

# The Effect of Work Motivation, Work Experience, Work Compensation and Work Discipline on Employee Productivity of PT. Easypower Global Technology

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## Abstract

In order to anticipate the era of globalization which is marked by an increasingly competitive business world and no longer recognizes national boundaries, companies are required to optimize all available resources. This study aims to determine the impact of work motivation, work experience, work compensation and work discipline on the work productivity of PT. Easypower Global Technology. This research was conducted on 106 respondents, namely employees of PT. Easypower Global Technology. In taking the sample for this research, the method used is the random sampling method. The data analysis technique used was multiple linear regression analysis and the hypothesis test used was the T-statistical test which was processed on SPSS version 22. The results showed that the independent variables simultaneously or together had a significant effect on the dependent variable. The results of the calculation of the F test showed that  $F_{count} > F_{table}$  (101.482 > 2.46). Likewise, the results of the T-test state that  $t_{count} > t_{table}$  and the significance value of (0.05), which means that the independent variable partially has a significant effect on the dependent variable. It can be concluded that, Work Motivation, Work Experience, Work Compensation and Work Discipline simultaneously or partially have a significant effect on the Work Productivity of PT. Easypower Global Technology.

Keywords: Motivation, Work Experience, Compensation, Discipline, Productivity

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## INTRODUCTION

In order to anticipate the era of globalization, which is characterized by an increasingly competitive business world that no longer recognizes national boundaries, companies are required to optimize all the resources they have, namely: capital, machines and facilities, raw materials, marketing and people in order to obtain optimal output. Maximum and optimal results. In this case, various techniques and methods as well as new approaches have been developed to improve existing ones, and now the development of management has almost reached an increasingly sophisticated, fully automated and computerized form. If all these efforts are returned to the final goal, humans are still the priority.

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Human Resources (HR) is a central factor in an organization, whatever its form and purpose, organizations are created based on various visions, missions and goals for the benefit of humans and in implementing their missions they are managed and managed by humans, so humans are a strategic factor in all institutional activities/organization. (Sri Larasati, 2018)

According to Mary Parker Follett (2017), Human Resource Management means an art that is carried out with the goals of a particular organization or company through arranging other parties to carry out various activities or work that are needed or who carry out various jobs themselves. This has a meaning related to managers achieving various organizational/company goals from various settings of other parties in carrying out required activities or work, or carrying out various work themselves.

One way the company's success is marked by increasing productivity. High productivity is one of the advantages competitive company. Productivity really depends on the company's motivation and will be achieved if there is high motivation and good morale from its human resources. This motivation will be reflected in the work ethic which will influence the company's overall productivity. So motivation is an important factor and influences productivity. Motivation management is directed in the form of employee job satisfaction which is measured through work performance. Meanwhile, employee job satisfaction can only be achieved if the system in place in the company runs well and provides a sense of security so that employees can work more productively, both individually and as a work team.

Motivation is the provision of driving force that creates enthusiasm for a person's work so that they are able to collaborate, work effectively and be integrated with all their efforts to achieve satisfaction. Motivation is the main thing that drives someone to work. (Hafidzi, 2019)

Therefore, companies must continue to pay close attention to employee motivation. This aims to be able to identify changes in employees so that they can maintain and increase employee productivity and there is harmony between work demands and the needs and desires of workers. Thus, to achieve high productivity an approach is needed that can increase employee motivation. The approach that will be taken must be adapted to the conditions of the company and the internal conditions of employees, especially regarding work motivation. In this case, research is needed.

Work experience is the knowledge, skills and abilities that an employee has to carry out the responsibilities of a previous job. (Wariati, 2017). Level of education and work experience are prioritized. Especially for bookkeeping or office departments, at least a high school education is required. Meanwhile, the production team has at least a junior high school education. However, in the employee recruitment process, companies prioritize prospective employees who already have work experience from similar companies. It is hoped that all of this will create work enthusiasm as well as high work performance in achieving a good level of productivity, as expected by the company.

Compensation is an expense and cost for the company, the company hopes that the compensation paid will receive greater work performance rewards from employees. So, the value of an employee's achievement or work results must be greater than the compensation provided by the company, so that the company gets it (Hasibuan, 2017).

Motivation, work experience, compensation and work discipline are things that play an important role in increasing work effectiveness. Because people who are motivated by work experience, compensation and high work discipline will try as hard as possible

so that their work can be as successful as possible, this will result in an increase in work productivity.

Work productivity is a mental attitude that always looks for improvements to what already exists. A belief that someone can do a job better today than yesterday and tomorrow better than today (Sutrisno, 2017). Every company always wants the productivity of each employee to increase. To achieve this, companies must provide good motivation to all their employees so they can achieve work performance and increase productivity. With the addition of work experience possessed by employees, it will provide a great relationship in efforts to achieve productivity levels.

Good compensation plays an important role in increasing employee productivity levels. With adequate compensation, employees will be motivated to work harder. In carrying out company activities, it is very important to have high work discipline from all company members, with high discipline good work productivity will be created.

PT. Easypower Global Technology is a company operating in the household electronics sector. This company, which focuses on online sales, is committed to continuing to run its business and providing the best service to customers through increasing capacity, products and services. The success achieved by PT Easypower Global Technology is certainly influenced by the success of its employees. Evaluation of employee success at work can be known if the company implements an employee work productivity assessment system. In this way, achieving company goals becomes something that can be achieved.

Based on the background this research was carried out to fulfill the following objectives:

- 1) To find out how motivation, work experience, compensation and work discipline influence the work productivity of PT employees. Easypower Global Technology
- 2) Identifying factors that influence motivation to increase employee productivity.
- 3) Provide recommendations to company management in determining effective ways to increase employee work motivation.

## **RESEARCH METHOD**

In this research, the method used is quantitative descriptive to analyze the relationship between variables. Data sources consist of primary data, which was obtained directly from employees of PT Easypower Global Teknologi through questionnaires, and secondary data, which was obtained from research subject sources as support. The population studied was employees of 2 divisions (Online and Offline) totaling 143 people, with a sample of 106 employees taken using random sampling techniques. The data collection technique was carried out through a questionnaire using a Likert scale as a measuring tool for the research instrument.

In this research, the analytical methods used are descriptive analysis and multiple linear regression analysis. Descriptive analysis is used to describe the data that has been collected, while multiple linear regression analysis is used to determine the effect of the independent variable on the dependent variable. The hypotheses used in this test are  $H_0: \beta \leq 0$  and  $H_a: \beta > 0$ , which will be tested using the t test for each independent variable on the dependent variable.

## RESULTS AND DISCUSSION

### Instrument Testing

#### **Validity test**

Based on the results of the research instrument validity test carried out using the SPSS version 22 program on 106 respondents at PT. Easypower Global Technology obtained the following results: based on table nine, it shows that all the indicators used to measure the variables used in this research have a correlation coefficient that is greater than r table. The rtable value is 0.191. So that all indicators of this research variable are valid.

#### **Reliability Test**

Reliability testing is a tool used to measure a questionnaire which is an indicator of a variable or construct (Ghozali, 2018). The tool for measuring reliability is Cronbach Alpha. The reliability criteria according to Suharsimi Arikunto are as follows:

1.  $0.80 \leq r \leq 1.00$ : very high reliability
2.  $0.60 \leq r < 0.80$ : high reliability
3.  $0.40 \leq r < 0.60$ : moderate reliability
4.  $0.20 \leq r < 0.40$ : low reliability
5.  $r < 0.20$ : very low reliability

Based on the description above, the instrument reliability test was carried out using the alpha technique using the SPSS version 22 program, the following data was obtained:

**Table 1. Reliability Test**

Variable	Cronbach's Alpha	rtable value	Information
Work Motivation (X1)	0.509	0.191	Reliable
Experience Work (X2)	0.552	0.191	Reliable
Compensation Work (X3)	0.463	0.191	Reliable
Work Discipline (X4)	0.671	0.191	Reliable
Productivity Work (Y)	0.671	0.191	Reliable

Source: SPSS 22 Processing Results (2021)

Based on the reliability test results table above, reliability is carried out by looking at the results of the Cronbach alpha ( $\alpha$ ) value. The rtable value obtained is a table critical figure of 0.191. The reliability value of each variable has results greater than r table. Thus, it can be said that this measuring instrument is reliable, meaning that the questionnaire has met the reliability requirements.

### Classic assumption test

#### **Normality test**

To test the normality of residual data for the independent variables and dependent variables, this research uses the non-parametric Kolmogorov-Smirnov (KS) statistical test, Histogram Test and Graph Test.

Kolmogorov-Smirnov (KS) non-parametric statistical test for test statistics non-parametric Kolmogorov-Smirnov, decision making is as follows:

- 1) If the Kolmogorov-Smirnov significance results show a significant value  $> 0.05$  then the residual data is normally distributed.
- 2) If results significance Kolmogorov-Smirnov show mark significant  $< 0.05$ , then the residual data is not normally distributed.

**Table 2. One-Sample Kolmogorov-Smirnov Test**

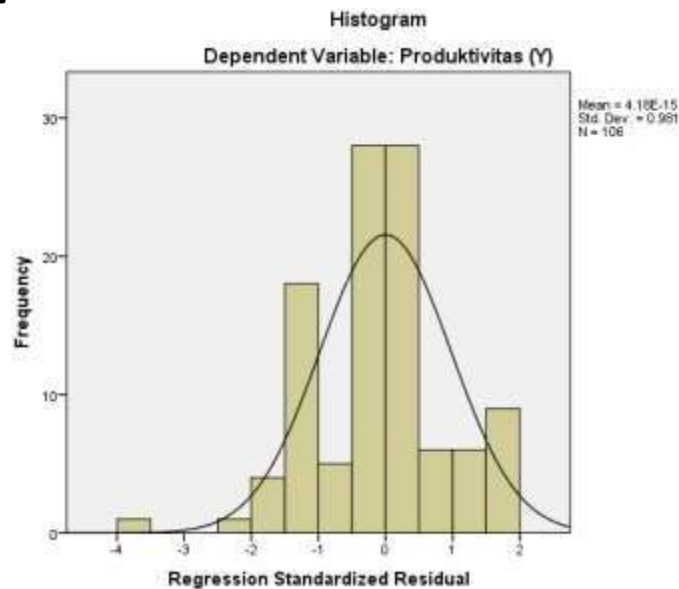
		Unstandardized Residual
N		106
Normal Parameters, b	Mean	.0000000
	Std. Deviation	.78989515
Most Extreme Differences	Absolute	,081
	Positive	,081
	Negative	-.072
Statistical Tests		,081
Asymp. Sig. (2-tailed)		.086c

a. Test distribution is Normal.  
 b. Calculated from data.  
 c. Lilliefors Significance Correction.

Source: SPSS 22 Processing Results (2021)

Based on the Normality Test table above, it can be seen that the data is normally distributed because the Sig value. Namely 0.86,  $\hat{a} \cdot 0.05$ . So the normality test above shows that the data is normally distributed.

**Histogram Test**

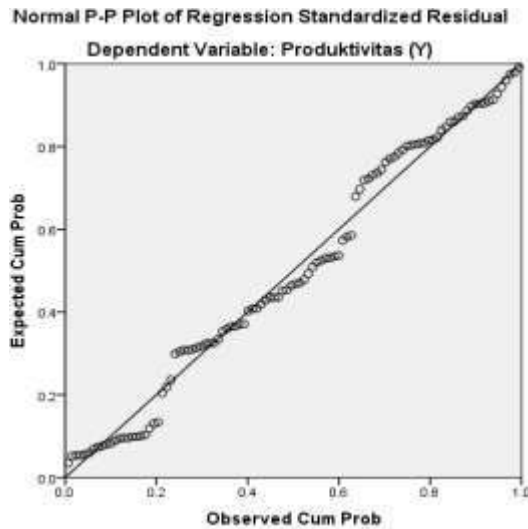


**Figure 1. Histogram graph**

Source: SPSS 22 Processing Results (2021)

Based on the Normality Test graph above, it can be seen that the data is normally distributed because in the histogram graph good data is data that has a bell-shaped pattern, that is, the data distribution does not skew to the left or skew to the right. So the normality test above shows that the data is normally distributed.

**Test Graphics**



**Figure 2. P-Plot Graph**

Source: SPSS 22 Processing Results (2021)

Based on the Normality Test graph above, it can be seen that the data is normally distributed because in the P-Plot graph it can be seen that the points are spread around the diagonal line and follow the direction of the diagonal line. So the normality test above shows that the data is normally distributed.

**Multicollinearity**

**Table 3. Multicollinearity Test**

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta				Toleranc e	VIF
1 (Constant)	,174	1,104			,158	,875		
Motivation (X1)	,498	,061			8,146	,000		
Experience (X2)	,150	,068	,521		2,200	,030	,482	2,073
Compensation (X3)	,191	,085	,173		2,234	,028	,329	3,039
Discipline (X4)	,147	,071	,147		2,077	,040	,396	2,526

a. Dependent Variable: Productivity (Y)

Source: SPSS 22 Processing Results (2021)

Based on the table above, it can be seen that the tolerance value of the variables Work Motivation, Work Experience, Work Compensation, and Work Discipline is > 0.1 and the VIF value is < 10. This can be concluded that there is no multicollinearity problem between the independent variables in the regression model.

## Multiple Linear Regression Test

**Table 4. Multiple Linear Regression Test Results**

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	,174	1,104		,158	,875
Motivation (X1)	,498	,061	,521	8,146	,000
Experience (X2)	,150	,068	,169	2,200	,030
Compensation (X3)	,191	,085	.173	2,234	.028
Discipline (X4)	,147	.071	,147	2,077	,040

a. Dependent Variable: Productivity (Y)

Source: SPSS 22 Processing Results (2021)

Based on the table above, the results of the multiple linear regression equation are obtained as follows:

$$Y = 0.174 + 0.498X_1 + 0.150X_2 + 0.191X_3 + 0.147X_4$$

Based on this equation, it can be interpreted as follows:

- 1) The constant value ( $\alpha \leq 0$ ) of 0.174 indicates that the Work Motivation and Work Discipline variables are considered constant at the level of the Work Productivity variable. If the value of the independent variable is 0 or constant, then Work Productivity (Y) has a value of 0.174 units.
- 2) The regression coefficient value of Work Motivation ( $\alpha \leq 1$ ) is  $0.498 > 0$ , which is positive. This means that the Work Motivation variable has a positive effect on Work Productivity, meaning that the higher the Work Motivation, the Work Productivity will increase, and vice versa.
- 3) The regression coefficient value of Work Experience ( $\alpha \leq 2$ ) is  $0.150 > 0$ , which is positive. This means that the Work Experience variable has a positive effect on Work Productivity, meaning that the higher the Work Experience, the Work Productivity will increase, and vice versa.

The regression coefficient value of Work Compensation ( $\alpha \leq 3$ ) is  $0.191 > 0$ , which is positive. This means that the Work Compensation variable has a positive effect on Work Productivity, meaning that the higher the Work Compensation, the Work Productivity will increase, and vice versa.

The regression coefficient value of Work Discipline ( $\alpha \leq 4$ ) is  $0.147 > 0$ , which is positive. This shows that the Work Discipline variable has a positive effect on Work Productivity, meaning that the higher the Work Discipline, the more Work Productivity will increase, and vice versa.

### F test

The F test is carried out with the aim of showing that all independent variables included in the model have a joint influence on the dependent variable. In this case, it means to test whether the independent variables, namely work motivation, work experience, work compensation, and work discipline together have an effect on the dependent variable, namely employee work productivity.

The decision making criteria are:

$H_0$  is accepted if  $F_{count} \leq F_{table}$  this means: work motivation, work experience, compensation and work discipline together do not have a positive and significant effect

on employee work productivity.

Ho is rejected if  $F_{count} > F_{table}$

This means: work motivation, work experience, compensation and work discipline together have a positive and significant effect on employee work productivity.

$$F_{table} = F(k; nk) = F(4; 102) = 2.46$$

**Table 5. F Test Results**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	50,100	4	12,525	101,482	,000b
	Residual	12,466	101	.123		
	Total	62,566	105			

a. Dependent Variable: Productivity (Y)

b. Predictors: (Constant), Discipline (X4), Motivation (X1), Experience (X2), Compensation (X3)

Source: SPSS 22 Processing Results (2021)

Based on the summary results of multiple linear regression from the table above, it shows that  $F_{count}$  is 101.482, while the  $F_{table}$  results in the distribution table with an error rate of 5% are 2.46. This means that  $F_{count} > F_{table}$  ( $101.482 > 2.46$ ), then  $H_0$  is rejected. Which can be interpreted as that the variables of work motivation, work experience, compensation and work discipline together have a positive and significant effect on the work productivity of PT employees. EasyPower Global Technology. So the author can conclude that the first hypothesis in this research is accepted.

### **Coefficient of Determination**

**Table 6. Determination Coefficient Table**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,895	,80	,793	.35131
	a	1		

a. Predictors: (Constant), Discipline (X4), Motivation (X1), Experience (X2), Compensation (X3)

Source: SPSS 22 Processing Results (2021)

Based on the table above, the R Square value is 0.801 or 80.1%, which indicates that there is a simultaneous influence between the variables X1, not researched.

### **T test**

The T test was carried out with the aim of showing how far the influence of one independent variable, namely work motivation, work experience, work compensation and work discipline individually, is in explaining the dependent variable, namely employee work productivity.

Test criteria with a significance level ( $\alpha$ ) = 0.05 are determined as follows:

- 1) If the calculated t value > t table then H0 is rejected and Ha is accepted. This means that work motivation, work experience, work compensation and work discipline have a positive and significant effect on employee work productivity.
- 2) If the calculated t value < t table then H0 is accepted and Ha is rejected. This means that work motivation, work experience, work compensation and work discipline do not have a positive and significant effect on employee work productivity.

$$t \text{ table} = t(a/2 ; nk-1) = t(0.025 ; 101) = 1.98373$$

**Table 7. T Test Results**

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	,174 ,498	1,104 ,061		,158 8,146	,875 ,000
Motivation (X1)			,521		
Experience (X2)	,150	,068	,169	2,200	,030
Compensation (X3)	,191	,085	.173	2,234	.028
Discipline (X4)	,147	.071	,147	2,077	,040

a. Dependent Variable: Productivity (Y)

Source: SPSS 22 Processing Results (2021)

From the t test results in the table above it can be concluded that:

- 1) T test on the Work Motivation variable (X1)  
It was found that the calculated t value was 8.146 with Sig. of 0.00. Because the calculated t is greater than the t table (8.146 > 1.983) and the Sig value. 0.00 < 0.05 then Ho is rejected and H1 is accepted which can be interpreted as work motivation having a significant effect on the work productivity of PT employees. Easypower Global Technology.
- 2) T test on the Work Experience variable (X2)  
It was found that the calculated t value was 2.200 with Sig. of 0.030. Because the calculated t is greater than the t table (2,200 > 1,983) and the Sig value. 0.030 < 0.05 then Ho is rejected and H2 is accepted which can be interpreted as work experience having a significant effect on the work productivity of PT employees. Easypower Global Technology.
- 3) T test on the Work Compensation variable (X3)  
It was found that the calculated t value was 2.234 with Sig. of 0.028. Because the calculated t is greater than the t table (2.234 > 1.983) and the Sig value. 0.028 < 0.05 then Ho is rejected and H3 is accepted which can be interpreted as Work Compensation has a significant effect on the work productivity of PT employees. Easypower Global Technology.
- 4) T test on the Work Discipline variable (X4)  
It was found that the t value was 2.077 with Sig. of 0.040. Because the calculated t is greater than the t table (2.077 > 1.983) and the Sig value. 0.040 < 0.05 then Ho is rejected and H4 is accepted which can be interpreted as Work Discipline having a

significant effect on the Work Productivity of PT employees. Easypower Global Technology.

## **Discussion**

### **The Influence of Work Motivation (X1) on Work Productivity**

The regression coefficient value of Work Motivation ( $\beta_1$ ) = 0.498 > 0, with tcount > t table (8.146 > 1.983) and significance (0.00) <  $\alpha$  (0.05). This shows partially that the Work Motivation variable has a positive and significant effect on Work Productivity, meaning that the higher the Work Motivation, the Work Productivity will increase significantly.

The role of motivation is important for managers and supervisors because with this motivation, it is hoped that each individual employee will work hard and be enthusiastic to achieve high work productivity. Therefore, the ability to motivate subordinates is a managerial skill that every organizational manager needs to master, and managers themselves actually have a responsibility to help their subordinates carry out their tasks effectively and efficiently. Thus, success in encouraging subordinates to achieve work productivity through understanding motivation that exists outside of the worker, will be very helpful in achieving optimal work productivity.

### **The Influence of Work Experience (X2) on Work Productivity**

The regression coefficient value of Work Experience ( $\beta_2$ ) = 0.150 > 0, with tcount > ttable (2.200 > 1.983) and significance (0.030) <  $\alpha$  (0.05). This shows partially that the Work Experience variable has a positive and significant effect on Productivity Work, meaning that the higher the work experience, the work productivity will increase significantly.

Work experience is the length of time a person has worked in a company. Companies need to train and develop the expertise of their employees with the aim of increasing their expertise and skills, so that employees' abilities and skills can develop. The length of time a person works not only increases the employee's knowledge and skills but also provides a better experience. If someone is experienced, their knowledge and skills will be higher so that they can increase productivity, conversely, if their work experience is limited, the employee's knowledge and work abilities will also be low.

### **The Effect of Work Compensation (X3) on Work Productivity**

The regression coefficient value of Work Compensation ( $\beta_3$ ) = 0.191 > 0, with t count > t table (2.234 > 1.983) and significance (0.028) <  $\alpha$  (0.05). This shows partially that the Work Compensation variable has a positive and significant effect on Productivity Work, meaning that the higher the Work Compensation, the Work Productivity will increase significantly.

Providing fair and appropriate compensation is very necessary so that employees will feel cared for by the company. In general, employees will try to do their best for the company, so that the accumulated increase in their work will increase productivity the company and the company's goals will be achieved. Providing compensation to employees is closely related to the hope of increasing company productivity.

### **The Influence of Work Discipline (X4) on Work Productivity**

The regression coefficient value of Work Discipline ( $\beta_4$ ) = 0.147 > 0, with t count > t table (2.077 > 1.983) and significance (0.040) <  $\alpha$  (0.05). This shows partially that the Work Discipline variable has a positive and significant effect on Productivity Work, meaning that the higher the Work Discipline, the Work Productivity will increase significantly.

Discipline in an organization is a person's awareness and willingness to comply with all responsibilities in carrying out the work that has been assigned to each employee. Management that binds every member of the organization so that there are organizational standards that can be implemented by all employees either with their own awareness or through coercion so that organizational goals can be achieved effectively and efficiently.

### **The Influence of Work Motivation, Work Experience, Work Compensation, and Work Discipline on Work Productivity**

The influence of work motivation, work experience, compensation and work discipline simultaneously on the work productivity of PT employees. Easypower Global Technology. The research results state that the variables work motivation (X1), work experience (X2), work compensation (X3), and work discipline (X4) simultaneously or together have a significant influence on employee work productivity (Y). The results of the F table calculation are 2.46. Where the F test is carried out, the results are  $F_{count} > F_{table}$ . This can be seen from table 4.3.9 which states that  $F_{count} > F_{table}$  ( $101.482 > 2.46$ ). Thus,  $H_a$  is accepted and  $H_o$  is rejected. Which means that the variables work motivation (X1), work experience (X2), work compensation (X3), and work discipline (X4) simultaneously have a significant influence significant impact on employee work productivity (Y) at PT. Easypower Global Technology.

### **CONCLUSION**

From the results of hypothesis testing and discussion, it can be concluded as follows; (1) partially, work motivation has a positive and significant effect on the work productivity of PT employees. Easypower Global Technology. This means that the higher the work motivation, the more work productivity will increase significantly.

Partially, work experience has a positive and significant effect on the work productivity of PT employees. Easypower Global Technology. This means that the higher the work experience, the more work productivity will increase significantly.

Partially, Work Compensation has a positive and significant effect on the Work Productivity of PT employees. Easypower Global Technology. This means that the higher the Work Compensation, the Work Productivity will increase significantly.

Partially, Work Discipline has a positive and significant effect on the Work Productivity of PT employees. Easypower Global Technology. This means that the higher the Work Discipline, the Work Productivity will also increase significantly.

Work Motivation, Work Experience, Work Compensation and Work Discipline simultaneously have a significant effect on the Work Productivity of PT employees. Easypower Global Technology. The productivity produced by employees in the company cannot be separated from the variables that influence it, namely motivation, work experience, compensation and work discipline. Because of that motivation

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