

The Effect of Training and Motivation on Employee Work Productivity PT. Raya Sugarindo Inti Tasikmalaya

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Abstract. *The objective of this research is to determine and analyze the influence of training and motivation on employee work productivity at PT. Raya Sugarindo Inti Tasikmalaya. The research method used was a descriptive analysis method. Data collection was conducted through observation, interviews, questionnaires, and literature study. The population in this study was 393 employees, with a sample size of 100 employees taken using a proportional sampling technique. Based on the results of multiple linear regression analysis, the research found that training partially has a positive and significant effect on employee work productivity by 38.7%. Motivation also has a positive and significant partial effect of 24.6%. Simultaneously, training and motivation jointly provide a significant influence contribution of 67.8% to employee work productivity, so the research hypothesis can be verified.*

Keywords: Training, motivation, employee work productivity.

1. Introduction

Human resources within an organization are a crucial determinant of the effectiveness of its activities. Human resources within an organization are the individuals who contribute their energy, talent, and creativity to the organization. Therefore, the performance of organizations, whether business or government, is inseparable from individual performance (Hartati, 2005: 69). Human resources are viewed as a crucial organizational asset because they are essential for every organizational activity and play a significant role in determining the organization's success. Every organization strives to improve employee performance, hoping to achieve its goals. Organizations will pursue various approaches to improving employee performance, including education, training, adequate compensation, motivation, and the creation of a conducive and appropriate work environment.

Organizations are required to evolve in accordance with their environmental conditions, and what makes an organization thrive are the people who carry out all organizational tasks, whether as leaders or members. On the other hand, humans are living creatures with behaviors, so the human behavior within an organization is naturally related to organizational performance.

The quality of human resources is determined by the extent to which the human resources system is able to support and satisfy the desires of both employees and the company. Increasing knowledge, skills, changing attitudes, behaviors, and correcting performance deficiencies are needed to improve performance and productivity through training and motivation from leaders or the company. Training will provide opportunities for employees to develop new skills and abilities in their work so that what is known and mastered now and for the future can help employees understand what should be done and why it should be done. Providing opportunities to increase knowledge and skills, while motivation will give employees the opportunity to channel their individual egos and strengthen employee commitment to the company.

Assessment of the implementation of work carried out by employees or often referred to as performance assessment or work achievement assessment is also absolutely necessary to see the extent of success of training and providing motivation to the employee. This employee performance assessment system is the result of employee work within the scope of his responsibilities which of course refers to a formal and structured system used as an instrument to measure, assess and influence work-related traits, control employee behavior, including attendance levels, work results, make decisions related to salary increases, bonuses, promotions and placement of employees in appropriate positions.

In line with the description above, PT Raya Sugarindo Inti Tasikmalaya which operates in the liquid sugar sector is one of the companies that helps economic progress in Indonesia, especially in the field of community needs, must continuously and sustainably carry out training and motivate employees so that skills, abilities and attitudes increase so that every job will be easier to complete on time and on target which will ultimately increase the company's productivity and profitability.

Based on the results of a preliminary study at PT. Raya Sugarindo Inti Tasikmalaya, it was obtained that: First, the skills of its employees are not yet ready for technological changes, while technology is now very rapid with the emergence of new tools that can support production activities. Second, Often new employees do not understand the company's SOP and company organization, so these new employees should be given training so that they become competent and so that employees are more familiar with the company's organization. Third, Employees at PT. Raya Sugarindo Inti Tasikmalaya have difficulty getting job promotions, because they rarely get training, they should get training so that they are ready when they are promoted one day.

The level of knowledge, skills, and work motivation of PT Raya Sugarindo Inti Tasikmalaya employees in improving their performance can affect the company's ability to increase productivity. Knowledge, skills, and motivation are values that must be internalized by all employees so that they recognize that they are skilled workers needed for the company's progress.

This study was conducted to examine both of these factors: employee training and work motivation. To what extent do training and motivation influence employee productivity at PT. Raya Sugarindo Inti Tasikmalaya?

2. Research Methods

In this study, the author analyzes the influence of employee training and motivation on the work productivity of PT Raya Sugarindo Inti Tasikmalaya. This company operates in the liquid sugar sector. The location of this research was PT Raya Sugarindo Inti Tasikmalaya, located at Jl. Raya Singaparna Km 9.2, Tasikmalaya Regency. Research methods are one way to acquire scientific knowledge, and therefore, a study must employ specific methods. The research method utilized in this study is descriptive analysis, which describes or narrates a current situation, then analyzes and interprets the data obtained using specific analytical tools. In this case, the author describes the descriptive analysis method. According to Winarno in Arikunto, Suharsimi (2010: 140), the definition of descriptive analysis is, "A research method that is aimed at solving problems that exist today by systematically and accurately describing the object being researched."

3. Results and Discussion

3.1. Research result

1) Training at PT. Raya Sugarindo Inti Tasikmalaya

Training is a teaching and learning process using specific techniques and methods. Conceptually, it can be said that training is intended to improve the skills and work abilities of an individual or group of people. Typically, those already working in an organization feel the need to improve their work efficiency, effectiveness, and productivity in a targeted and pragmatic manner.

The results of the recapitulation of employee answers regarding the training variable (X1) are calculated based on the calculation formula for the score for each statement item regarding the research as follows:

$$NJI = \frac{\text{Highest Value-Lowest Value}}{\Sigma \text{ Statement Criteria}}$$

The highest value for each statement = $100 \times 5 = 500$

The lowest value of each statement = $100 \times 1 = 100$

$$NJl = \frac{\text{Highest Value-Lowest Value}}{\Sigma \text{ Statement Criteria}}$$

$$= \frac{500-100}{5}$$

$$= 80$$

The assessment classification for each statement is as follows:

424 - 500 = Very High

343 - 423 = Height

262 - 342 = Enough

181 - 261 = Low

100 - 180 = Very Low

Training Variable (X1) 15 statement items, namely:

The highest value for each statement = $100 \times 15 \times 5 = 7500$

The lowest value of each statement = $100 \times 15 \times 1 = 1500$

$$NJl = \frac{\text{Highest Value-Lowest Value}}{\Sigma \text{ Statement Criteria}}$$

$$= \frac{7500-1500}{5}$$

$$= 1200$$

The assessment classification for each statement is as follows:

6304 - 7500 = Very High

5103 - 6303 = Height

3902 - 5102 = Enough

2701 - 3901 = Low

1500 - 2700 = Very Low

The results of employee responses regarding the training variable indicator (X1) at PT. Raya Sugarindo Inti Tasikmalaya can be seen in the table below as follows:

Table Summary of Employee Responses Regarding the Training Variable (X1) at PT. Raya Sugarindo Inti Tasikmalaya in 2025

NO	Statement Description	Target Score	Score Achieved	Criteria
(1)	(2)	(3)	(4)	(5)
1.	The training materials are very appropriate to the tasks and work in the field.	100 x 5 = 500	384	Tall
2.	Training material I have never known before	100 x 5 = 500	378	Tall
3.	This training has provided skills and knowledge about the job.	100 x 5 = 500	376	Tall
4.	The training method used is very important in determining the success of the training.	100 x 5 = 500	381	Tall
5.	The methods used during training are easy to understand.	100 x 5 = 500	376	Tall
6.	The Training Program instructors are highly competent and experienced.	100 x 5 = 500	375	Tall
7.	The instructors' skills in delivering material are easy to understand.	100 x 5 = 500	372	Tall
8.	Training instructors are provided according to employee needs.	100 x 5 = 500	373	Tall
9.	The instructor knows the objectives to be achieved from the training.	100 x 5 = 500	375	Tall
10.	The duration of the training was relatively short.	100 x 5 = 500	374	Tall
11.	The condition of the room during the training was very conducive.	100 x 5 = 500	368	Tall
(1)	(2)	(3)	(4)	(5)
12.	The facilities provided are in accordance with training needs.	100 x 5 = 500	370	Tall

13.	The training program should be implemented continuously.	100 x 5 = 500	362	Tall
14.	In my opinion, the Training Program has no effect on anything.	100 x 5 = 500	364	Tall
15.	The benefits of the Training Program are to improve quality and productivity.	100 x 5 = 500	358	Tall
Total Score of All Statement Items		7500	5586	Tall

Source: Questionnaire data processing, 2025

The table above shows that the score for the training variable at PT. Raya Sugarindo Inti Tasikmalaya is 5586, or in the high category. The lowest score was for the statement item about the benefits of training programs for improving quality and productivity, with a total employee score of 358, relatively lower than the average total score for the other 14 statement items.

The description of the questionnaire recapitulation results per statement item for the training variable (X1) is as follows:

a. The training material is very appropriate to the tasks and work in the field.

For this statement, the highest number of responses was in the agree category (53%), followed by the less agree category (24%), followed by the strongly agree category (18%), and the disagree category (5%). The recapitulation of employee response frequencies shows that the majority of employees stated that the training material was very relevant to their tasks and work in the field.

b. I didn't know the training material before

In this statement item, the largest number of answers were in the agree category, namely 62%, then the less agree category at 21%, followed by the strongly agree category at 11% and the disagree category at 6%. From the results of the recapitulation of the frequency of employee answers, it can be seen that most of the training material was knowledge that had just been learned.

c. This training has provided skills and knowledge about the job

For this statement, the highest number of responses were in the agree category (49%), followed by the less agree category (27%), followed by the strongly agree category (17%), and the disagree category (7%). The recapitulation of employee response frequencies shows that the majority of employees stated that this training had provided them with job-related skills and knowledge.

d. The training method used is very important in determining the success of the training.

In this statement item, the largest number of responses were in the agree category at 47%, followed by the less agree category at 30%, followed by the strongly agree category at 19%

and the disagree category at 4%. From the results of the recapitulation of the frequency of employee responses, it can be seen that the majority of employees stated that the training method used was very important in determining the success of the training.

e. The training methods used during the training are easy to understand.

For this statement, the highest number of responses were in the agree category (53%), followed by the less agree category (28%), followed by the strongly agree category (14%), and the disagree category (5%). The recapitulation of employee response frequencies shows that the majority of employees stated that the training methods used during the training were easy to understand.

f. The training instructors are highly competent and experienced.

For this statement, the highest number of responses were in the agree category (52%), followed by the less agree category (26%), followed by the strongly agree category (15%), and the disagree category (7%). The recapitulation of employee response frequencies shows that the majority of employees stated that the training instructors were highly competent and experienced.

g. The instructors' skills in delivering the material are easy to understand.

In this statement item, the largest number of responses were in the agree category, namely 57%, followed by the less agree category at 25%, followed by the strongly agree category at 11% and the disagree category at 7%. From the results of the recapitulation of the frequency of employee responses, it can be seen that the majority of employees stated that the instructors' skills in delivering the material were easy to understand.

h. Training instructors are provided according to employee needs.

For this statement, the highest number of responses was in the agree category, at 58%, followed by the less agree category at 27%, followed by the strongly agree category at 10% and the disagree category at 5%. The recapitulation of employee response frequencies shows that the majority of employees stated that the training instructors provided were in accordance with their needs.

i. The instructor knows the objectives to be achieved from the training.

In this statement item, the largest number of responses were in the agree category, namely 50%, followed by the less agree category at 30%, followed by the strongly agree category at 15% and the disagree category at 5%. From the results of the recapitulation of the frequency of employee responses, it can be seen that the majority of employees stated that the instructor had understood the objectives to be achieved from the training.

j. The training period is relatively short.

In this statement item, the largest number of answers were in the agree category, namely 57%, then the less agree category was 22%, followed by the strongly agree category of 13%, the disagree category of 7% and the strongly disagree category of 1 employee (1%). From the results of the recapitulation of the frequency of employee answers, it can be seen that most employees stated that the length of training they attended was relatively short.

k. The condition of the room during the training was very conducive.

For this statement, the highest number of responses were in the agree category, at 53%, followed by the less agree category at 29%, followed by the strongly agree category at 11% and the disagree category at 7%. The recapitulation of employee response frequencies shows that the majority of employees stated that the room conditions during the training were very conducive.

l. The facilities provided are in accordance with training needs.

In this statement item, the largest number of answers were in the agree category, namely 56%, followed by the less agree category at 26%, then the strongly agree category at 11%, the disagree category at 6% and the strongly disagree category at 1%, 1%. From the results of the recapitulation of the frequency of employee answers, it can be seen that the majority of employees stated that the facilities provided were in accordance with training needs.

m. Training programs should be implemented continuously

For this statement, the highest number of responses was in the agree category, at 49%, followed by the less agree category at 37%, followed by the agree category at 9% and the disagree category at 5%. The recapitulation of employee response frequencies shows that the majority of employees stated that training programs should be implemented continuously.

n. I don't think this training program has any effect on anything.

For this statement, the highest number of responses were in the agree category, at 44%, followed by the less agree category at 34%, followed by the strongly agree category at 14% and the disagree category at 8%. The recapitulation of employee response frequencies shows that the majority of employees agreed that this training program had no impact.

o. The benefits of training programs to improve quality and productivity

For this statement, the highest number of responses were in the agree category, at 48%, followed by the less agree category at 24%, followed by the strongly agree category at 21% and the disagree category at 5%. The recapitulation of employee response frequencies shows that the majority of employees stated that training programs are beneficial in improving quality and productivity.

In general, the statement item scores indicate that respondents' perceptions of the training factors at PT. Raya Sugarindo Inti Tasikmalaya are very positive and significant. However, the

recapitulation results show that the proportion of employees' answers to the statement items with a relatively significant disagree category, ranging from 22-34%. They still doubt the training factors conducted at PT. Raya Sugarindo Inti Tasikmalaya.

2) Employee motivation at PT. Raya Sugarindo Inti Tasikmalaya in 2025

Motivation is a set of attitudes and values that influence individuals to achieve specific goals. These attitudes and values are invisible forces that provide the power to drive individuals to behave in ways that achieve goals.

The results of the recapitulation of employee answers regarding the employee motivation variable (X2) are calculated based on the calculation formula for the score for each statement item regarding the research as follows:

$$NJI = \frac{\text{Highest Value-Lowest Value}}{\Sigma \text{ Statement Criteria}}$$

The highest value for each statement = $100 \times 5 = 500$

The lowest value of each statement = $100 \times 1 = 100$

$$\begin{aligned} NJI &= \frac{\text{Highest Value-Lowest Value}}{\Sigma \text{ Statement Criteria}} \\ &= \frac{500-100}{5} \\ &= 80 \end{aligned}$$

The assessment classification for each statement is as follows:

424 - 500 = Very High

343 - 423 = Height

262 - 342 = Enough

181 - 261 = Low

100 - 180 = Very Low

Motivation Variable (X2) 15 statement items, namely:

The highest value for each statement = $100 \times 15 \times 5 = 7500$

The lowest value of each statement = $100 \times 15 \times 1 = 1500$

$$\begin{aligned}
 \text{NJI} &= \frac{\text{Highest Value-Lowest Value}}{\Sigma \text{ Statement Criteria}} \\
 &= \frac{7500 - 1500}{5} \\
 &= 1200
 \end{aligned}$$

The assessment classification for each statement is as follows:

6304- 7500 = Very High

5103 - 6303 = Height

3902 - 5102 = Enough

2701 - 3901 = Low

1500 - 2700 = Very Low

The results of respondents' answers regarding the motivation indicator (X2) at PT. Raya Sugarindo Inti Tasikmalaya can be seen in the following table:

Table Summary of Employee Responses Regarding the Motivation Variable (X2) at PT. Raya Sugarindo Inti Tasikmalaya in 2025

NO	Statement Description	Target Score	Score Achieved	Criteria
(1)	(2)	(3)	(4)	(5)

1.	A comfortable environment makes employees enthusiastic about working	100 x 5 = 500	387	Tall
2.	Supervision (especially from superiors) makes employees more enthusiastic about work	100 x 5 = 500	384	Tall
(1)	(2)	(3)	(4)	(5)
3.	Company progress encourages employees to work harder	100 x 5 = 500	376	Tall
4.	Employee enthusiasm for work is influenced by the type of work	100 x 5 = 500	385	Tall
5.	Opportunity to actively participate in determining the goals that superiors want to achieve	100 x 5 = 500	381	Tall
6.	I enjoy my job so I am motivated to work	100 x 5 = 500	381	Tall
7.	I often work without following procedures and workflows.	100 x 5 = 500	380	Tall
8.	Bosses often give praise when employees work well.	100 x 5 = 500	386	Tall
9.	The praise given by my boss makes me more enthusiastic about working	100 x 5 = 500	386	Tall
10.	My boss appreciates every work I do	100 x 5 = 500	389	Tall
11.	There is an award from superiors for work achievements	100 x 5 = 500	389	Tall
12.	I am willing to work hard according to working hours	100 x 5 = 500	393	Tall
13.	Motivated to work harder good career opportunities	100 x 5 = 500	380	Tall

14.	The salary I earn is sufficient for my daily needs.	100 x 5 = 500	375	Tall
15.	The salary I receive encourages productivity at work	100 x 5 = 500	375	Tall
Total Score of All Statement Items			5747	Tall

Source: Questionnaire Data Processing, 2025

Based on the table above, it can be seen that the score for the motivation statement variable at PT. Raya Sugarindo Inti Tasikmalaya is 5747, or in the high category. Overall, the scores for all statement items for the motivation variable are in the high category. The lowest scores are for statement number 14, which concerns the salary being sufficient for daily needs, and statement number 15, which concerns the salary being received that stimulates work productivity, with a total score of 375 for each statement. The total score for these two statement items is relatively lower compared to the other 13 statement items.

The description of the questionnaire recapitulation results per statement item for the motivation variable (X2) is as follows:

a. A comfortable environment makes employees enthusiastic about working

For this statement, the highest number of responses was in the "disagree" category (50%), followed by "strongly agree" (24%), and "disagree" (5%). The recapitulation of employee response frequencies shows that the majority of employees stated that a relatively comfortable work environment makes them enthusiastic about working.

b. Supervision (especially from superiors) makes employees more enthusiastic about working

For this statement, the highest number of responses were in the agree category (57%), followed by the less agree category (22%), followed by the strongly agree category (16%), and the disagree category (5%). The recapitulation of employee response frequencies shows that the majority of employees stated that supervision by superiors makes them more enthusiastic about working.

c. Company progress encourages employees to work harder

For this statement, the highest number of responses were in the agree category (44%), followed by the less agree category (31%), followed by the strongly agree category (20%), and the disagree category (7%). The recapitulation of employee response frequencies shows that the majority of employees stated that the company's progress has motivated them to work harder.

d. Employee enthusiasm for work is influenced by the type of work

For this statement, the highest number of responses were in the agree category (44%), followed by the less agree category (31%), followed by the strongly agree category (18%), and the disagree category (3%). The recapitulation of employee response frequencies shows that the majority of employees stated that their work enthusiasm is influenced by the type of work.

e. Opportunity to actively participate in determining the goals to be achieved by superiors

In this statement item, the largest number of answers were in the agree category at 48%, then the less agree category at 31%, followed by the strongly agree category at 18% and the disagree category at 3%. From the results of the recapitulation of the frequency of employee answers, it can be seen that the majority of employees stated that they were given the opportunity to actively participate in determining the goals to be achieved by their superiors.

f. I enjoy my job so I am motivated to work

In this statement item, the largest number of responses were in the agree category at 48%, followed by the less agree category at 30%, followed by the strongly agree category at 19% and the disagree category at 5%. From the results of the recapitulation of the frequency of employee responses, it can be seen that the majority of employees stated that they enjoy their work and are therefore motivated to work.

g. I often work without following procedures and workflows.

For this statement, the highest number of responses were in the agree category, at 48%, followed by the less agree category at 30%, followed by the strongly agree category at 18%, and the disagree category at 4%. The recapitulation of employee response frequencies shows that the majority of employees agree that they often work in a manner inconsistent with procedures and workflows.

h. Bosses often give praise when employees work well.

For this statement, the highest number of responses were in the agree category, at 52%, followed by the less agree category at 28%, followed by the strongly agree category at 21%, and the disagree category at 2%. The recapitulation of employee response frequencies shows that the majority of employees stated that their superiors often give praise when employees perform well.

i. The praise given by my boss makes me more enthusiastic about working

For this statement, the highest number of responses was in the agree category, at 46%, followed by the less agree category at 31%, followed by the strongly agree category at 21%, the disagree category at 2%, and the strongly disagree category at 1%. The recapitulation of employee response frequencies shows that most employees stated that praise from their superiors made them more enthusiastic about their work.

j. My boss appreciates every work I do

In this statement item, out of 100 employees, the largest number of responses were in the agree category, namely 51%, then the less agree category at 25%, followed by the strongly agree category at 24%, the disagree category at 2% and the strongly disagree category at 1%. From the results of the recapitulation of the frequency of employee responses, it can be seen that the majority of employees stated that their superiors appreciate every result of the work they do.

k. There is an award from superiors for work achievements

For this statement, the highest number of responses were in the agree category, at 44%, followed by the less agree category at 29%, followed by the strongly agree category at 24%, and the disagree category at 3%. The recapitulation of employee response frequencies shows that most employees stated that their superiors give awards for work performance.

l. I am willing to work hard according to working hours

For this statement, the highest number of responses were in the agree category (52%), followed by the less agree category (26%), followed by the strongly agree category (21%), and the disagree category (1%). The recapitulation of employee response frequencies shows that most employees stated they were willing to work hard according to working hours.

m. Motivated to work harder if there are better career opportunities

For this statement, the highest number of responses were in the agree category, at 45%, followed by the less agree category at 36%, followed by the strongly agree category at 18% and the disagree category at 1%. The recapitulation of employee response frequencies shows that most employees stated they would be motivated to work harder if there were better career opportunities.

n. The salary I earn is sufficient for my daily needs.

For this statement, the highest number of responses were in the agree category (41%), followed by the less agree category (36%), followed by the strongly agree category (15%), and the disagree category (4%). The recapitulation of employee response frequencies shows that the majority of employees stated that their salaries were sufficient for their daily needs.

o. The salary I receive encourages productivity at work

For this statement, out of 100 employees, the highest number of responses were in the agree category (49%), followed by the less agree category (32%), followed by the strongly agree category (15%), and the disagree category (4%). The recapitulation of employee response frequencies shows that the majority of employees stated that their salary stimulates their work productivity.

In general, based on the recapitulation of employee responses regarding motivation variables, they were perceived positively and tended to be high by the majority of employees. More than 57% of respondents expressed a positive view of all aspects of the motivation indicator. However, fewer than 36% of employees responded negatively and tended to be pessimistic about the aspects and indicators used to measure employee motivation at PT. Raya Sugarindo Inti Tasikmalaya.

3.2. Employee productivity (Y) at PT. Raya Sugarindo Inti Tasikmalaya

Productivity is a measure that states how efficiently resources are used together within an organization to obtain a set of results.

The results of the recapitulation of employee answers regarding the employee work productivity variable (Y) are calculated based on the calculation formula for the score for each statement item regarding the research as follows:

$$NJI = \frac{\text{Highest Value-Lowest Value}}{\Sigma \text{ Statement Criteria}}$$

Highest value for each statement = $100 \times 5 = 500$

The lowest value of each statement = $100 \times 1 = 100$

$$\begin{aligned}
 NJI &= \frac{\text{Highest Value-Lowest Value}}{\Sigma \text{ Statement Criteria}} \\
 &= \frac{500-100}{5} \\
 &= 80
 \end{aligned}$$

Classification of assessment for eachThe statement is as follows:

424 - 500 = Very High

343 - 423 = Height

262 - 342 = Enough

181 - 261 = Low

100 - 180 = Very Low

Employee Work Productivity Variable (Y) 10 statement items, namely:

The highest value of each statement = $100 \times 10 \times 5 = 5000$

The lowest value of each statement = $100 \times 10 \times 1 = 1000$

$$\begin{aligned}
 NJI &= \frac{\text{Highest Value-Lowest Value}}{\Sigma \text{ Statement Criteria}} \\
 &= \frac{5000 - 1000}{5} \\
 &= 800
 \end{aligned}$$

Classification of assessment for eachThe statement is as follows:

4204 - 5000 = Very High

3403 - 4203 = Height

2602 - 3402 = Enough

1801 - 2601 = Low

1000 - 1800 = Very Low

The results of employee responses regarding employee productivity indicators (Y) at PT. Raya Sugarindo Inti Tasikmalaya can be seen in the table below as follows:

Table Summary of Employee Responses Regarding the Employee Productivity Variable (Y) at PT. Raya Sugarindo Inti Tasikmalaya in 2025

NO	Statement Description	Target Score	Score Achieved	Criteria
(1)	(2)	(3)	(4)	(5)
1.	The quantity of work given is according to my abilities	$100 \times 5 = 500$	387	Tall

2.	My work quantity is in accordance with company standards	100 x 5 = 500	386	Tall
3.	I am willing to be given additional work quantity outside of working hours if needed.	100 x 5 = 500	381	Tall
4.	I came to work on time	100 x 5 = 500	389	Tall
5.	I comply with the norms that applies to companies	100 x 5 = 500	380	Tall
6.	I am willing to wear a work uniform on the days specified by the company.	100 x 5 = 500	387	Tall
7.	I am able to work according to company targets	100 x 5 = 500	388	Tall
8.	I am able to complete the work on time	100 x 5 = 500	392	Tall
9.	I feel dissatisfied with the facilities provided by the company.	100 x 5 = 500	392	Tall
10.	Honesty and accuracy of employee work very important	100 x 5 = 500	387	Tall
Total Score of All Statement Items			3869	Tall

Source: Questionnaire Data Processing, 2025

Based on the table above, it can be seen that the employee work productivity statement variable score is 3869 or is in the high category. The lowest score is for the statement item "I am willing to be given additional work quantity outside of working hours if needed" with a total score of 381 employees and the statement about "I comply with the norms that apply in the company" with a total score of 380 employees. The total score of these two statement items is relatively lower compared to the other 8 statement items.

The description of the questionnaire recapitulation results per statement item for the work productivity variable (Y) is as follows:

a. The quantity of work given is according to my abilities

For this statement, the highest number of responses were in the agree category (48%), followed by the less agree category (21%), the less agree category (20%), and the disagree category (3%). The recapitulation of employee response frequencies shows that most employees agree that the quantity of work given is in accordance with my abilities.

b. Quantity of work according to company standards

In this statement item, the largest number of responses were in the agree category (54%), followed by the less agree category (24%), followed by the strongly agree category (18%), and the disagree category (4%). From the recapitulation of employee response frequencies, it can be seen that the majority of employees stated that the quantity of work was in accordance with company standards.

c. I am willing to be given additional work outside of working hours if needed

For this statement, the highest number of responses were in the agree category (43%), followed by the less agree category (29%), followed by the strongly agree category (22%), and the disagree category (6%). The recapitulation of employee response frequencies shows that most employees are willing to be given additional work outside of their normal working hours if needed.

d. I came to work on time

For this statement, the highest number of responses were in the agree category (44%), followed by the less agree category (29%), followed by the strongly agree category (24%), and the disagree category (3%). The recapitulation of employee response frequencies shows that the majority of employees stated that they arrive at work on time.

e. I comply with the norms that apply to the company

For this statement, the highest number of responses were in the agree category (47%), followed by the less agree category (32%), followed by the strongly agree category (18%), and the disagree category (18%). The recapitulation of employee response frequencies shows that the majority of employees stated they were willing to comply with the company's norms.

f. I am willing to wear a work uniform on the specified days

In this statement item, the largest number of responses were in the agree category at 46%, followed by the less agree category at 29%, followed by the strongly agree category at 23% and the disagree category at 3%. From the results of the recapitulation of the frequency of employee responses, it can be seen that the majority of employees stated that they were willing to wear work uniforms on the specified days.

g. I am able to work according to company targets

For this statement, the highest number of responses were in the agree category (45%), followed by the less agree category (29%), followed by the strongly agree category (23%), and the disagree category (3%). The recapitulation of employee response frequencies shows that most employees are able to work according to company targets.

h. I am able to complete the work on time.

In this statement item, the largest number of responses were in the agree category, namely 48%, then the less agree category at 27%, followed by the strongly agree category at 23%, and disagree at 2.2%. From the results of the recapitulation of the frequency of employee responses, it can be seen that most employees are able to complete their work on time.

i. I am not satisfied with the facilities provided by the company.

In this statement item, the largest number of responses were in the agree category, namely 44%, followed by the less agree category at 28%, followed by the strongly agree category at 25%, and disagree at 2%. From the results of the recapitulation of the frequency of employee responses, it can be seen that the majority of employees stated that they were not satisfied with the facilities provided by the company.

j. Honesty and accuracy of employees is given priority.

In this statement item, the largest number of responses were in the agree category at 56%, followed by the less agree category at 25%, followed by the strongly agree category at 17%, the disagree category at 1%, and the strongly disagree category at 1%. From the recapitulation of the frequency of employee responses, it can be seen that the majority of employees stated that they prioritize honesty and accuracy of employees.

In general, based on the recapitulation of employee responses regarding employee work productivity variables at PT. Raya Sugarindo Inti Tasikmalaya, the results were very positive and significant. More than 56% of employees gave a positive perception of the measurement aspect of employee work productivity indicators. This indicates that employee work productivity at PT. Raya Sugarindo has been running well and has supported increasing company profits. However, there is a tendency for more than 32% of respondents to state that the measurement aspect of work productivity indicators at PT. Raya Sugarindo has not been running optimally. This indicates that there are fundamental weaknesses that need to be fixed so that employee work productivity at PT. Raya Sugarindo Inti Tasikmalaya can increase well.

Discussion:

1) Validity and reliability test of research instruments

Using SPSS for Windows ver. 18.0, the validity and reliability of 48 statements and answers from 100 research employees were determined.

The results of the validity test show that 40 statements and answers from 100 employees are valid and suitable as research instruments with a reliability level of $0.980 >$ the predetermined acceptance level α of 0.5 (5%).

Thus, it can be concluded that all statement items for the training variables (X1), motivation (X2) and employee work productivity (Y) are suitable and valid for further statistical testing in this study.

2) Classical Assumption Test

The valid condition for accepting multiple regression analysis is that all analysis units fulfill the classical assumption test criteria required in multiple regression analysis.

The classical assumption tests used in this study are:

a. Normality Test

The normality test was used to determine whether the residuals (the remaining unanalyzed data) were normally distributed. Using SPSS Version 18, the results of the normality test in this study were 1.517, significant at 0.020. Therefore, it can be concluded that the residual data were normally distributed.

b. Heteroscedasticity Test

The heteroscedasticity test aims to determine whether there is a difference in residual variation from one observation period to another, or a description of the relationship between the predicted value and the standardized delete residual value. The heteroscedasticity test uses SPSS Ver. 18 software by conducting a bivariate correlation between variables X1, X2 and Y against the residual. The results of this test show that the correlation between variable X1 and the residual is 0.041, the correlation of X2 to the residual is 0.061 and the correlation of Y to the residual is 0.052, all of which are significant at the acceptance level $\alpha < 0.05$ (see appendix). These results indicate that there is no residual variation between all variables examined in this study.

c. Multicollinearity Test

The multicollinearity test is used to examine whether there is a linear (independent) relationship between one independent variable and another. The multicollinearity test in this study uses SPSS Ver. 18. Based on the results of the multicollinearity test, it is known that the Variance Inflation Factor (VIF) value for the $pX1X2$ model is 2.143, which is smaller than the VIF tolerance limit of 10. Thus, it can be concluded that there is no multicollinearity in the regression model of this study.

The partial effect of motivation variable (X2) on employee work productivity (Y) or $pYX2$ is 0.246 or there is an influence of 24.6% of motivation on employee work productivity at PT. Raya Sugarindo Inti Tasikmalaya. For partial hypothesis testing of the effect of motivation (X2) on employee work productivity (Y) with the rejection criteria of H_0 if $t_{count} > t_{table}$. The results of SPSS calculations obtained $t_{count} = 3.194$ while t_{table} was 0.330 or $t_{count} > t_{table}$, significant at $0.00 < \alpha < 0.05$. Thus, it can be concluded that there is a positive and significant influence of motivation on employee work productivity at PT. Raya Sugarindo Inti Tasikmalaya in 2025.

Motivation is a set of attitudes and values that influence individuals to achieve specific goals. These attitudes and values are invisible forces that provide the power to drive individuals to behave in ways that achieve goals.

There are various approaches to describing motivation. Some references that can be used are Maslow's Theory, which describes motivation based on physiological, safety, social, esteem, and self-actualization needs. XY Theory, and Mc.Clan's Theory of Needs The need for achievement, affiliation, the need for respect, the need for power, which in essence is an effort to align needs and desires or in this context is how to align the needs of employees who move in line with the demands of productivity that should be produced by employees so that the company can maintain its level of profitability and survival.

Therefore, there is a dichotomy between wants and needs, which leads to decreased work productivity if employee motivation is not properly managed and maintained. Motivation measures are needed that align with the desired level of productivity, such as meeting physical needs associated with the number of hours worked, etc.

The results of this study have shown that several motivational aspects measured in this study ranging from personal aspects, the need for appreciation, appropriate rewards and punishments, which are in accordance with good work performance and maximum work intensity and quality. In the study of the influence of motivation on employee productivity at PT. Raya Sugarindo, it was seen that almost all aspects of the measurement were perceived positively by >50 employees. However, several personal aspects such as appreciation for work results and income that is in accordance with the quantity of work were still perceived low by <37% of employees. In order for the level of employee motivation to remain good and conducive, constructive efforts are needed so that employee work productivity at PT. Raya Sugarindo can continue to run optimally.

The results of this study strengthen the results of research conducted by Imran (2013) with the title "The influence of work satisfaction and motivation on the work productivity of Riyadi Palace Hotel Surakarta employees", where motivation influences employee work productivity.

4. Conclusion

Based on the results of data analysis and discussion regarding the influence of training and motivation on employee work productivity at PT. Raya Sugarindo Inti Tasikmalaya, the following conclusions are drawn: Variable Conditions: In general, respondents' perceptions of the training, motivation, and productivity variables were in the High category. However, there were crucial gaps in the indicator of the tangible benefits of training for productivity, which had the lowest score (358), as well as dissatisfaction with work facilities (392). Partial Analysis: Training (X1) had a positive and significant effect on work productivity by 38.7%. This proves that mastery of technical competencies, especially in operating production machines, is a major factor driving productivity. Motivation (X2) has a positive and significant effect on work

productivity of 24.6%. Internal and external motivation factors, although smaller than training, remain important catalysts for employee performance. Simultaneous Analysis: Training and motivation together contribute 67.8% to employee productivity. This coefficient of determination indicates that productivity at PT. Raya Sugarindo Inti is highly dependent on the balance between improving technical skills and meeting employees' psychological/financial needs.

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