The Influence of Work Motivation, Work Training, and Compensation on Work Productivity in the Food & Beverage Department at Sala View Hotel Solo

[1]Djohan Yanuar Raharja

[1]Sekolah Tinggi Pariwisata AMPTA Yogyakarta
[1]johanjanu88@gmail.com

KEYWORDS	ABSTRACT
Motivasi Kerja, Pelatihan Kerja, Kompensasi, Produktivitas Kerja	This study aims to determine the influence of work motivation, job training, and compensation and the influence of all three on the work productivity of employees in the Food and Beverage Department at Sala View Hotel, Solo. In addition, it is also to prove which variable is the most dominant. This study was conducted using a quantitative method and focused on employees in the Food and Beverage Department at Sala View Hotel Solo. The analysis technique used was a multiple linear regression analysis model. With the following results, Motivation has a significant effect on employee work productivity. Job training has a significant positive effect on work productivity. Compensation has a significant positive effect on work productivity. The significance value of compensation is considered to have the most dominant effect on the work productivity variable. The conclusion of this study is that the compensation variable affects employee work productivity at Sala View Hotel Solo. Compensation factors that influence include Salary that is in accordance with the workload, Salary that is sufficient to meet family needs and incentives that are in accordance with the workload. Suggestions for increasing employee work productivity are that the company must hold job training twice a month or three times a month. And the company must create a positive work climate, appreciation, communication, and compensation in the work environment.

INTRODUCTION

In line with the increasing development of hotels in Solo Raya, ranging from budget hotels to five-star hotels and the attachment of tourism in Solo Raya with the aim of attracting as many tourists as possible, and trying to make them stay longer with excellent service and good facilities, thus providing opportunities for opening up employment opportunities. This hotel sector is very important and is influenced by the situation and conditions of a city that can provide a sense of security and comfort for tourists. Currently, the city government has tried hard to restore political, economic and security stability in the city so that the tourism sector is expected to make a greater contribution to economic growth in the city of Solo.

In the city of Solo there is one four-star hotel, namely the Sala view hotel, which is located in the heart of Solo, with the address Jalan Slamet Riyadi no. 450 Solo city, this hotel has adequate facilities as one of the accommodations that can be utilized by tourists or people engaged in business, has 111 rooms, 1 restaurant, 1 Bar lounge on the roof top, Gym, 1 ballroom, 2 medium meeting rooms and 4 small meeting rooms making Sala view hotel a destination for users of hotel and accommodation services with a total of 100 employees in it divided into several departments according to their respective fields.

One of the departments in Sala view hotel is the Food & Beverage Department which is very influential in hotel operations because its income is 40% of the hotel's total income, its income comes from several outlets, namely Banquet, room service, the sky lounge & bar, and the Vanda cafe restaurant. The leadership in the

Food & Beverage department is held by the Food & Beverage Manager, assisted by 1 Supervisor and 1 Captain who oversees the waiters and waitresses in the Food & Beverage Service Department and the Executive Chef assisted by 1 Chef de Party who oversees the Cook, Cook Pastry and Steward in the Food & Beverage Product Department. The total number of employees in the Food & Beverage Department itself is 30 people.

Work productivity is an important factor that determines the success of an organization in achieving its goals and objectives. In today's era of global competition, increasing employee productivity is one of the main focuses for companies, because productive employees can make a significant contribution to achieving organizational targets efficiently. In this context, several factors such as work motivation, training, and employee compensation are crucial aspects in influencing employee productivity levels. Work motivation is a drive from within an individual to carry out tasks and responsibilities optimally. Employees who are highly motivated tend to be more enthusiastic, responsible, and have a high commitment to their work. In addition to motivation, training also plays an important role. Proper training can improve employees' abilities, knowledge, and skills, so that they are better able to carry out their tasks effectively. On the other hand, compensation or rewards provided by the company also play a role in increasing productivity, because employees who feel appreciated tend to be more motivated to give their best.

Based on the background above, this study aims to analyze the effect of work motivation, training, and compensation on work productivity. This study is expected to provide insight to company management regarding the importance of these three factors in increasing productivity, so that more appropriate strategies can be formulated to encourage employees to achieve optimal performance. Research on the effect of work motivation, training, and compensation on work productivity shows that these factors have a significant impact on employee performance in various organizations. Work motivation provides internal encouragement for employees to work more efficiently and dedicatedly, thereby increasing their productivity (Nurnaningsih, 2020). Proper training allows employees to develop the skills and knowledge needed to achieve company targets, which also contributes positively to productivity (Masuku, Lengkon, & Dotulong, 2019). Adequate compensation can provide incentives that encourage employees to maintain and improve their performance continuously (Firdiyanti, 2017). The combination of work motivation, training, and compensation can form a strong foundation in efforts to increase employee productivity. By understanding the relationship between these three variables, companies can implement more effective human resource management strategies to achieve organizational goals (Komarudin, 2018).

METHOD

This research is a quantitative research. The population was taken from all employees of the Food & Beverage Department, totaling 30 people. Because there were only 30 people in total, the author used all 30 people and there were 30 respondents who met the requirements to be used as samples. The samples studied were only employees in the Food and Beverage department at Sala View Hotel Solo. The sample had also attended job training so that they were able to describe their work motivation, compensation, and work productivity. Sampling in this study used the purposive sampling method. Data Collection Methods. in this study, namely by questionnaires, documentation and observation. Data Validity Test In quantitative research, data validity testing aims to ensure that the data used is truly valid (measures what should be measured) and reliable (can produce consistent results). The analysis technique used in this study is multiple linear regression analysis and hypothesis testing, namely the t-test and f-test.

RESULTS AND DISCUSSION

Overview of Research Locations

Hotel adalah bentuk akomodasi komersial yang disediakan bagi semua orang yang memperoleh layanan dan akomodasi serta makanan dan minuman, sesuai dengan Surat Keputusan Menteri Perhubungan PMU/PW.301/phb 77 nama **SALA VIEW** berasal dari nama sebuah Kota Solo yang ejaan aslinya adalah SALA dan *View* yang berarti penglihatan atau pemandangan. Ide pendirian ini adalah dari sebuah keluarga yang memiliki beberapa perusahaan besar di Kota Solo seperti Pabrik Tekstil Panca Bintang, Dealer Mobil Solo Indonesia Utama, Bank Perkreditan Rakyat Surya Utama dan Dana Utama.

From the frequent number of guests who come to the Company, they tried to facilitate and agreed to establish a PT which was eventually named PT. Panca Wibawa Utama and is engaged in the hotel sector. Hotel Sala view is a four-star international hotel. The soft opening was held on April 20, 2015 which is still commemorated as its anniversary. Sala view Hotel was built on 1650 m2 of land, the floor area of the building is 9048.40 m2, with 11 floors + 2 basements. Sala view Hotel is located at Jl. Slamet Riyadi No. 450, Solo, telephone 0271 718388.

Data Analysis

1. **Validity Test**

A questionnaire is said to be valid if it is able to measure what is desired and can reveal data from the variables studied accurately. Validity testing is done by calculating the correlation between the score of each statement item and the total score of the variable.

2. **Realbility Test**

Reliability measures the extent to which the instrument used is consistent. This test is conducted using Cronbach's Alpha statistics. If the result is greater than 0.7, then the instrument can be considered reliable.

3. **Clasiccal Asumption Test**

a. **Multicollinearity Test**

Multicollinearity test is used to determine whether there is a reciprocal relationship between independent variables or a linear relationship between independent variables in the regression model. To detect multicollinearity, testing is done by calculating the VIF (Variance Inflation Factor) value. If the VIF value of the independent variable is on average around 1, it means that there is no multicollinearity. Conversely, if the VIF value approaches/ranges from 10 (other studies determine the VIF value limit is 5), it means that there is multicollinearity. Based on the table above, it is known that the VIF table value of the motivation variable is 3.236 <10, the training variable is 3.679 <10 and the Compensation variable is 4.672 <10 and the tolerance value is 0.214> 0.1, then the data does not have multicollinearity

b. **Uji Heteroskedastisitas**

Symptoms of heteroscedasticity, this is because the residual variation is not the same in all observations. In this chart, determining the presence or absence of variance is done by using a graph between the predicted value of the dependent variable (Zpred) and its residual (SDresid). Detecting the presence or absence of these symptoms can be done by checking for certain patterns on the scatterplot. The basis for decision making in heteroscedasticity analysis is as follows:

1) If there is a certain pattern, such as dots forming a certain regular pattern (wavy, widening, then narrowing), this indicates that symptoms of heteroscedasticity have appeared.

2) If there is no clear pattern and the points on the Y axis are spaced above and below 0, then heteroscedasticity does not occur.

Based on the Figure above, it is known that the heteroscedasticity symptom test that has been carried out shows no symptoms of heteroscedasticity.

c. Autocorrelation Test

The purpose of the autocorrelation test is to determine whether there is a correlation of observations ordered by time (time series) or space (cross-sectional) between members of the observation set. This means that the results for a particular month will be influenced by the previous or next month. For cross-sectional data, there is a correlation when the data is affected at one point or another. The presence or absence of this autocorrelation can be determined using the Durbin-Watson statistical test. The basis for decision making in this Durbin-Watson test is carried out by adopting Singgih's argument (2000; 219), as follows:

1) If the Durbin-Watson number is below -2, there is autocorrelation.

2) If the Durbin-Watson number is between -2 and +2, there is no autocorrelation.

3) If the Durbin-Watson number is above +2, there is negative autocorrelation.

Based on the table above, the autocorrelation test results have a Durbin-Watson statistical value of 1.919. This number is below -2, meaning there is positive autocorrelation.

d. Normality Test

Normality testing is done by looking at the normal P-P Plot graph, identifying the symptoms by looking at the points on the straight line from bottom to right. If the points follow the direction of the line, it is a sign of regularity and symptoms of normality. Based on the table image above, it is known that in the normality test, the variables being tested have symptoms of normality. Thus, the variables being tested have met the required classical assumption test.

e. Multiple Regression test

In this section, quantitative calculations are carried out to determine whether or not there is an influence between the independent variable (Independent variable) on the dependent variable (Dependent variable) Using a multiple regression model. Based on the description of the large Table of contributions of motivation, training, and compensation to work productivity, it is carried out in the form of a multiple regression analysis model equation as follows: Interpretation of the Table of regression test results above is:

1) The value of a = 3.964 is a constant/state when the productivity variable has not been influenced by other variables.

2) B1.X1 = the regression coefficient value of 0.200 indicates that the Motivation variable has a positive influence on the productivity variable, so that every 1 unit increase in the motivation variable will affect work productivity by 0.200.

3) B2.X2 = the regression coefficient value of 0.150 indicates that the Training variable has a positive influence on the productivity variable, so that every 1 unit increase in the Training variable will affect work productivity by 0.150.

4) B3.X3 = the regression coefficient value of 1.185 indicates that the Compensation variable has a positive influence on the productivity variable, so that every 1 unit increase in the Compensation variable will affect work productivity by 1.185.

4. Hyphothesis Test

a. t-test

In this section, hypothesis testing is based on the level of confidence in the accuracy of the regression coefficient obtained when calculated using the t-test. Specifically, the t-test in this study was conducted by comparing the alpha significance value (significance limit) at the level of 0.05 or 5%. The decision criteria are met if the significance value is greater than the significance limit. In this case, the t-test results show an insignificant effect and vice versa. The t-test results for each variable and each research period are as follows:

1) The Influence of Work Motivation on Work Productivity

According to the table of t-test results, it shows that the significance value of the influence of Motivation on Productivity is 0.001 < 0.005, and the t-count value is 3.571 > 2.056, so there is a significant influence of Motivation on Productivity.

2) Pengaruh Pelatihan Kerja terhadap Produktivitas Kerja

According to the table of t-test results, it shows that the significance value of the influence of Job Training on Productivity is 0.001 < 0.005, and the t-count value is 3.920 > 2.056, so there is a significant influence of Job Training on Productivity.

3) Pengaruh Kompensasi terhadap Produktivitas Kerja:

According to the table of t-test results, it shows that the significance value of the influence of Compensation on Productivity is 0.001 < 0.005, and the t-count value is 7.095 > 2.056, so there is a significant influence of Compensation on Productivity.

b. f-test

To determine the level of significance of the combined influence of independent variables on the dependent variable, the F test is used, with the results of the simultaneous/total regression coefficient (expressed in the form of adjusted R-squared values) <0.001; 0.05 then must be checked with the F-test.

According to the table above, it can be seen that the significance value for the influence of Motivation, Training, and Compensation Variables on productivity is 0.001 <0.005 from the calculated f 18,856> table f value 2.98, This proves that there is a significant influence of the independent variable on the dependent variable.

c. Adjusted R squared

The coefficient of determination is used to determine how much influence the variables of Work Motivation (X1), Work Training (X2), and Compensation (X3) can explain the variation of changes in the Productivity variable (Y) with the help of the SPSS program.

Based on the table above, the calculation using the SPSS program obtained an Adjusted R2 value of 0.649. This means that the joint influence of the variables Motivation (X1), Training (X2), Compensation (X3) is 36%, while the remaining 64% is influenced by other variables that are not studied.

CONCLUSION

The results of the analysis conducted by the researcher to answer the questions of the problem formulation raised by the researcher in chapter 1, continued with the answers to the problem formulation and also the results of the analysis of the study on "The Effect of Motivation, Job Training, and Compensation on Employee Work Productivity in the Food & Beverage Department at Sala View Hotel Solo." Among others:

1. The results of the f-count test 18,856> 2.98 (f table value), with a significant value for the influence of Work Motivation, Job Training, and Compensation on work productivity of 0.001 <0.005, meaning that there is a significant influence of the independent variable on the dependent variable

2. The t-test study shows that the significance value of the influence of Work Motivation (X1) on Work Productivity (Y) is 0.001 <0.005 and the t-count value is 3.571> 2.052, meaning that the influence of Work Motivation on Work Productivity is significant.

3. The t-test study shows that the significance value of the influence of Job Training (X2) on Work Productivity (Y) is 0.001 <0.005, and the t-count value is 3.920> 2.056, so there is a significant influence of Job Training on Productivity. • The t-test study shows that the significance value of the influence of Compensation (X3) on Work Productivity (Y) is 0.001 <0.005, and the t-count value is 7.095> 2.056, so there is a significant influence of Compensation on Productivity. • From the results of the hypothesis test, the dominant variable influencing work productivity in employees of the Food and Beverage Department at Sala View Hotel Solo is the Compensation variable (X3).

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