

Work Motivation in Increasing Workforce Productivity at the Chemical Company PT. XYZ

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Abstract

This report explores the pivotal role of work motivation in enhancing workforce productivity at Chemical Company PT. XYZ. Using a qualitative approach with survey methods, employees collected data to analyze the relationship between various motivational factors—specifically financial incentives, recognition, and the work environment—and their impact on productivity. The findings indicate a direct correlation between high levels of work motivation and increased labour productivity. Employees who reported higher satisfaction with financial incentives and recognition mechanisms exhibited greater productivity. This underscores the significance of these motivational factors in influencing employee performance within the company. Effective management strategies prioritizing enhancing employee motivation are crucial for achieving optimal performance and sustainable growth. Organizations like Chemical Company PT. XYZ can foster a more engaged workforce by understanding and addressing the factors that motivate employees, leading to improved productivity and overall organizational effectiveness. The study highlights the importance of creating a supportive work environment that values and rewards employees for their contributions. This boosts morale and encourages higher levels of commitment and dedication among employees, ultimately driving the company towards its strategic goals. In conclusion, the findings underscore the critical role of motivational factors such as financial incentives and recognition in enhancing workforce productivity at Chemical Company PT. XYZ. Organizations can cultivate a culture of high performance and sustained success by implementing effective strategies to enhance work motivation.

Keywords: Work motivation; Workforce productivity; Financial incentives; Recognition

A. INTRODUCTION

Abraham H. Maslow's hierarchy of needs theory posits that human motivation fulfils hierarchical needs. According to Maslow, individuals are motivated to satisfy their basic physiological needs, such as food, water, and shelter, before progressing to higher-level needs like safety, belonging, esteem, and self-actualization. Individuals fulfilling these needs sequentially achieve greater personal fulfilment and maturity, impacting their behaviour and motivation in various contexts, including organizational settings.

Chemical Company PT. XYZ operates in the household insecticide products sector, emphasizing the critical role of human resources (HR) quality and competence in achieving organizational objectives and sustaining competitiveness in the industry. In the competitive landscape of household insecticides, effective HR management becomes crucial. The company relies heavily on skilled and

competent employees to innovate, produce high-quality products, and maintain customer satisfaction. Consequently, Chemical Company PT. XYZ implements robust HR strategies to attract, retain, and develop talent capable of meeting the dynamic demands of the market. These strategies focus on recruitment and continuous training, development, and performance evaluation to ensure that employees possess the necessary skills and motivation to contribute effectively to the company's success.

Workforce productivity is crucial as it denotes the output generated by employees or teams within a specified timeframe. In Chemical Company PT. XYZ, productivity is a key determinant of operational efficiency and profitability. Highly productive employees meet production targets and contribute to innovation and process improvement, thereby enhancing overall organizational performance. This emphasis on productivity underscores the company's commitment to maintaining high standards and competitive advantage in the market.

Issues in workforce productivity often stem from mismatches between organizational needs, individual tasks, and employee capabilities, which can impede overall performance and hinder career progression. Challenges may include inadequate training, inefficient task allocation, or a lack of alignment between employee skills and organizational goals. Addressing these challenges requires proactive HR interventions such as training programs for a specific population or phenomenon and performance management opportunities. By investing in these areas, Chemical Company PT. XYZ aims to enhance employee skills, motivation, and job satisfaction, fostering a productive, engaged workforce capable of driving sustainable growth.

This journal on community services explores the implementation of HR strategies and evaluates the complexities and obstacles involved in optimizing workforce productivity within Chemical Company PT. XYZ. By critically examining these factors, the journal aims to provide insights into effective HR practices that can enhance operational efficiency and organizational effectiveness in the competitive landscape of household insecticide products.

B. METHODS

The author has adopted a descriptive method with a qualitative approach in their internship report to comprehensively investigate the dynamics of work motivation and workforce productivity at PT. Fumakilla Nomos. This methodological choice is grounded in its effectiveness in capturing nuanced aspects of employee motivation and productivity within the organizational context. Using qualitative approaches, the author aims to provide rich descriptions and detailed insights into how motivational factors influence workforce productivity. Through in-depth interviews conducted with managers and production staff, the author gains first-hand perspectives on the strategies and mechanisms employed by the company to motivate its employees. These interviews serve to understand the current motivational practices and explore employees' perceptions and experiences regarding these initiatives.

Furthermore, documentation techniques, including collecting data, photographs, and videos related to the work environment and activities at Chemical Company PT. XYZ, enhance the study's comprehensiveness. These documentary sources provide visual and textual evidence that can support the qualitative findings and enrich the analysis of motivational dynamics in practice. In addition to interviews and documentation, the author employs observational methods during on-site visits to Chemical Company PT. XYZ. This direct engagement allows for real-time observations and surveys, contributing valuable contextual information about how motivational strategies manifest in everyday work settings. Such observations are crucial for validating the insights gained from interviews and documentation and for capturing subtle nuances that might not be apparent through other data collection methods.

Combining qualitative approaches—interviews, documentation, and observations—within the descriptive methodological framework enables a holistic exploration of work motivation and productivity at Chemical Company PT. XYZ. This approach not only elucidates the current state of affairs but also lays the groundwork for identifying potential improvement areas in motivational practices to enhance overall workforce productivity.

C. RESULTS

Employee motivation is crucial to workforce productivity across various industries, including Chemical Company PT. XYZ. As a company operating in the household insecticide products industry, Chemical Company PT. XYZ recognizes that optimal employee performance is key to achieving production targets and maintaining product quality. Therefore, the company focuses on implementing various strategies to enhance employee motivation, which is expected to increase overall productivity. One of Chemical Company PT. XYZ's primary efforts to boost employee motivation is through skills development and training programs. By providing regular training sessions, employees feel valued and have opportunities to enhance their competencies. These training initiatives improve technical skills and instill confidence and readiness to tackle work challenges, motivating them to achieve the company's objectives. In addition to training, Chemical Company PT. XYZ implements a fair and transparent reward system. Recognitions may come in the form of bonuses, incentives, or acknowledgments of job achievements. This system reinforces the appreciation for employees' efforts and encourages them to improve their performance continuously. Such recognition fosters a competitive yet healthy work environment where everyone is motivated to excel.

Effective communication between management and employees is another critical factor in enhancing work motivation at Chemical Company PT. XYZ. Open and transparent communication channels allow employees to express ideas, concerns, and suggestions. This inclusivity makes employees feel heard and valued, positively impacting their motivation. Responsive management to employee feedback also cultivates deeper engagement among the workforce. Creating a conducive work environment is also a priority at Chemical Company PT. XYZ to enhance employee motivation. The company ensures workplace safety, comfort, and productivity through adequate facilities and cleanliness. A well-maintained work environment enables employees to work with focus and efficiency. Chemical Company PT. XYZ also acknowledges the importance of work-life balance by providing flexible work hours and adequate leave policies. Such policies enable employees to balance work responsibilities with personal needs, reducing stress and boosting work motivation.

Inspirational leadership is pivotal in boosting work motivation at Chemical Company PT. XYZ. Leaders who provide clear guidance, lead by example and support their team foster enthusiasm and dedication among employees. Effective leadership creates a positive work climate and motivates employees to achieve organizational goals. Employee well-being initiatives like health and fitness programs are also integral at Chemical Company PT. XYZ. These initiatives include regular health check-ups, sports facilities, and health seminars. Such well-being programs demonstrate care and support for employee health, contributing to increased motivation and productivity. Beyond internal factors, Chemical Company PT. XYZ maintains strong relationships with external stakeholders, including customers and suppliers. A positive external reputation enhances employee pride and motivation to perform better. Employees who take pride in their company are more motivated to contribute to its success. Lastly, Chemical Company PT. XYZ adopts cutting-edge technology to support work processes. Advanced technology enhances efficiency and makes tasks more engaging and challenging.

Consequently, employees are more enthusiastic and motivated to utilize this technology daily. Overall, the various strategies implemented by Chemical Company PT. XYZ to enhance work

motivation have yielded significant improvements in workforce productivity. By continuing to innovate and prioritize employee needs, Chemical Company PT. XYZ can sustain its competitive position in the industry and achieve long-term business goals.

D. DISCUSSION

Challenges in Internship Implementation

Internships at Chemical Company PT. XYZ aim to provide students with direct experience in the real-world work environment while enhancing workforce productivity through appropriate motivation. However, several challenges may hinder the achievement of these goals. The following are common challenges faced and potential solutions to implement: 1) Lack of Initial Preparation and Orientation: Students often struggle to adapt and contribute effectively without clearly understanding the company's vision, mission, and culture. Solution: Chemical Company PT. XYZ can organize a comprehensive orientation program to introduce students to the work environment and the company's expectations; 2) Unclear Job Descriptions and Responsibilities: Ambiguity in tasks can confuse students and reduce productivity. Solution: Supervisors or mentors should provide detailed explanations of assigned tasks and clarify the objectives of each activity during the internship; 3) Ineffective Communication: Poor communication among students, educational institutions, and the company can lead to misunderstandings and mismatched expectations. Solution: Establishing open communication channels and holding regular meetings or progress reports can ensure all parties are well-informed and promptly resolve issues; 4) Cultural Differences: Variations in work culture between students and Chemical Company PT. XYZ employees can hinder adaptation. Solution: Conduct cultural orientation sessions and provide intensive guidance during the initial weeks to help students adjust to workplace norms effectively; 5) Limited Facilities and Resources: Inadequate workplace facilities can limit student productivity—solution: PT. Fumakilla Nomos should ensure all essential resources needed for tasks are readily available and collaborate with educational institutions to meet any resource deficiencies; 6) Short Internship Duration: The limited duration of internships poses challenges in achieving desired outcomes. Solution: Design a focused, structured internship program with clear assignments and realistic targets. Regular evaluations can help ensure students stay on track.

6) Administrative Constraints: Complex bureaucratic processes and slow licensing procedures from educational institutions can delay internship implementation. Solution: Simplify administrative procedures and utilize digital systems to expedite document processing and internship assignments; 7) Lack of Guidance and Supervision: Insufficient guidance and constructive company feedback can leave students confused and unmotivated. Solution: Assign dedicated mentors or supervisors to guide students, provide ongoing feedback, and monitor their progress regularly; 8) Adaptation to New Environments: Students undertaking internships in different cities or abroad face additional challenges in adapting to new environments. Solution: Provide comprehensive accommodation, transportation, and local customs information beforehand. Support groups or student communities in the area can also offer additional support to aid quick adaptation; 9) Low Self-Motivation: If students lack self-motivation, they may not exert maximum effort during the internship. Solution: Ensure internship opportunities align with students' career interests and aspirations. Recognizing and rewarding students for their achievements during the internship can also boost motivation and work ethic.

Solutions to Internship Challenges

Chemical Company PT. XYZ can implement a comprehensive orientation program to better prepare students for the work environment. This program should explain the company's vision, mission, culture, and expectations for the internship. Early training helps students understand the

work context and reduces initial discomfort. With a clear understanding of the company's expectations, students can adapt quickly and contribute effectively.

Unclear job descriptions and responsibilities can hinder productivity. To address this, students should receive clear, detailed task descriptions before starting the internship. Supervisors or mentors should explain specific tasks and the goals of each activity. Knowing what is expected of them enables students to work more focused and efficiently. Ineffective communication often hampers internship implementation. Open communication channels between students, educational institutions, and the company should be established to overcome this challenge. Regular meetings and progress reports ensure that all parties are well-informed and can resolve issues promptly. Good communication also helps students feel supported and motivated.

Cultural differences between students and Chemical Company PT. XYZ employees can pose challenges. Cultural orientation sessions and intensive guidance during the initial weeks should be provided to address this. This orientation covers workplace norms, policies, and practices. Students can adapt more quickly and work more effectively with a better understanding. Limited facilities and resources in the internship workplace can hinder student productivity. Chemical Company PT. XYZ should ensure that all essential resources for task execution are readily available. The company can also collaborate with educational institutions to meet any resource gaps. Adequate facilities enable students to work more efficiently and productively. The relatively short duration of internships often challenges achieving desired outcomes. To address this, design a focused and structured internship program. Clearly outline assignments and set realistic targets for students. Regular evaluations help ensure students stay on track and make the most of their time for learning and contribution.

Administrative constraints from educational institutions, such as complex bureaucracy and slow licensing procedures, can delay internship implementation. To streamline the process, simplify administrative procedures and adopt digital systems for faster document processing and assignment management. Efficient processes allow students to focus more on their tasks in the field. Insufficient guidance and supervision from the company can leave students feeling lost and unmotivated. To support students, assign dedicated mentors or supervisors to guide them. Provide ongoing feedback and monitor their progress regularly. Effective mentoring helps students develop skills and perform well during their internship. Students undertaking internships in new cities or abroad face challenges adapting to unfamiliar environments. Provide comprehensive information on accommodation, transportation, and local customs beforehand. Support groups or student communities in the area can also provide additional support to aid quick adaptation. Low self-motivation among students can significantly impact their internship experience. Ensure internship opportunities align with students' career interests and aspirations. Recognize and reward students for their achievements during the internship. Positive reinforcement boosts motivation and encourages students to strive for excellence.

By understanding and addressing these challenges, internship implementation at PT. Fumakilla Nomos can become more effective and productive, providing maximum benefits to students and the company. This approach supports the enhancement of workforce productivity through appropriate motivation strategies.

E. CONCLUSION

Addressing the challenges of implementing internships at Chemical Company PT. XYZ through solutions such as comprehensive orientation programs, clear task descriptions, effective communication, adaptation to work culture, provision of adequate facilities, structured internship durations, streamlined administrative processes, robust guidance and supervision, support for environmental adaptation, and enhanced student motivation can significantly improve productivity and enrich the learning experiences of students. This structured and collaborative approach benefits

students and supports Chemical Company PT. XYZ and educational institutions in fostering the development of a competent and motivated workforce.

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