THE EFFECT OF WORK MOTIVATION AND REWARDS ON EMPLOYEES' WORK PRODUCTIVITY IN THE PRODUCTION DEPARTMENT AT PT. MAYORA INDAH TBK IN TANGERANG REGENCY

Muhammad Dzikri Syahrul Ramadhan[1], Khaeruman[2]*, Edi Muhammad Abduh[3]
[1,2,3]Faculty of Economics and Business, Universitas Bina Bangsa, Indonesia
Email : *dzikrisyahrul499@gmail.com[1], khaeruman.oce@gmail.com[2], kaptenmorgan345@gmail.com[3]*

Abstract
This study aims (1) To ascertain whether work motivation significantly influences employee productivity within the Production Department at PT. Mayora Indah Tbk in Tangerang Regency. (2) To determine whether rewards have a significant partial effect on employee work productivity in the Production Department at PT. Mayora Indah Tbk in Tangerang Regency. (3) To determine whether work motivation and rewards significantly affect employee work productivity in the Production Department at PT. Mayora Indah Tbk in Tangerang Regency. This study uses a quantitative approach with an associative method, where data is collected through a questionnaire and analyzed using SPSS version 26. A questionnaire trial was conducted to ascertain the validity and reliability of the questionnaire after it was distributed to the research sample as part of the data collection technique that employs a Likert scale. Regression and correlation analyses were implemented to evaluate the findings of the investigation. The results of this study suggest the level of employee productivity at PT. Mayora Indah Tbk is significantly influenced by work motivation and rewards. The significance test shows that work motivation (X_1) has a t-count value of 5.556 with a contribution of 96.5% to employee productivity (Y). Reward (X_2) has a t-value of 9.416 with a contribution of 85.4%. Simultaneously, work motivation and reward contribute 90.7% to employee productivity, with a calculated f value of 73.914.
Keywords: Work Motivation, Reward, Work Productivity

INTRODUCTION

Human resources are an essential organizational asset. Thus, other resources cannot substitute their presence in a company. The issue at hand is acquiring qualified professional human resources and redefining the role of human resources in addressing global business challenges. (Yuniarsih and Suwatno, 2016). High productivity is one of the company's competitive advantages. Employee work productivity is highly dependent on high human resources and good morals. In addition to developing the quality of human resources, all parties need workers with high work productivity. In addition, the company must also consider the level of work motivation because it will affect employee work productivity.

There is a need for the organization to incorporate both short-term and long-term planning objectives into the planning process for human resources. When it comes to increasing the competitiveness of an organization or agency, motivational factors are also not less important than they are in the context of human resource planning processes. Since one of the factors that motivates someone to carry out an activity to achieve the best possible results, motivation is one of the drivers. Therefore, if employees have high work performance and are motivated to do their jobs, then the

organisation or agency's pace will dash, ultimately resulting in good performance and achievements for the organization or agency.

To increase employee productivity, companies that use human labour will get better results if the employee work motivation is low. A high work motivation level indicates that a person's work spirit is low. Conversely, low work motivation suggests that a person's work spirit is high; if the level of motivation is low and the level of productivity is high, then employees will get appreciation from the company, such as awards or rewards. If the company rewards employees, employees will feel active in working and affect it, which involves work motivation. Automatically, the level of employee productivity will also be high.

Reward is a reward, prize, award or reward that aims to make someone more active in their efforts to improve high levels of work motivation and increase work productivity that has been achieved. Meanwhile, according to Henry Simamora, the reward is an incentive that links payment based on increasing employee productivity to gain a competitive advantage (Kadarisman, 2014). Therefore, to increase workforce productivity, companies must improve workforce productivity to achieve maximum results.

Table 1 Monthly Productivity Achievement Targets

No	Month	Target (Unit)	Realization (Unit)	Percent (%)
1	January	1,000,000	937,500	93.75
2	February	1,000,000	920,000	92
3	March	1,000,000	870,000	87
4	April	1,000,000	975,000	97.5
5	May	1,000,000	962,500	96.25

The productivity table from January to May shows significant variations in achievement each month. With a consistent target of 1,000,000 units per month, achievement realisation fluctuates, where January reached 93.75% of the target, while February slightly decreased to 92%. In March, productivity was at its lowest point, with only 87% of the target. However, there was a sharp increase in April, with an achievement of 97.5%, the highest achievement during this period. In May, productivity decreased slightly but remained high, at 96.25%. Overall, the productivity trend shows instability but remains in a range that is quite close to the monthly target.

LITERATURE REVIEW

Productivity

Sondang P. Siagian stated that "productivity is: the ability to obtain real benefits from available facilities and infrastructure by producing optimal output, even if possible maximum (Solihah, 2019). According to L Greeberg in Muchdarsyah, productivity is defined as a comparison between the totality of expenditure at a certain time divided by the totality of input during that period" (Muchdarsyah, 2019). According to Sulistiyni and Rosidah, productivity concerns the issue of final results, namely how much

final results are obtained in the production process (Rosidah, 2009). Productivity Indicators (Marihot, 2012): namely: Work Results, Skills, Quantity of Work, Quality of Work, Responsibility, Cooperation,

Work motivation

Motivation is the driving force that creates a person's work passion so that they are willing to work together, work effectively, and integrate with all their efforts to achieve satisfaction (Hasibuan, 2016). Motivation is also a process within a person because they have psychological and physiological needs that drive behaviour or to accomplish a goal (Nawawi, 2006). In addition, motivation makes people act or behave in specific ways. The indicators of motivation are as follows (Suwatno, 2009): physical needs, safety, social needs, self-esteem, and cooperation.

Rewards

According to Henri Simamora, the reward is an incentive that links payment based on increasing employee productivity to achieve a competitive advantage (Kadarisman, 2014). (Daryanto, 2013), price is the amount of money charged for a product or the value consumers exchange for the benefits of owning or using the product. The reward is all income in the form of cash or goods directly or indirectly received by employees in return for services provided to the company (Kadarisman, 2014). According to (Marwansyah, 2015), reward indicators are Salary, Career Development, Rewards, Bonuses, Incentives, and Leave.

METHOD

Research methods

Quantitative analysis is the research method utilized in this study, which describes the reality that the author is investigating. One of the research methods that aims to determine the relationship between two or more variables and how one variable affects other variables is the associative method. This method is one of the research methods. Primary data will be collected from a questionnaire administered to PT Mayora Indah Tbk employees in Tangerang Regency, and secondary data will be collected from other sources. In general, the general design that will be described in this study will not be a surprise.

The data from this study will then be tested for validity, reliability, and descriptive tests. Valid and reliable data will then be tested for classical assumptions. After that, correlation tests and regressions will be carried out, both simple and multiple. Then, the hypothesis test, namely the t-test, will be carried out. In this study, the test was carried out with the help of Windows SPSS 26 software.

Population and Sample

The population in this study was 35 employees of the engineering administration division at PT Mayora Indah Tbk. The sample was saturated, with the number of samples the same as the population,

35 people. Saturated sampling is a technique in which all population members are used as samples; this is often done when the population is relatively tiny (Sugiyono, 2016).

Data Analysis Techniques

The data collection method utilized in this investigation was an instrument arranged as a questionnaire on which the respondents filled out their responses. During the research, the questionnaire was distributed to thirty-five employees working in the engineering administration division of PT Mayora Indah Tbk. A Likert scale was utilized to assign a numerical value to each of the responses provided by the respondents. This was done to carry out the analysis of the research data.

The data that was successfully collected was then processed and analyzed using the SPSS Version 26 program, then the data obtained was clarified according to its group and tabulated in the form of a table.

RESULTS AND DISCUSSION

Research result

1. Validity and Reliability Test Results

Table 2 Work Motivation Validity Test

Item-Total Statistics						
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted	r table	Information
P1	51.34	38,055	.828	.885	0.3338	Valid
P	52.77	46,476	.444	.901	0.3338	Valid
P3	51.74	44.255	.546	.897	0.3338	Valid
P4	50.83	45,911	.512	.899	0.3338	Valid
P5	51.17	44,087	.566	.897	0.3338	Valid
P6	51.74	45.138	.531	.898	0.3338	Valid
P7	52.80	46,282	.463	.900	0.3338	Valid
P8	51.71	46,210	.397	.902	0.3338	Valid
P91	51.14	44,655	.491	.899	0.3338	Valid
P10	51.34	38,055	.828	.885	0.3338	Valid
P11	52.97	46,323	.430	.901	0.3338	Valid
P12	52.97	46,323	.430	.901	0.3338	Valid
P13	51.34	38,055	.828	.885	0.3338	Valid
P14	51.34	38,055	.828	.885	0.3338	Valid
P15	51.17	44,087	.566	.897	0.3338	Valid

Based on the output of SPSS version 26, the corrected item-total correlations are the correlation values obtained. Furthermore, the value is compared with the table value to decide whether the instrument is valid. With n-2 = 35-2 = 33 with a significance value of 0.05, the table is 0.3338. Because the count value is greater than the table, it can be concluded that all Work

Motivation instruments (X_1) have valid values. So it can be used as further testing material. The results of the Work Motivation reliability output are as follows:

Table 2 Results of Work Motivation Reliability Test

Reliability Statistics

Cronbach's Alpha	N of Items
.902	15

The result obtained is $\alpha = 0.902$. If the results of this calculation are more than 0.6, then it is concluded that the Work Motivation instrument can be said to be reliable.

Table 3 Results of Reward Validity Test (X_2)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted	r table	Information
P1	55.54	20,903	.601	.872	0.3338	Valid
P	55.63	20,652	.548	.874	0.3338	Valid
P3	55.63	20,652	.548	.874	0.3338	Valid
P4	57.86	21,303	.479	.877	0.3338	Valid
P5	55.74	20,903	.550	.874	0.3338	Valid
P6	55.69	20,516	.567	.873	0.3338	Valid
P7	55.94	21,291	.450	.878	0.3338	Valid
P8	57.51	20,728	.664	.870	0.3338	Valid
P91	56.11	20,222	.399	.887	0.3338	Valid
P10	55.54	20,903	.601	.872	0.3338	Valid
P11	57.51	20,728	.664	.870	0.3338	Valid
P12	55.69	20,516	.567	.873	0.3338	Valid
P13	57.51	21,316	.516	.876	0.3338	Valid
P14	55.74	20,903	.550	.874	0.3338	Valid
P15	55.54	20,903	.601	.872	0.3338	Valid

Based on the output of SPSS version 26, the corrected item-total correlations are the correlation values obtained. Furthermore, the value is compared with the table value to decide whether the instrument is valid. With n-2 = 35 - 2 = 33 with a significance value of 0.05, the table is 0.3338. Because the r-count value is greater than the r-table, it can be concluded that all reward instruments (X_1) have valid values. So it can be used as further testing material. The results of the reward reliability output are as follows:

Table 4 Results of Reward Reliability Test (X_2)

Reliability Statistics

Cronbach's Alpha	N of Items
.882	15

The result obtained is $\alpha = 0.882$. If the results of this calculation are more than 0.6, then it is

concluded that the Work Motivation instrument can be said to be reliable.

Table 5 Results of Validity Test of Employee Productivity Level (Y)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted	r table	Information
P1	51.97	26,382	.525	.878	0.3338	Valid
P	53.09	28,551	.395	.882	0.3338	Valid
P3	51.69	25.163	.613	.874	0.3338	Valid
P4	53.43	28,311	.411	.881	0.3338	Valid
P5	53.11	28.222	.450	.880	0.3338	Valid
P6	51.26	27,844	.429	.881	0.3338	Valid
P7	51.51	27,139	.608	.874	0.3338	Valid
P8	51.31	27,398	.572	.876	0.3338	Valid
P91	51.69	25.163	.613	.874	0.3338	Valid
P10	51.57	25,605	.781	.866	0.3338	Valid
P11	52.06	26,761	.515	.878	0.3338	Valid
P12	51.51	27,139	.608	.874	0.3338	Valid
P13	52.06	26,761	.515	.878	0.3338	Valid
P14	51.57	25,605	.781	.866	0.3338	Valid
P15	53.37	28,358	.390	.882	0.3338	Valid

Based on the output results of SPSS version 26, the corrected item-total correlations can be seen; this is the correlation value obtained. Furthermore, the value is compared with the table value to decide whether the instrument is valid. With n-2 = 35 - 2 = 33 with a significance value of 0.05, the table is 0.3338. Because the rcount value is greater than the rtable, it can be concluded that all employee productivity level instruments (Y) have valid values. So it can be used as material for further testing. The output results of the employee productivity level reliability are as follows:

Table 6 Results of Employee Productivity Level Reliability Test (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.884	15

The result obtained is $\alpha = 0.884$. If these calculation results are more than 0.6, then it is concluded that the Work Motivation instrument can be said to be reliable.

2. Classical Assumption Test

a. Normality Test

Table 7 Normality Test

One-Sample Kolmogorov-Smirnov Test

		Work Motivation Level	Rewards	Productivity Level
N		35	35	35
Normal Parameters,b	Mean	55.46	60.25	54.20
	Std. Deviation	7,039	4,869	5.324
Most Extreme	Absolute	.121	.122	.126

Differences	Positive	.067	.118	.126
	Negative	-.121	-.122	-.107
Kolmogorov-Smirnov Z		.717	.723	.745
Asymp. Sig. (2-tailed)		.683	.673	.635

a. Test distribution is Normal.

b. Calculated from data.

Based on the Kolmogorov-Smirnov Test table, the following conclusions can be drawn:

a) The Kolmogorov-Smirnov Z value of the Work Motivation level variable is 0.717 with a significance probability value of 0.683 > 0.05. This means that the Work Motivation level variable is normally distributed.

b) The reward variable's Kolmogorov-Smirnov Z value is 0.723, and its significance probability value is 0.673> 0.05. This means that the reward variable is normally distributed.

c) The Kolmogorov-Smirnov Z value of the productivity level variable is 0.745, with a significance probability value of 0.635> 0.05. This means that the productivity level variable is normally distributed.

b. Multicollinearity Test

Table 8 Multicollinearity Test

Coefficients

Model	Collinearity Statistics	
	Tolerance	VIF
Work Motivation Level	.744	1,344
Rewards	.744	1,344

a. Dependent Variable: Productivity Level

Based on the coefficient table above shows that the Variance Inflation Factor (VIF) value of the Work Motivation level variable (X1) and the reward variable (X2) is 1.344, which means the Variance Inflation Factor (VIF) value <10. The tolerance value of the two variables is 0.744, which means the tolerance value is <1. Thus, from the results of processing with SPSS version 26, it can be concluded that there are no multicollinearity symptoms in this study.
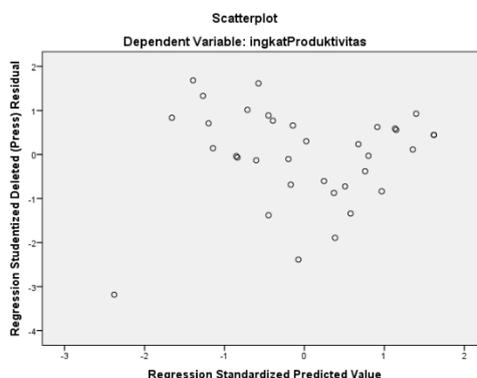
c. Heteroscedasticity Test

Figure 1 Heteroscedasticity Test

From the scatterplot above, it can be seen that the points are spread randomly above and below 0. This suggests that there is no heteroscedasticity in the regression model.

3. Hypothesis Testing

a. Hip TestingPartial Hypothesis Testing of Work Motivation Variable (X1) Against Productivity Level (Y)

1) T-test

Table 9 T-test of Variable X1 against Y

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25,041	5.289		4.735	.000
	Work Motivation Level	.526	.095	.695	5,556	.000

a. Dependent Variable: Productivity Level

Based on the table above, it can be seen that the t-value of the Work Motivation level is 5.556. This study uses two directions or two sides to determine the t-table with a confidence level (α) = 0.05, then 0.05: 2 = 0.025. Degrees of freedom (dk) = n - k = 35 - 3 = 32. Then, the t-table value of 2.03693 is rounded to 2.036.

2) Simple Correlation Coefficient Test

Table 10 Simple Correlation Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.695a	.483	.468	3,884

a. Predictors: (Constant), Work Motivation Level
b. Dependent Variable: Productivity Level

Based on the table above, the correlation coefficient value between the level of Work Motivation and the level of Employee productivity is 0.695. Thus, it can be concluded that there is a strong relationship between the level of Work Motivation (X_1) and the level of productivity (Y), and 0.695 is in the coefficient interval of 0.60 - 0.799 (strong).

3) Partial Determination Coefficient Test

Table 11 Partial Determination Coefficient

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.695a	.483	.468	3,884

a. Predictors: (Constant), Work Motivation Level
b. Dependent Variable: Productivity Level

The table above shows that the coefficient of determination (R^2) is 0.483. Furthermore, calculating the coefficient of determination (KD) is used to determine the magnitude of the influence of the Work Motivation level variable on employee productivity.

$$KD = R^2 \times 100\%$$

$$KD = 0.483 \times 100\%$$

$$= 48.3\%$$

It can be concluded that the Level of Work Motivation (X1) contributes 48.3% to the Level of Employee Productivity (Y). In comparison, the remaining 51.7% is influenced by other variables not discussed in this study.

d) Partial Hypothesis Testing of Reward (X$_2$) on Productivity Level (Y).

1) T-test

Table 12 T-test of Variable X1 against Y

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.011	5,989		-.336	.739
	Rewards	.933	.099	.854	9.416	.000

a. Dependent Variable: Productivity Level

Based on the table above, it can be seen that the Reward count value is 9.416. Meanwhile, to determine the t$_{table}$, namely with a confidence level (α) = 0.05, in this study using two directions or two sides, then 0.05: 2 = 0.025. Degrees of freedom (dk) = n - k = 35 - 3 = 32. So the t$_{table}$ value is 2.03693 rounded to 2.036

2) Simple Correlation Coefficient Test

Table 13 Simple Correlation Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.854a	.729	.721	2,814

a. Predictors: (Constant), Reward
b. Dependent Variable: Productivity Level

Based on the table above, the correlation coefficient between rewards and employee productivity levels is 0.854. Thus, it can be concluded that Rewards (X$_2$) and the level of productivity (Y) have a solid relationship and are in the coefficient interval 0.800 - 0.1000 (very strong).

3) Partial Determination Coefficient Test

Table 14 Partial Determination Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.854a	.729	.721	2,814

a. Predictors: (Constant), Reward
b. Dependent Variable: Productivity Level

The table above shows that the coefficient of determination (R2) is 0.729. Furthermore, calculating the coefficient of determination (KD) determines the magnitude of the reward variable's influence on employee productivity.

$$KD = R2 \times 100\%$$

$$KD = 0.729 \times 100\%$$

$$= 72.9\%$$

It can be concluded that Reward(X2)contributed 72.9% to the productivity level (Y), while other variables not discussed in this study influenced the remaining 27.1%.

e) **Simultaneous Hypothesis Testing of Work Motivation (X1) and Reward (X2) Variables on Productivity Level (Y)**

1) **F Test**

Table 15 F Test

ANOVA

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	792.129	2	396,065	73,914	.000b
Residual	171,471	32	5.358		
Total	963,600	34			

a. Dependent Variable: Productivity level
b. Predictors: (Constant), Work Motivation Level, Reward

Based on the table above, it can be seen that the f-count value is 73.914. While determining the f table with a confidence level (α) is = 0.05. Degree of freedom (df), df1 = k − 1 = 3 − 1 = 2, df2 = n − k = 35 − 3 = 32. So, the f table value is 3.29.

2) **Multiple Linear Correlation Coefficient Test**

Table 16 Multiple Linear Correlation Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.907a	.822	.811	2.315

a. Predictors: (Constant), Work Motivation Level, Reward
b. Dependent Variable: Productivity Level

Based on the table above, the correlation coefficient value between the level of Work Motivation and reward and the level of Employee productivity is 0.907. Thus, it can be concluded that the levels of Work Motivation (X1), reward (X2), and Employee productivity (Y) have a very strong relationship, and 0.907 is in the coefficient interval of 0.800 - 0.1000 (very strong).

3) **Simultaneous Determination Coefficient Test**

Table 17 Simultaneous Determination Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.907a	.822	.811	2.315

a. Predictors: (Constant), Work Motivation Level, Reward
b. Dependent Variable: Productivity level

The table above shows that the coefficient of determination (R2) value is 0.822. Furthermore, the coefficient of determination (KD) determines the magnitude of the influence of work motivation and reward variables on employee productivity levels.

$$KD = R2 \times 100\%$$

$$KD = 0.822 \text{ x } 100\%$$
$$= 82.2\%$$

It can be concluded that the level of Work Motivation (X1) and reward (X2) contributes 82.2% to the level of employee productivity (Y). In comparison, the remaining 17.8% is influenced by other variables not discussed in this study.

Discussion

Based on the results of statistical testing, it can be seen that partially (individually) and simultaneously (together), the independent variables affect the dependent variable. The results of this study are also the results of previous studies. The explanation of each variable's influence is explained as follows:

1. Partial hypothesis testing of the variable level of work motivation (X_1) on employee productivity (Y).

   The calculation results of SPSS version 26 obtained a t-count value of 5.556 and a t-table of 2.036, indicating that Because the t-count value> t-table (5.556> 2.036) then, Ho is rejected, and Ha is accepted. Based on the significance test, it was found that there was an influence between the level of Work Motivation and rewards on the level of productivity of Employees in the Production Division of PT Mayora Indah Tbk Tangerang. The correlation coefficient value between Work Motivation and the level of employee productivity was 0.695. Thus, it can be concluded that between the level of Work Motivation (X_1) and the level of Employee productivity (Y), there is a strong relationship, and 0.695 is in the coefficient interval of 0.600 - 0.799 (strong). The determination coefficient value (R^2) is 0.483, meaning that the level of Work Motivation (X_1) contributes 48.3% to the level of Employee productivity (Y). In comparison, the remaining 51.7% is influenced by other variables not discussed in this study.

2. Partial hypothesis testing of the reward variable (X_2) on the employee productivity (Y) level in the PT Mayora Indah Tbk Tangerang Production Department.

   The calculation result of SPPS version 26 obtained a t-count value of 9.416 and a t-table value of 2.036, indicating that the t-count value> t-table (9.416> 2.036), then Ho is rejected, and Ha is accepted. Based on the significance test, it was found that there is an influence between the reward level variable (X_2) and the level of employee productivity (Y). The correlation coefficient value between reward and productivity level is 0.854. Thus, it can be concluded that reward (X_2) and productivity level (Y) have a solid relationship, and 0.854 is in the coefficient interval of 0.800 - 0.1000 (very strong). The determination coefficient value (R2) is 0.729, meaning that reward (X_2) contributes 72.9% to the decision on employee productivity level (Y), while the remaining 27.1% is influenced by other variables not discussed in this study.

3. Simultaneous hypothesis testing of the variables of work motivation level (X_1) and reward (X_2) on employee productivity level (Y).

Based on the calculation results of SPSS version 26, the calculation results obtained the value of f $_{count}$ > f $_{table}$ (73.914> 3.29), then Ho is rejected, and Ha is accepted. Based on the significance test, it was obtained that simultaneously, there is an influence between the level of Work Motivation and rewards on the level of employee productivity in the Production Division of PT Mayora Indah Tbk Tangerang. The correlation coefficient value between the level of Work Motivation and rewards is 0.907. Thus, it can be concluded that the level of Work Motivation (X_1) and rewards (X_2) on the level of employee productivity (Y) has a solid relationship, and 0.907 is in the coefficient interval of 0.800 - 0.1000 (very strong). The determination coefficient value is 0.822, meaning that the level of Work motivation (X_1) and rewards (X_2) contribute 82.2% to the level of employee productivity (Y). In comparison, the remaining 17.8% is influenced by other variables not discussed in this study.

CONCLUSION

Based on the research results and discussion and to answer the problem formulation, the author concludes as follows:

1. Based on the significance test, it was found that there is an influence between work motivation and employee productivity levels at PT. Mayora Indah Tbk. This is proven by the results of the SPSS version 26 calculation, namely the t-count value of 5.556 and the t-table of 2.036, indicating that Because the t-$_{count}$ value> t-$_{table}$ (5.556> 2.036), Ho is rejected and Ha is accepted. Thus, it can be concluded that work motivation (X_1) and employee productivity levels (Y) have a strong relationship, and 0.695 is in the coefficient interval of 0.600-0.799 (strong). The coefficient of determination (R^2) value of 0.483 means that work motivation (X_1) contributes 48.3% to employee productivity levels (Y), while the remaining 51.7% is influenced by other variables not discussed in this study.

2. Based on the significance test, it was found that rewards influenced the level of employee productivity at PT. Mayora Indah Tbk. This is proven by the results of the SPSS version 26 calculation, namely the t-count value of 9.416 and the t-table value of 2.036, indicating that the t$_{count}$ value> t-$_{table}$ (9.416> 2.036) then Ho is rejected and Ha is accepted. Thus, it can be concluded that rewards (X_2) and employee productivity levels (Y) have a solid relationship, and 0.854 is in the coefficient interval of 0.800 - 0.1000 (very strong). The coefficient of determination (R^2) value is 0.729, meaning that rewards (X_2) contribute 72.8% to employee productivity levels (Y), while the remaining 27.1% is influenced by other variables not discussed in this study.

3. Based on the significance test, it was obtained that simultaneously, there is an influence between work motivation and reward on the productivity level of employees in the engineering division of PT Mayora Indah Tbk. This is proven by the results of the SPSS version 26 calculation, namely the

value of $f_{count} > f_{table}$ (73.914> 3.29), so Ho is rejected, and Ha is accepted. Thus, it can be concluded that work motivation (X_1) and reward (X_2) on the level of employee productivity (Y) has a strong relationship, and 0.907 is in the coefficient interval of 0.800 - 0.1000 (very strong). The determination coefficient value of 0.822 means that work motivation (X_1) and reward (X_2) contribute 82.2% to the level of employee productivity (Y). In contrast, the remaining 17.8% is influenced by other variables not discussed in this study.

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