



The effect of communication and motivation on employee performance at PT. Transdata Satkomindo Medan

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ARTICLE INFO

Received: 20-2-2022

Received in revised: 17-3-2022

Accepted: 26-4-2022

Available online: 30-4-2022

KEYWORDS

Communication;

Motivation;

Employee;

Performance;

ABSTRACT

This study aims to see the results of the analysis of the influence of communication and motivation on employee performance at PT. Transdata Satkomindo Medan. Research conducted at PT. Transdata Satkomindo Medan District of Medan Sunggal, Medan City, North Sumatra, 20122 which will take place on July 15, 2021 until its completion. The research population is all the employees of the PT, totaling 37 employees and the sample used is a total sampling of all 37 employees. Test the research hypothesis using Multiple Linear Regression with 3 variables. The results of the descriptive statistical data analysis were obtained for the communication value with an average of 31.7 and the standard deviation of 2.33. Then the work motivation variable obtained an average value of 27.7 with a standard deviation of 1.77. The results of the t test are obtained, namely the communication T count is smaller than T table ($0.202 < 1.30$) with a significance level of $0.8 > 0.05$. Then on work motivation obtained the value of T count $<$ T table ($-1.39 < 1.30$). it means that the two variables have a negative and insignificant effect.

INTRODUCTION

In organizations, both government and private, human resources are one of the most important components of production because human resources are assets that are profitable for the company in the long term. However sophisticated today's technology will not work well if there are no qualified human resources as reliable workers so that they are able to manage the company effectively and efficiently, because the life and death of the organization solely depends on the people in the company. Companies need to pay special attention to qualified employees in general. Where communication, motivation and employee performance are integrated in building the company PT. Transdata Satkomindo Medan. PT. Transdata Satkomindo Medan is a company engaged in the tower network where the company is experiencing problems in communication between management and employees, employees and customers.

Where an operator has difficulty communicating with customers and it is hoped that this research as a researcher can convey messages and impressions on this company. In

carrying out their work, employees do not feel the company's encouragement to give more responsibility to their employees, in which case an employee is not required to give responsibility for the results of his work to the company. In the employee's performance, an employee does not meet the criteria, where the working hours of an employee who are not on time who always arrive late during working hours do not meet the criteria of the company, the company also feels that it does not provide opportunities for employees to develop their performance. Communication does not occur between superiors and subordinates but also where superiors and subordinates cannot directly, so that every employee knows the limits of communication. Motivation is a series of attitudes and values that influence individuals to achieve specific things according to individual goals. Every organization certainly wants to achieve goals, to achieve better human resource goals. Employees as human resources are part of the company's assets that are important in contributing to the

company to obtain good performance and be able to compete.

METHODS

Research Location

This research the author did at PT. Transdata Satkomindo Medan which is located on Jln. Abadi, Kingston Palace Abadi Complex, Blok E No1, Tj, Rejo, Kec. Medan Sunggal, Medan City, North Sumatra, 20122 which will take place on July 15, 2021 until the end.

Population and Sample

In this study the population is all employees at PT. Transdata Satkomindo Medan, totaling 37 employees. Sampling at PT. Transdata Satkomindo Medan are all 37 employees.

Field Testing Research

Normality test aims to test whether the regression model, confounding variables or residuals have a normal distribution. To test whether the data is normally distributed or not, the Kolmogorov-Smirnov Test was performed statistically. The residual is normally distributed if it has a significance value > 0.05 . To test multicollinearity by looking at the VIF value of each independent variable, if the VIF value is < 10 , it can be concluded that the data is free from multicollinearity symptoms. The test in this study uses a plot graph between the predictive value of the dependent variable, namely ZPRED and the residual SRESID. There is no heteroscedasticity if there is no clear pattern, and the dots spread above and below the number 0 on Y.

Data Analysis Techniques

Multiple Linear Regression

Multiple linear regression analysis is a regression that has 1 dependent variable and two or more independent variables. The multiple linear regression equation can be formulated as follows.

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4$$

Y = Dependent Variabel

a = Constante

β = Multiple Regerssion (Communication)

X1 = Independent Variable (Communication)

X2 =Independent Variable (Motivation)

X3 =Independent Variable (Job satisfy)

X4 =Independent Variable (Job discipline)

Coefficient of Determination

According to Ghozali (2013: 97), the coefficient of determination (R^2) is used to measure how far the model's ability to explain variations in independent variables is. The coefficient of determination is used because it can explain

the goodness of the regression model in predicting the dependent variable.

Partial Test (T- test)

Partial significant test (t test) or individual is used to test whether an independent variable has an effect or not on the dependent variable with a level of (0.50%).

Simultan Test (F- Test)

According to Sunyoto (2013: 54) this test was conducted to determine whether all independent variables had a significant effect on the dependent variable with a level of (0.05%).

RESULTS AND DISCUSSIONS

This research was conducted at PT Transdata Satkomindo Medan with independent variables (*independent variables*), namely Communication and Work Motivation.

In this study also Employee Performance as the dependent variable (*dependent variable*). Descriptive statistics relate to how the data can be described or described or can also be concluded in table 3.1. shows: Communication (X1): with a minimum value of 25, a maximum value of 36, an average value of 31.7027. As for the standard deviation is 2.33192. Work motivation (X2): with a minimum score of 24, the maximum value of 32. The average value is 27.7568. as for the deviation is 1.77021. Employee performance (Y): with a minimum score of .37, a maximum value of 50, an average score of 43.3784. the standard deviation is 3.37763.

Based on table 3 above, the regression model is obtained, it can be seen that: $a = 0.191$ $b_1 = 0.438$ $b_2 = 0.466$ $e = 0.05$ Thus, the regression model is obtained, namely Employee Performance = $0.191 + 0.438 + 0.466$. Can be concluded that a. $R = 0.663$ indicates a high correlation between the variables of Training and Work Motivation on Employee Performance. b. The R Square coefficient value is 44.0% which shows that the variation of the Employee Performance variable (Y) can be explained by the Training and Work Motivation variable, the remaining 56.0% is influenced by other independent variables that cannot be explained in this study.

Based on table above shows that a. $R = 0.247$ indicates a high correlation between the variables of Communication, Work Motivation, on employee performance. b. The value of the coefficient R Square is 61% which shows that the variation of the employee performance variable (Y) can be explained by the variable Communication, Work Motivation. While the remaining 39% get influence from other independent variables that cannot be explained in this study.

Table 1. Statistic Descriptive Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Communication	37	25.00	36.00	31.7027	2.22192
Work Motivation	37	24.00	32.00	27.7568	1.77021
Employees performance	37	37.00	50.00	43.3784	3.37763
Valid N (listwise)	37				

Statistical Analysis the tests below are carried out using the Kolmogorov Smirnov. Non-parametric statistical test.

Table 2. Nomality Data Test Results

One-Sample Kolmogorov-Smirnov Test

	N	Unstandardized Residual	
			37
Normal Parameters ^{a,b}		Mean	.000000
		Std. Deviation	3.27328662
Most Extreme Differences		Absolute	.136
		Positive	.136
		Negative	-.099
Test Statistic			.136
Asymp. Sig. (2-tailed)			.083c

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

Based on table 2 above, the results of the Normality Test using the Kolmogrov-Smirnov show a Sig value of 0.083 > 0.05, the results of the Kolmogrov-Smirnov test show that the data is normally distributed.

Table 3. Linear Regression Analyze

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	54.266	13.452		4.034	.000
	Communication	.052	.259	.034	.202	.841
	Work motivation	-.452	.325	-.237	-1.391	.173

a. Dependent Variable: Employee Performance

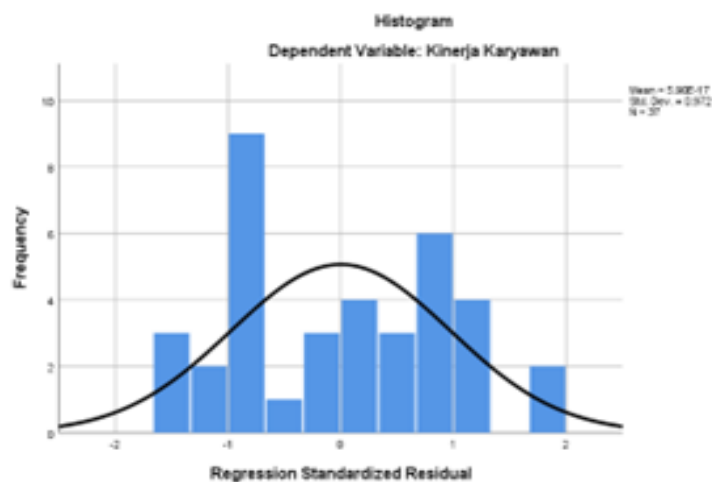


Figure 1. Research results

Based on the results of the simultaneous test (T test), it can be seen that Communication (X1) has a T value of 0.202 with a significance of 0.841. where Tcount is smaller than Ttable with a value of $0.202 < 1.30857$. and significant $0.841 > 0.05$. The results of this study prove that the Communication variable has a negative and insignificant effect on the Employee Performance variable at PT Transdata Stakomindo Medan. It can be interpreted that every communication can have a significant effect on improving employee performance.

Based on the results of the simultaneous test (T test), it can be seen that work motivation has a Tcount of -1.391 with a significant 0.173. where the value of Tcount is smaller than Ttable with a value of $-1.391 < 1.30857$. and significant $0.173 > 0.05$. The results of this study prove that the work motivation variable has a negative and insignificant effect on the employee performance variable at PT. Transdata Stakomindo Medan. It can be interpreted that not all employees can carry out work motivation in improving the performance of these employees.

The t-test of the Communication variable (X1) has a tcount of $0.202 < 1.30857$ with a significant 0.841 more than 0.05 which means that it has no significant effect on Employee Performance (Y) 2. The t-test of the Work Motivation Variable (X2) has a Tcount of $-1.391 < 1.30857$ with a significance greater than 0.173, which means that work motivation has no significant effect on employee performance (Y).

CONCLUSION

Based on the results of the analysis and discussion, in this study it can be concluded that: 1. This study produces data that is free of multicollinearity which is carried out in the Multicoloniarity test. 2. In this study also produces data that is free from symptoms of atherosclerosis where the results are seen from the 2 tests carried out in this study. 3. Partially shows that communication has a negative and insignificant effect on employee performance at PT. Transdata Satkomindo Medan. 4. Partially Shows that work motivation has a negative and insignificant effect on employee performance at PT. Transdata Satkomindo Medan.

Author's Contributions

All team members contributed equally in the writing of this article. They carry out collaborative activities according to the tasks and functions that have been mutually agreed upon, from research planning to writing articles for journals.

Conflict of Interest

All authors in this manuscript have no conflict of interest. All team members work professionally according to their expertise.

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