthusiasm and responsibility so that they can get the company's goals and objectives. So, work motivation can also be interpreted as a driving force for a better work spirit. (Laksmiari, 2019).

Motivation is an effort that can encourage someone to be able to take a desired step, as well as a motive as a driving force so that someone can see someone's behavior that tends to be goal-oriented and driven by the ability to achieve that goal (Laksmiari, 2019). Work motivation is expected so that workers can build a desire to work hard and grow enthusiasm to achieve increased productivity (Hisabuan, 2012). Workers who have high work motivation can increase

the ability and willingness to produce satisfactory work results, and can provide a function for the company in an effort to increase productivity, Simamora (2006).

Motivation is the result of the interaction of individuals and situations, both internal and external situations. Motivation itself is sometimes captured differently by some leaders. Leaders consider motivation as an individual trait, where there are individuals who have it and some do not.

2. The Effect of Skills on Productivity

Skills are usually used as a description of a person's varying level of competence (Widiastuti, 2010). Skill is the ability to operate a job so that it is easy to carry out. With that, it can be ascertained that there is a significant influence between skills on productivity. Skill level plays an important role in formal education and information obtained from training in management and supervision of skills in industrial engineering. Employees who have education and training will have the potential to increase productivity (Sedarmayanti 2001:71).

Skills that have not been maximized create poor productivity results as well. The productivity of a worker is very dependent on the opportunities that are open to him, opportunities in this case can be interpreted as job opportunities, jobs that are suitable for their education and level of ability possessed by a person, opportunities for self-development. Soft skills are considered very important in the world of workers in the world of education. (Novia, 2012).

This ability is more inclined to social skills, communication, social intelligence, and others. Reporting from The Balance Careers, soft skills are communication skills, one's characteristics, inherent social intelligence, and the ability to adapt well in life and the world of work.

3. Effect of Work Environment on Productivity

The work environment is a container in which the workers are surrounded and thus can affect each individual in carrying out the tasks and responsibilities given (Danang, 2015). The work environment is an important component when employees carry out work activities. Because the work environment is one of the things that can motivate employees to work better. A well-oriented work environment can be seen from the work atmosphere (which includes: adequate lighting, good air circulation, the availability of security devices), from the condition of employee relations and the availability of other supporting facilities in the work process.

A work environment that is less effective and efficient can cause the relationship between workers and leaders to not work properly and properly, thereby resulting in a lack of communication and information from the leadership. With the facilities provided by the company, this will have a direct impact on employee morale so that productivity will increase. This is one of the problems that companies often face how to improve and maintain good work. (Danang, 2015).

The work environment is one of the external factors that is very influential in supporting maximum work results in every job. If the work environment is not conducive, it will cause the performance of the workforce to decrease due to a lack of work motivation that arises from within the workforce to work well.

Conceptual Framework

Based on the formulation of the problem of writing this article and the study of literature review studies from both relevant books and articles, the framework for this article is obtained as below.

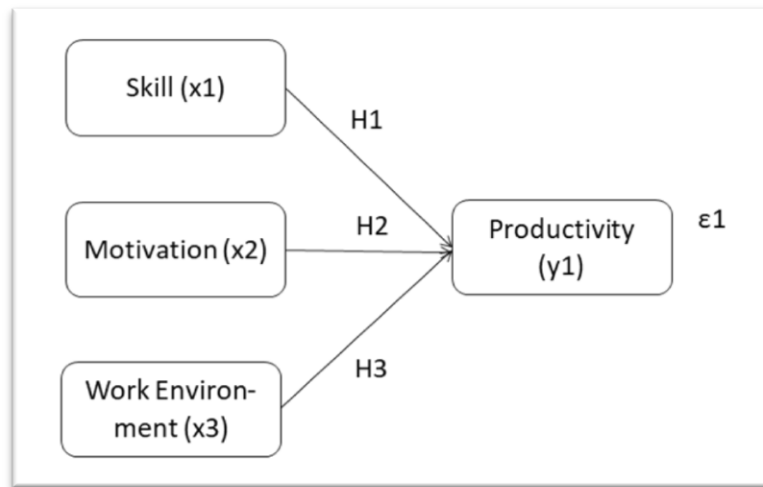


Figure 1 : Conceptual Framework

Based on theoretical studies and a review of the results of relevant articles and pictures of the conceptual framework, skills (x1), motivation (x2) and work environment (x3) affect productivity (y1). This article is in line with the previous article:

- 1) Skill: (Elmi et al., 2016), (Richardo et al., 2020).
- 2) Motivation: (Riyanto, Sutrisno, et al., 2017), (Prayetno & Ali, 2017), (Chauhan et al., 2019), (Rivai et al., 2017), (Prayetno & Ali, 2017), (Bastari et al., 2020), (Masydzulhak et al., 2016) dan (Aima et al., 2017).
- 3) Work Environment: (Purba et al., 2017), and (Ali & Sardjjo, 2017) .
- 4) Productivity: (Riyanto, Adila, et al., 2017), (Elmi & Ali, 2017), and (Purba et al., 2017).

Apart from the three variables that affect productivity (y1), there are many other factors including:

- 1) Commitment: (Limakrisna et al., 2016), (Harini et al., 2020), (Prayetno & Ali, 2017), (Riyanto, Yanti, et al., 2017), and (Masydzulhak et al., 2016)
- 2) Creativity: (Desfiandi et al., 2017), (Yacob et al., 2020), (Richardo et al., 2020), (Christina Catur Widayati et al., 2020), (Prayetno & Ali, 2020b), (C.C. Widayati et al., 2020).
- 3) Knowledge:(Desfiandi et al., 2017), (Prayetno & Ali, 2020a), (Mukhtar et al., 2016), (Brata, Husani, Hapzi, Baruna Hadi Shilvana AliBrata, Husani, Hapzi, 2017), and (Toto Handiman & Ali, 2019).
- 4) Leadership: (Limakrisna et al., 2016), (Bastari et al., 2020), (Anwar et al., 2020), (Ali et al., 2016), (Djoko Setyo Widodo, P. Eddy Sanusi Silitonga, 2017), (Chauhan et al., 2019), (Elmi et al., 2016).

CONCLUSION AND SUGGESTIONS

Conclusion

Based on the theory, relevant articles and discussions, hypotheses can be formulated for further research:

1. Motivation affects productivity. if the relationship between motivation is further improved then productivity will increase.
2. Skills affect productivity. That if the skill level increases, work productivity will increase.
3. Work environment affects productivity. that if the company has more high productivity management of the company, work productivity will also increase.

Suggestion

Based on the conclusions above, the suggestion in this article is that there are many other factors that affect productivity at all types and levels of organizations or companies, thus further analysis is needed to find out what other factors can affect productivity except for variables. examined in this article. Following From the results of this study, the suggestions that the author can give are as follows:

- a) Employees who have a good work attitude, have a high level of skill and work efficiency and are supported by good management and have an entrepreneurial spirit at work will improve the life of the organization or company as an effort to increase work productivity.
- b) The company needs to improve good management and need to improve the ability to work and all employees must understand their obligations regarding the tasks assigned by the management in this case it is necessary to follow up on problems that arise in the company so that productivity will grow.
- c) For future research, use research variables that refer to the theory or concept of Sinungan with independent variables: Skill, Motivation and Work Environment.
- d) The company must better understand various productivity factors in a wider scope to increase business, such as paying attention to: determinants of productivity, factors related to Business and Ability with Productivity, and productivity indicators.

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