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The Effect of Communication and Motivation on Employee Performance at PT. Perkebunan Nusantara II Pagar Merbau

Rosita Purba

Program Studi Manajemen, Sekolah Tinggi Ilmu Ekonomi LMII,
Jalan Kolam Nomor 39 Medan Estate, Sumatera Utara, 20371, Indonesia

E-mail: *rosita@gmail.com*

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ABSTRACT

This study aims to determine the factors that consider employee behavior and to find out the dominant variables on employee performance, at PT. Perkebunan Nusantara II, merbau fence. The sample that has been softened in this research is employees who work at PT. Perkebunan Nusantara II, merbau fence. Employees can communicate well. The number of samples is calculated using the formula according to the theory of Suparmono and Haryanto, so a total sample of 138 people is obtained. The results of this study indicate that the independent variables, namely communication factors (X1), motivation factors (X2), and employee performance factors (Y), have a positive and significant effect on employee performance at PT. Perkebunan Nusantara II, merbau fence. The results of this study also indicate that the dominant variable influences employee performance. Therefore, it can be concluded that the research hypothesis which states that there is an Influence of Motivation (X1) and Communication (X2) on Employee Performance (Y) is proven to be true. To improve employee performance, it is important for the leadership to increase motivation and communication interventions to achieve the set goals.

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1. Introduction

Human resources is one important factor that determines the back and forth of the organization. Every organization always strives to obtain human resources that can help in achieving its organizational goals. (Kalesar et al, 2014). According to Ardana et al (2012) human resources are the most valuable and most important assets or assets owned by an organization or company, because organizational success is largely determined by the human element. Almdar et al (2012), states that humans play a role as planners, implementers, and at the same time controlling the realization of organizational or company goals.

Fahmi (2016) states that communication is the process of delivering messages or intentions done through one party or person to another party or person whether done directly or through the media. Femi (2014), states that effective communication between superiors and subordinates is very important for the success of the company. Kiswanto (2011), states that communication has a significant effect on employee performance. Ardana et al (2012) stated that with communication a person can convey his desires which are buried deep in his heart to others, either through voice or motion, gestures of limbs and so on. Usman (2013) states that motivation is a tool used by superiors for subordinates to want to work hard as expected. Aisha et al (2013), states that motivation is a process that can arouse, direct, and influence persistence in actions to achieve a goal. Smith et al (2015) states that motivation is the driving force that leads individuals to act or do something without pressure or manipulation. Danish and Ali (2011), stated that employee motivation increases when employees get rewards, incentives and recognition. Lawal and Omonigho (2014) stated that an employee who is motivated is the firmness of an employee to achieve company goals and direct all efforts and energy towards achieving organizational goals with good performance.

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Various methods are used by companies to improve employee performance even though the way from one company to another company is different. Efforts to improve employee performance will have an impact on company productivity Jacqueline et al (2011).

Gupta and Sharon (2013), explained that companies need employees who are able to work better and faster, so we need employees who have high performance. Karen et al (2011) states that performance is the level of achievement of a person or employee in an organization or company that can increase productivity.

Harlie (2011) states that the motivation and performance of the two are interrelated and cannot be released from others, employee performance will be low if they do not have the motivation to carry out the work. Employees who have high motivation to carry out the work, then the level of employee performance will be high. Every company expects employees to enhance their careers, therefore employees must try hard to manage themselves rather than surrender to fate. Motivation factor is the potential to affect employee performance owned by someone.

Someone is not necessarily willing to direct all the potential he has to achieve optimal results, so there is still a need for encouragement so that an employee is willing to use all his potential (Cevat et al 2012). Setiawan (2013), states that motivation has a positive effect on employee performance.

This research was conducted at PT. Perkebunan Nusantara II, located on the road lubuk pakam, somberejo, merbau fence, deli serdang regency, north sumatera 20551. PKS (Palm Oil Factory) Marbau fence was planned in 1974 by the Directors of PTP IX. In 1975 factory construction began with capacity. Initial production of 30 tons (fresh fruit bunches) per hour than planned 60 tons per hour. As a supplier is USINE DE WECKER, LUXEMBUNG (UDW), and in this case shows PT. Amindo Medan as a sub-contractor that does most of the manufacturing.

Only grow tobacco as the main product. However, according to the permit, it has been certified as an oil palm plantation. Because the converted tobacco is a garden with a type of soil classified as third class for tobacco whose production is low due to high wilt disease. Based on research that has been done on the employees of PT. Perkebunan Nusantara II shows that the performance produced by employees is good but not optimal, where there are still some problems that can affect employee performance. In communication there has been a misunderstanding in employees, on the motivational side it was found that sports facilities were inadequate, the need for family recreation, had influenced the morale of the employees.

2. Methods

Multiple regression analysis was used in this study because this study only used 2 independent variables (motivation and communication) and 1 dependent variable (employee performance). Multiple regression analysis is a statistical analysis technique that explains the effect of the dependent variable with independent variables. The multiple regression model used is as follows:

$$Y = f(X_1, X_2)$$

The linear regression equation is as follows:

$$Y = \beta_o + \beta_1 X_1 + \beta_2 X_2 + e$$

Information :
Y = Employee Performance
βo = Constant Coefficient
β1, β2 = Regression coefficient variables X1, X2
X1, = Motivation
X2 = Communication
e = confounding factor

To estimate the regression coefficient above the equation is regressed using the Ordinary Leas Square (OLS) method, so as to produce the following equation (Supranto 2011: 243).

$$\hat{Y} = b_o + b_1 + b_2\ x_2$$

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Ŷ = Predicted Employee Performance
bo = constant coefficient
X1, X2 = Independent variables
B1, b2 = The predicted regression coefficient.

3. Result and Discussion

In this study using multiple linear regression analysis with ordinary last square (OLS) method which serves to determine whether there is no influence between the independent variable and the dependent variable. To determine the effect of motivation and communication on employee performance with the regression equation obtained:
Y = 8,820 + 0.418 (β1) + 0.374 (β2)
Information :
Ŷ = Predictable dependent variable
Bo = 8,820
B1 = 0.418
B2 = 0.374
X1 X2 = Free variable

Based on the results of the regression equation above, then if the VIF value is less than 10 symptoms do not occur or X1 X2 and Y said the data obtained are normal. Regression coefficient for (β1) of 0.418 means that every 1% increase in motivation assuming other variables are fixed, then the employee performance will increase by 41.8% and the tcount for X1 is 5.439. Furthermore, the regression coefficient for (β2) is 0.374 meaning that each an increase of 1% communication with the assumption that other variables are fixed, then employee performance experienced an increase of 37.4% and tcount X2 of 5.108.

a. Regression analysis for motivation (X1) on employee performance (Y).
   Based on the results of the study showed that the t-test value of 5.439> t table 1.670 (Appendix 7) and a significance level of 0,000 <0.05, then Ho was accepted and Ho was rejected, meaning that the motivation variable (X1) had a positive and significant effect on employee performance (Y). In this case, motivation can be used as the main criteria for determining employee performance in an organization.
b. Regression analysis for communication (X2) on employee performance (Y).
   Based on the results of the study showed that the value of t count 5.108> T table 1.670 (Appendix 7) and a significance level of 0,000 <0.05, then H1 was accepted and Hoditolak was rejected, meaning that the communication variable (X2) had a positive and significant effect on employee performance (Y). In this case, communication can be used as the main criteria for determining employee performance in an organization.
c. Regression analysis for X1 and X2 against Y
   Based on the results of the study said that the motivation and communication variables had a positive and significant effect on employee performance variables, because Fcount 51.499> Ftable 3.14 and a significant level of 0.000 <0.05, then H1 was accepted and Ho was rejected with the meaning that the motivation and communication variable had a positive and significant effect on employee performance variables.

4. Conclusion

Based on the results and research and discussion that has been described, it can be concluded that motivation and communication on the performance of employees of PT. Perkebunanana Nusantara II, merbau fence. This can be described as follows.

a. From the estimation results, the motivation variable partially influences the performance of the employees of PT. Perkebunan Nusantara II, merbau fence. With a value of tcount5.439> t table 1.670 (attachment 7) and a significance level of 0.000 < 0.10, H1 is accepted and H0 is rejected, meaning that the motivational variable (X2) has a positive and significant effect on employee performance (Y) at the Nias Regency Regional Secretariat office South.
b. Then the communication variable has a positive and significant effect on employee performance as indicated by the tcount value of 5.108> t table 1.670 (attachment 7) and a significant level of 0.000 < 0.10, then the decision is H1 accepted and H0 is rejected, meaning that the communication

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variable (X1) has a positive effect and significant on employee performance (Y) at PT. Perkbunan Nusantara II merbau fence.

c. Motivational and communication variables simultaneously (simultaneously) affect the performance of employees at PT. Perkebunan Nusantara II, merbau fence. With a Fcount of 51.499> Ftable 3.14 (appendix 8) and a significant level of 0,000 <0.10, H1 is accepted and H0 is rejected. This means that the motivation (X2) and communication (X1) variables together have a positive and significant effect on employee performance variables (Y).

d. The coefficient of determination (R2) is 0.785 or 78.5% so it can be shown that 78.5% of the diversity of the dependent variable (employee performance) can be explained by the independent variables (motivation and communication) while the remaining 21.5% is influenced by other variables outside the model.

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