

# The Influence of Motivation and Work Ability on Employee Productivity at EMP Bentu Ltd

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## Abstract

Employee productivity plays a central role in sustaining organizational competitiveness, particularly in the energy sector where operational efficiency is critical. This study investigates the influence of work motivation and work ability on employee productivity at PT. Energi Mega Persada (EMP) Bentu LTD Pekanbaru. Using a quantitative descriptive approach, data were collected from 80 employees through purposive sampling. Research instruments, measured on a five-point Likert scale, were tested for validity and reliability, with Cronbach's Alpha values exceeding 0.79, confirming strong internal consistency. Data analysis employed multiple linear regression using SPSS 23 to assess both partial and simultaneous effects. The results demonstrate that both work motivation ( $\beta = 0.506$ ,  $p < 0.001$ ) and work ability ( $\beta = 0.331$ ,  $p = 0.004$ ) significantly and positively affect employee productivity, with motivation identified as the stronger determinant. Descriptive findings further reveal that occupational safety, recognition of achievements, punctuality, and collaboration contribute substantially to productivity outcomes. These findings reinforce human capital theory, emphasizing the dual importance of psychological drivers and technical competence in shaping employee performance. Practically, the study recommends the implementation of structured reward systems, occupational health and safety enhancements, and targeted training programs to optimize workforce potential. Future research should broaden the scope by including gender diversity and organizational culture to provide a more comprehensive understanding of productivity determinants.

**Keywords:** Employee productivity, human capital, motivation, work ability.



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## INTRODUCTION

In an era of increasingly intense business competition, employee productivity is a critical factor in determining a company's competitiveness (Fadilah et al., 2024). Productivity is not only related to physical output but also encompasses the efficiency of resource utilization, including human resources (Martinez et al., 2015). Companies that can optimize employee productivity will gain a competitive advantage (Sewang et al., 2024; Yangailo, 2023), both in terms of production costs and output quality. However, productivity improvement cannot be achieved solely through hard work but also through a smarter approach by maximizing human resource potential through motivation and work capability (Nurfitriani, 2024). Therefore, this study focuses on analyzing the impact of motivation and work capability on employee productivity at PT. Energi Mega Persada (EMP) Bentu LTD.

The urgency of this research is based on the phenomenon of fluctuating company productivity in recent years. Data indicates that PT. EMP Bentu LTD has experienced instability in productivity levels, with the highest achievement at 91.5% (2017) and the lowest at 79.3% (2021). This inconsistency is suspected to be caused by internal factors, such as suboptimal employee work capability and low motivation. Previous studies confirm that work capability, which includes education, experience, and skills (Anisya & Pujiarti, 2022), as well as work motivation, are key determinants of productivity (Kartika & Widhiandono, 2022; Nurfitriani, 2023; Sella & Ubaidillah, 2022; Sucipto et al., 2021), in accordance with human capital theory (Marijani et al., 2023). Therefore, identifying these factors is essential to formulating more effective productivity improvement strategies.

Work ability and motivation are two interrelated aspects that drive employee performance (Esisuarni et al., 2024). Work ability reflects an individual's technical competence in completing tasks, while motivation serves as a psychological driver to achieve optimal results (Az-zaakiyyah et al., 2022; Elmita et al., 2023; Kahandi Putra et al., 2024; Mardiansyah et al., 2023; Suryandari et al., 2023). Several empirical studies have demonstrated that employees with high capability tend to be more productive (Disiplin et al., 2024; Felgate, 2020), particularly when supported by adequate motivation (Reza Putra & Gupron, 2020; Vo et al., 2022). However, these findings have not been fully applied in the context of PT. EMP Bentu LTD, making this study necessary to test their relevance within the organization. By understanding the dynamics of these two variables, companies can design more targeted interventions, such as competency-based training and effective incentive systems.

This study has three main objectives. First, to analyze the effect of motivation on employee productivity. Second, to examine the influence of work capability on productivity. Third, to evaluate the simultaneous impact of motivation and work capability on productivity. The findings of this study are expected to contribute theoretically by enriching human resource management literature, particularly regarding the determinants of work productivity. Practically, the results can serve as a reference for PT. EMP Bentu LTD's management in formulating more strategic human resource development policies. Additionally, this research can provide insights for similar companies facing comparable challenges in improving operational efficiency.

The benefits of this research encompass both academic and practical aspects. Academically, this study strengthens empirical evidence regarding the relationship between motivation, work capability, and productivity, while also testing the consistency of previous findings in the energy industry context. Practically, the recommendations generated can assist companies in improving employee performance through training programs, the development of job descriptions aligned with competencies, and the enhancement of reward systems. Thus, this research not only addresses productivity challenges at PT. EMP Bentu LTD but also offers broader managerial implications for similar industries.

## METHOD

This study employs a quantitative descriptive method to analyze the influence of motivation ( $X_1$ ) and work ability ( $X_2$ ) on employee productivity ( $Y$ ) at PT. EMP Bentu LTD Pekanbaru. Data were collected through questionnaires distributed to 80 employees as respondents, selected using purposive sampling based on their tenure and position. In addition to primary data, this study also utilizes secondary data from company reports and relevant literature to support the analysis. The use of both types of data aims to enhance the validity of the findings through source triangulation (Sugiyono, 2018).

Once the data are fully collected, further analysis will be conducted. The data analysis is performed using multiple linear regression with the SPSS 23 software application. The research instrument employs a five-point Likert scale, which has been tested for validity and reliability. Hypothesis testing is carried out using the t-test for partial effects and the F-test for simultaneous effects.

## RESULTS AND DISCUSSION

### Results of Descriptive Analysis (Characteristics) of Respondents

**Table 1. Respondent Characteristics**

Characteristic	Category	Frequency (persons)	%
<b>Sex (Gender)</b>	Male	80	100%
	Female	0	0%
<b>Education Level</b>	High School	35	43.8%
	Bachelor's Degree	43	53.8%
	Master's Degree	2	2.5%
<b>Work Tenure</b>	<6 years (Junior)	11	13.75%
	6-15 years (Mid-level)	52	65%
	>15 years (Senior)	17	21.25%

Source: Processed data

Based on Tabel 1 above, the respondents in this study were exclusively male (100%) with diverse educational backgrounds. Specifically, 43.8% held high school diplomas, 53.8% held bachelor's degrees (S1), and 2.5% held master's degrees (S2). In terms of work experience, the respondents were divided into three main groups: new employees (<6 years) comprising 11 individuals (13.75%), mid-level employees (6-15 years) totaling 52 persons (65%), and senior employees (>15

years) consisting of 17 individuals (21.25%). This composition demonstrates that the research sample adequately represents various levels of work experience within the company.

The distribution of respondents based on tenure and education level forms a representative profile for measuring the influence of motivation and work competence on productivity. The majority of respondents held bachelor's degrees with mid-level work experience (6-15 years), representing the core workforce in company operations. This composition enables the study to obtain a comprehensive overview of work productivity dynamics across different experience levels while ensuring the validity of generalizing research findings to the company's employee population. The balanced representation across various tenure groups particularly strengthens the reliability of the study's conclusions regarding workplace productivity factors.

### Descriptive Analysis Results of the Variables

**Table 2. Recapitulation and Interpretation of Descriptive Statistical Values**

Variables	Indicators	Mean	R	Interpretation
Work Motivation (X1)	1. Physiological needs	3.74	0.575	Good
	2. Safety and security needs	3.84	0.467	
	3. Social needs	3.7	0.5	
	4. Esteem needs	3.65	0.503	
	5. Self-actualization needs	3.71	0.618	
Work Ability (X2)	1. Expertise and skills	3.68	0.618	Good
	2. Responsibility at work	3.76	0.661	
	3. Ability to collaborate	3.8	0.517	
	4. Punctuality in work	3.84	0.503	
	5. Work results	3.71	0.618	
Employee Productivity (Y)	1. Capability	3.89	0.492	Good
	2. Ability to improve achieved results	3.83	0.561	
	3. Work enthusiasm	3.71	0.521	
	4. Self-development	3.73	0.563	
	5. Quality	3.75	0.496	
	6. Efficiency	3.7	0.527	

Work efficiency is achieved when employees effectively utilize their working hours, workplace facilities, and equipment. The statement with the highest scale value in the productivity variable is statement number 1, with a scale of 3.89, indicating that employees possess excellent capability in performing their tasks. The average scale value for the productivity variable is 3.76, which can be interpreted as a good scale.

In the work motivation variable, the statement with the lowest scale value is statement number 4, with a scale of 3.65, which states that every achievement at work should be accompanied by a reward. Conversely, the statement with the highest scale value is statement number 2, with a scale of 3.84, which refers to the implementation of Occupational Health, Safety,

and Security (K3K) in accordance with company policies. The average scale value for the work motivation variable is 3.73, which is classified as good.

Regarding the ability variable, the statement with the lowest scale value is statement number 1, with a scale of 3.68, which refers to the use of skills in completing tasks. The highest scale value is found in statement number 4, with a scale of 3.84, which states that tasks are completed on time. The average scale value for the ability variable is 3.76, which can be interpreted as good.

### Results of the Research Instrument (Validity and Reliability Test)

**Table 3. Results of the Research Instrument Validity Test**

Variable	Indicator	r-count	r-table	Description
Work Motivation (X <sub>1</sub> )	1. Physiological needs	0.575	0.220	Valid
	2. Safety and security needs	0.467	0.220	Valid
	3. Social needs	0.500	0.220	Valid
	4. Esteem needs	0.503	0.220	Valid
	5. Self-actualization needs	0.618	0.220	Valid
Work Ability (X <sub>2</sub> )	1. Expertise and skills	0.618	0.220	Valid
	2. Responsibility at work	0.661	0.220	Valid
	3. Ability to collaborate	0.517	0.220	Valid
	4. Punctuality in work	0.503	0.220	Valid
	5. Work results	0.618	0.220	Valid
Employee Productivity (Y)	1. Capability	0.492	0.220	Valid
	2. Ability to improve results	0.561	0.220	Valid
	3. Work enthusiasm	0.521	0.220	Valid
	4. Self-development	0.563	0.220	Valid
	5. Quality	0.496	0.220	Valid
	6. Efficiency	0.527	0.220	Valid

Source: Spss Processed Data

**Table 4. Results of the Research Instrument Reliability Test**

Variable	Number of Items	Cronbach's Alpha (α)	Description
Work Motivation (X <sub>1</sub> )	5	0.812	Reliable
Work Ability (X <sub>2</sub> )	5	0.798	Reliable
Employee Productivity (Y)	6	0.835	Reliable

Source: Spss Processed Data

The results of the validity and reliability tests in Table 3 and Table 4 confirm that the research instruments used in this study possess excellent psychometric properties for accurate and consistent measurement. The validity test using the Pearson Product Moment method demonstrated that all indicators for the variables of work motivation, work ability, and employee productivity had significant correlation values ( $r\text{-count} > 0.220$ ), proving that each question item

accurately measures its intended construct and has sufficient content validity. Furthermore, the reliability test using Cronbach's Alpha yielded high coefficients for all three variables (0.812 for work motivation, 0.798 for work ability, and 0.835 for productivity), all of which comfortably exceeded the minimum threshold of 0.60. These high values indicate strong internal consistency among the items within each variable, meaning the instrument is stable and trustworthy for producing reliable data. Consequently, these findings provide a solid foundation for proceeding with further statistical analysis, such as multiple linear regression and hypothesis testing, as the collected data has been empirically verified to be both valid and reliable in measuring the influence of work motivation and ability on employee productivity at PT. EMP Bentu LTD Pekanbaru.

### Results on Research Model

**Table 5. Recapitulation of Test Results on Research Models**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	5,187	1,546		3,354	,001
Work Motivation	,574	,127	,506	4,526	,000
Work Ability	,357	,120	,331	2,962	,004

a. Dependent Variable: Productivity

*Source: Spss Processed Data*

Based on the data in Table 5 above, the regression analysis was conducted to examine the relationship between work motivation, work ability, and employee productivity. The regression equation derived from the analysis serves as a model to quantify how these independent variables (work motivation and work ability) influence the dependent variable (employee productivity). The results of this analysis are expressed in the following regression equation:

$$Y = 5,187 + 0,574X_1 + 0,357X_2 + e$$

Keterangan :

Y = Productivity

a = Constant

B<sub>1</sub> = Regression Coefficient of Work Motivation Variable

B<sub>2</sub> = Regression Coefficient of Work Ability Variable

X<sub>1</sub> = Work Motivation Variable

X<sub>2</sub> = Work Ability Variable

The test results using SPSS 23 software indicate that work motivation has a significant effect on employee productivity. The calculated t-value for the work motivation variable is 4.526, which

is greater than the t-table value (1.991), demonstrating its significant impact on employee productivity. This effect is considered optimal.

Based on the data processing conducted using SPSS 23, it can be concluded that the motivation variable ( $X_1$ ) has a positive and significant effect on employee productivity. The findings of this study indicate that work motivation has a positive and significant influence on the productivity of employees at PT. Energi Mega Persada (EMP) Bentu LTD Pekanbaru. The effect of work motivation on productivity is categorized as high, as indicated by respondents' generally positive responses. These results align with previous empirical studies (Ardiana et al., 2023; Dharliana & Wibowo, 2022; Shahzad et al., 2023).

This implies that productivity can be explained through motivation (Rietveld et al., 2021). Thus, the stronger the motivation employees have, the higher their productivity will be. Conversely, the lower the motivation, the lower the employees' productivity will decline (Amuntai et al., 2024; Mukrodi, 2022).

Furthermore, the ability variable ( $X_2$ ) also has a positive and significant impact on employee productivity. Both motivation ( $X_1$ ) and work ability ( $X_2$ ) positively influence employee productivity ( $Y$ ). These findings are consistent with previous research (Hasanah, 2020). The study results show that work ability has a positive and significant effect on employee productivity at PT. Energi Mega Persada (EMP) Bentu LTD Pekanbaru. The influence of work ability on productivity is categorized as high, as indicated by respondents' generally positive responses. This means that the better the work ability possessed by employees at PT. Energi Mega Persada (EMP) Bentu LTD Pekanbaru, the better their productivity will be.

Work ability reflects employees' competence in performing their duties in the company by utilizing their knowledge and skills (Rangkuti, 2017). Employee ability must be considered by the company as it serves as a fundamental asset that supports productivity enhancement (Cahyani & Andriani, 2024). Peningkatan kemampuan karyawan dapat berupa Improving employee abilities can be achieved through education, additional experience, and training programs. The higher the employees' ability level, the higher their productivity will be (Syahdan, 2017).

## CONCLUSION

The findings of this study demonstrate that both work motivation and work ability exert a positive and significant influence on employee productivity at PT. Energi Mega Persada (EMP) Bentu LTD Pekanbaru. Regression analysis revealed that work motivation ( $\beta = 0.506$ ,  $p < 0.001$ ) has a stronger effect compared to work ability ( $\beta = 0.331$ ,  $p = 0.004$ ), indicating that motivation serves as the primary driver of productivity. Descriptive results further support this conclusion, with employees showing strong capability, enthusiasm, and efficiency, alongside adequate skills, responsibility, and punctuality in task completion. These results highlight that motivation, particularly related to occupational safety and health, as well as the recognition of achievements, plays a critical role in shaping employee performance outcomes. Likewise, the development of competencies, punctuality, and collaboration skills also contribute significantly to sustaining high productivity levels.

In line with these findings, management at PT. EMP Bentu LTD should prioritize strengthening motivation strategies through structured reward systems, recognition programs, and enhanced occupational health and safety policies to sustain employee morale and performance. Moreover, targeted interventions to improve employee abilities – such as training, professional development programs, and opportunities for experiential learning – are essential to maintaining competitive productivity levels. A dual focus on increasing intrinsic motivation and enhancing competencies will enable the company to build a more resilient and productive workforce. Future research may consider expanding the scope by including female employees or examining external factors, such as organizational culture and leadership style, to gain a more holistic understanding of the determinants of employee productivity.

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