

## The Influence of Spirit at Work on Employee Productivity at PT Millenium Penata Futures Makassar

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### ABSTRACT

*Each company strives to get employees involved in organizational activities by providing work performance in work productivity as high as possible to realize the goal. The spirit at work is a mental attitude that is able to provide encouragement for someone to be able to work harder, faster, and better. This study aims to (i) know the description of the spirit at work of PT.Millennium Penata Futures. (ii) to find out the description of work productivity of PT.Millennium Penata Futures. (iii) to find out how much influence spirit at work has on the productivity of employees of the Makassar branch of PT Millennium Penata Futures. Data collection techniques used are, observation, questionnaire and documentation. The data analysis technique used is descriptive statistical analysis and inferential statistical analysis. The results of the study show that (i) spirit at work at PT.Millennium Penata Futures Manager is in the very high category (ii) employee productivity at PT. Millennium Makassar Futures Manager is included in the very high category (iii) spirit at work variables have a significant effect on employee productivity variables at PT. Millennium Penata Futures Makassar. Therefore, the higher spirit at work, the productivity of employees at PT. Makassar Millennium Penata Futures will also increase*

*Keywords: Spirit at work, work productivity, employee*

### INTRODUCTION

Every company strives to get employees involved in the activities of the organization / company by providing work performance in the form of work productivity as high as possible to realize previously set goals (Escorpizo, 2008; Geldenhuys, Loba, & Venter, 2014; Huselid, 1995). Ravianto (1995: 20) argues that: there are many factors that can affect productivity including work morale and work discipline, level of education, skills, nutrition and health, attitudes and ethics, motivation, work climate, technology, means of production, employment opportunities and opportunities achievement.

To achieve high productivity, company leaders must pay attention to work morale. The spirit of work is a mental attitude that is able to provide encouragement for someone to be able to work harder, faster, and better. High employee morale will affect the efficiency and

effectiveness of work. Nitisemito (1982: 200) states that, another factor that determines productivity is work discipline. The loss of discipline will affect the efficiency and effectiveness of work tasks. With the discipline, it is expected that the work will be done as effectively as possible. When discipline is not enforced, it is likely that the objectives that have been implemented cannot be achieved effectively and efficiently.

State-owned enterprises (BUMN) as one of the economic actors in Indonesia participate actively in national development especially in the financial sector whose activities provide servers (applications) and services. One such business entity is a financial services company named PT. Millennium Penata Futures (PT. MPF) Makassar branch whose existence is as a facilitator for investors from various circles (starting from the middle class) in managing funds that have been invested by investors. To meet the needs of its clients (investors), advisers (traders) at PT. Millennium Penata Futures always improves service in terms of keep contact, education & support for investors.

The spirit of work is used to describe the overall atmosphere felt by employees in the office (Butts, 1999; Saks, 2011) (Mandiriyanto, 2009; Nasrullah, Salam, Pratiwi, & Niswaty, 2017; Tadampali, Hadi, & Salam, 2016; Tapparan, 2017 ) If employees feel passionate, happy, optimistic describes that the employee has a high morale and if the employee likes to argue, hurt, looks uneasy then the employee has a low morale. Westra (1980: 49) suggests that, work morale is the attitude of individuals or groups of people towards their voluntary cooperation to be able to devote their abilities as a whole. The spirit of work is the ability or willingness of every individual or group of people to cooperate with each other actively and discipline and full of responsibility accompanied by volunteerism and willingness to achieve goals / vision and mission. So to find out the high and low work spirit of an organization's employees is through achievement, responsibility, cooperation, harmonious relationships and work enthusiasm.

The Liang Gie (1988: 109) says that productivity is a comparison between the results of work in the form of goods or services with the source or energy used in a production process. Productivity involves integrated use of human resources and skills in capital management technology, information, energy and other sources towards the development and improvement of living standards. In this study productivity is associated with labor. Productivity involves integrated use of human resources and skills in capital management technology, information, energy and other sources towards the development and improvement of living standards. In this study productivity is associated with labor. Sinungan (1995: 20) things that must be considered in relation to these labor factors are motivation for the discipline of work ethic in productivity and its future. The definition of productivity that depends on real circumstances and objectives that have a general approach (not definition) to regulate the pattern of the productivity model is to identify outputs and input components that are correct and in accordance with the company's long, medium and short-term goals.

## **METHOD**

The design of this study illustrates the effect of variable X on the Y variable to be studied. For this reason, a hypothesis testing of the relationship between variables X and Y was carried out. In this study regression analysis was used. The population in this study were all employees

of PT. Makassar Penata Futures Makassar branch, which was the sample of the study were 50 respondents. Data collection techniques used were observation, questionnaires and documentation. The data analysis technique used is descriptive statistics and inferential statistics.

## RESULTS AND DISCUSSION

Millennium Penata Futures Makassar is a futures brokerage company that provides financial services to investors, explores the gap between the two main menu aspects, namely: on the one hand is liquidity - namely product providers such as banks, exchanges, and other entities that provide quality liquidity which is integrated by PT. Millennium Penata Futures into the transaction platform. To find out the morale of employee productivity in the company PT. Makassar futures, then the two variables are made frequency distribution tables and percentages. Work spirit variable (variable X) and employee productivity variable (Y) are measured using the very high, high, high, low and very low categories.

### Descriptions of work morale (Variable X)

Descriptive analysis of work morale is intended to find out the exact picture of work in the PT. Makassar Millennium Futures. The data presented in this study are data obtained through research questionnaires related to variable work morale. In the variable work morale can be five indicators, namely: a) presence b) responsibility c) harmonious relationship d) cooperation and e) enthusiasm. For more details can be seen in table 1:

**Table 1.**

**Rangkuman Analisis Data Per Indikator Variabel Semangat Kerja (X)**

Number	Indicator	n	N	%	category
1	Presence	605	750	80,67	very high
2	Responsibility	488	500	97,60	very high
3	Harmonious relationship	457	500	91,4	very high
4	Cooperation	463	500	92,6	very high
5	Excitement	2453	2750	89,2	very high
<b>Total</b>		<b>4466</b>	<b>5000</b>	<b>89,32</b>	<b>very high</b>

*Source: Results of questionnaire data through the 2016 SPSS program*

Based on data analysis as shown in table 5, indicators of work morale can be described as follows:

- Presence is in the very high category with a percentage level of 88.67 percent.
- Responsibility is in the very high category with a percentage level of 97.60 percent.
- Harmonious relationships are in the very high category with a percentage level of 91.4 percent.
- Cooperation is in the very high category with a percentage level of 92.6 percent.
- Excitement is in the very high category with a percentage level of 89.2 percent.

Based on the results of data analysis in the variable table Semanagat work (X) employees at PT. Millennium Penata Futures is in the very high category with a percentage level of 89.32 percent based on indicators of presence, responsibility, harmonious relations, cooperation and enthusiasm. Where sematagat work plays an important role in a company, in order to get a goal in accordance with the company, with the results of research shows that in the PT. Millennium Penata Futures the application of morale is in the Very High category.

### Overview of Employee Productivity (Variable Y)

Descriptive analysis Productivity of employees is intended to determine the productivity level of employees in the Company PT. Millennium Futures. The data presented in this study are data obtained as a result of scores from research questionnaires related to employee productivity variables. On employee productivity variables there are two indicators, namely a) quality b) work results. For more details can be seen in table 2.

**Table 2.**  
**Summary of Data Analysis Per Variable Indicator of Employee Productivity**

Number	Indicator	n	N	%	Category
1	Work Result	628	750	83,73	Very High
2	Quality	1634	1750	93,37	Very High
<b>Jumlah</b>		<b>2262</b>	<b>2500</b>	<b>90.48</b>	<b>Very High</b>

*Source: Results of questionnaire data through the 2016 SPSS program*Berdasarkan analisis data

As shown in table 2, employee productivity indicators can be described as follows:

- a) The work results are in the very High category with a percentage level of 83.73 percent. This can be seen based on the question indicator to the respondent regarding the maximum results, the targets achieved, the work atmosphere in terms of supporting good results, work that is in accordance with the procedure and how the employee gets the maximum work results.
- b) Quality is in the very High category with a percentage level of 93.37 percent. This can be seen based on the question indicators to the respondents regarding complaints obtained by customers, attitudes towards these complaints and criticism needed for the progress of employees at PT. Millennium Penata Futures.

Based on the results of data analysis in the table of employee productivity variables (Y) are in the very high category with a percentage level of 90.48 percent. Work productivity is a person's ability to produce goods / services by using various sources of production in accordance with the quality / quality and time period set by the company. The factors that affect labor productivity are the quality and physical abilities of employees who are also influenced by the level of education, training, work motivation, mental and physical abilities of the employees concerned. Besides the supporting facilities, as well as the facilities. Employee productivity has

an important role in the company, in order to get a goal according to the previous plan, in accordance with the results of the study showed that at PT. Millennium Penata Futures work productivity is in a very high category, seen from the quality indicators and work outcome indicators.

### Effect of Work Spirit on Employee Productivity

Basically the product moment correlation test is used to test the relationship between one independent variable and one dependent variable. In this research, it is assumed that there is a positive and significant relationship between the variable morale (X) on employee productivity (Y) in the company PT.Millennium Futures Makassar. The following shows the results of the correlation test in table 3.

**Table 3.**  
**Summary of Test Results for Product Moment Correlation with Sig. 5%**  
**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.314 <sup>a</sup>	.098	.080	3.08160

a. Predictors: (Constant), spirit at work

Source: Results of Data Analysis Through SPSS.16 Program

The results of product moment correlation analysis in table 8 obtained r-count of 0.314 which was then consulted with the interpretation guidelines obtained in the table, so that said in the correlation coefficient 0.314 was in the interval 0.20-0.399 with a low level of relationship. Next, to test the significance of the relationship, is the relationship found to be valid for the entire population, its significance needs to be tested. Is the correlation of the results significant or not, then compared r-count with r-table with a significant level of 5 percent and respondent (N) = 50 then obtained r-table of 0.279

Based on the product moment correlation test analysis stated there is a significant relationship between the enthusiasm of work towards employee productivity in the Company PT. Makassar Millennium futures, because r-count (0.314) is greater than r-table (0.279) then H<sub>0</sub> is rejected and H<sub>1</sub> is accepted and it is known keofisien determination is  $r^2 = 0.098$  or equal to 9.80 percent which means that variable employee productivity can be explained by variables spirit at work. While the rest, which is equal to 90.20 percent, is explained by other variables that have not been studied.

Simple linear regression analysis is used to test the hypotheses in this study, namely "it is suspected that there is an influence of work morale on employee productivity in the PT. Makassar Millennium Futures ". For more details can be seen in table 4.

**Table 4.**  
**Summary of Simple Linear Regression Analysis Results**

Variable	B	F <sub>count</sub>	Sig.	T <sub>count</sub>	Sig
Constants	54,428			11,062	0,000
Spirit Of Work	0,532	5,233	0,027	2,228	0,027

*Source: Results of Statistical Analysis through SPSS.16 Program*

Based on simple linear regression analysis in table 9, analysis of regression equations is obtained for the value = 54,428 and = 0,532 so that the regression equation produced is:

$$= 54,428 + 0.532 X$$

With a constant of 54,428 stated that if there is no morale, then the productivity of employees is 54,428. The regression coefficient of 0.532 states that each increase (due to a positive sign) morale will increase. Employee productivity is 0.532. Conversely, if work morale falls, employee productivity decreases by 0.532. So the + sign indicates the direction of the direction of the relationship, while the sign - indicates towards the inverse relationship between the independent variable (X) and the dependent variable (Y). The results of F-test analysis through SPSS obtained F-count of 5.233 and F-table (0.05: 1: 48) of 4.04 which means F-count is greater than F-table. Due to  $F_o > F_i$  then  $H_0$  is rejected and  $H_1$  is accepted. So, directly the results of processing data in this study with the hypothesis that "it is thought there is an influence of work morale on employee productivity in the Company PT. Makassar Millennium Futures "can be accepted because of the work spirit, it will have an influence on employee productivity in the PT. Makassar Millennium Futures.**Pembahasan**

Work spirit is used to describe the overall atmosphere felt by employees in the office. If employees feel passionate, happy, optimistic describes that the employee has a high morale and if the employee likes to argue, hurt, looks uneasy then the employee has a low morale. In accordance with the results of the study indicate that at PT. Makassar Millennium Penata Futures employee morale is in a very high category, in accordance with the theory revealed by Moekijat (1995: 20) as for some indicators of work morale, namely:

- Presence, according to the results of the study shows that the presence is in the high category. This shows that presence is very important to employee morale and this is in accordance with the theory expressed by Dwi Kusumawardani (2007: 9) about the size of attendance / attendance of employees
- Responsibility, in the very high category. The results of the study show that responsibility as an obligation to carry out a task is very much noticed by employees.
- A harmonious relationship, according to the results of the study shows that harmonious relationships are in the very high category. This shows that a harmonious relationship will provide work morale for employees in carrying out their work in the office.
- Cooperation, is in a very high category. The results of the study indicate that work morale is also caused by the cooperation of employees in the office.

- e. Excitement, according to the results of the study shows that the enthusiasm of employees is in the very high category. This shows that employees have pleasure in their work in the office so they have high morale

Work productivity is the ability of a person to produce goods / services by using various sources of production in accordance with the quality / quality and time period set by the company. Productivity is an interdisciplinary approach to determining effective objectives, making application plans using productivity methods to efficiently use resources and maintain high quality. Employee productivity is very important in a company, in order to produce goods / services in accordance with the company's plan. According to the results of the study, it shows that at PT. Makassar Makassar Penata Futures work productivity is in a very high category, seen from a number of indicators that are explained by Simanjuntak namely:

- a. Quality, categorized very high. This can be seen from the work done by employees who carry out their duties responsibly, so as to provide satisfaction to the customers of PT. Millennium Penata Futures Makassar.
- b. The results of the work in accordance with the results of the study indicate that it is in the very high category. Judging from some of the employee's excellent work results due to an increase / increase of the work done by employees.

The results of the study showed that there was a significant relationship between morale towards employee productivity at PT. Millennium Penata Futures Makassar with a very high level of relationship. In accordance with the results of testing the hypothesis, it is found that there is an influence between the variable work morale on employee productivity at PT. Millennium Penata Futures Makassar. So, the hypothesis that "there is an influence of work morale on employee productivity at PT. Makassar's Millennium Futures Manager "was declared accepted.

The results of hypothesis testing in this study prove the theory revealed by Saksono that the high and low levels of employee productivity depend on the factors that influence it, these factors are:

- 1) the existence of a work ethic which is a life attitude that is willing to work hard for a better future, the spirit of being able to help himself, having a simple life pattern, being able to cooperate with others and being able to think forward and be creative.
- 2) developing a life of discipline towards time and itself in the sense of being able to be able to carry out control over regulations, discipline towards their duties and responsibilities as human beings.
- 3) better motivation and future orientation. Work productively with encouragement / motivation to achieve a better future.

In addition, the results of this hypothesis test are in line with the theory revealed by simanjuntak that one of the factors that affect labor productivity is the quality and physical abilities of employees who are also influenced by the level of education, training, work motivation, mental and physical abilities of the employees. Although the theories revealed by

experts do not directly say that work morale influences employee productivity but indirectly mentions indicators of variable work morale. For example presence / attendance, responsibility, harmonious relationships, cooperation, and enthusiasm. And the results of this study found that these indicators are in the very high category.

## CONCLUSION

Based on the results of analysis and discussion, regarding the effect of work morale on employee productivity at PT. Millennium Penata Futures Makassar, the results of this study can be summarized as follows:

1. The spirit of work at PT. Millennium Makassar Futures Organizers fall into the very high category. This can be seen based on indicators of presence, responsibility, harmonious relationships, cooperation, and enthusiasm.
2. Productivity of employees at PT. Millennium Makassar Futures Organizers fall into the very high category. This can be seen based on indicators of quality and work results.
3. Work spirit variables have a significant effect on employee productivity variables at PT. Millennium Penata Futures Makassar. Therefore, the higher the morale, the productivity of employees at PT. Makassar Millennium Penata Futures will also increase.

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