

The Importance of Motivation, Discipline, and Work Experience on Work Productivity

Dewi Ariska Manik¹

¹Faculty of Economic and Business-Perbanas Institute-Jakarta-Indonesia

Hedwigis Esti Riwayati²

²Faculty of Economic and Business-Perbanas Institute-Jakarta-Indonesia

Correspondence: hedwigis.hesti@perbanas.id



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ABSTRACT

Purpose: This study aimed to examine the impact of motivation, work discipline and work experience on news producer productivity of Rajawali Television.

Design/Methodology/Approach: This analysis used independent variables, namely motivation, work discipline, and work experience, whereas the dependent variable was work productivity. The sample of this study was 70 news employee of Rajawali Television. The data collected by distributing online questionnaire and processed by using SPSS version 26. It was analyzed using statistical method of multiple linear regression.

Findings: The results showed that (1) the work motivation variable had no significant effect on employee productivity, (2) the work discipline variable had a positive and significant effect on the work productivity and (3) the work experience variable had a positive and significant effect on work productivity. The coefficient of determination test resulted in an Adjusted R Square of 62 percent which indicates a strong correlation between the dependent variable, namely work productivity, with the independent variables, namely motivation, work discipline, and work experience. The remaining 38 percent are influenced by other variables aside from this study.

Keywords: Motivation; Work Discipline; Work Experience; Work Productivity

INTRODUCTION

In an increasingly modern era of globalization, the private sector and government agencies should be able to compete. One of the factors needed to be able to compete is labor productivity. Work productivity is a human factor as the executor of work activities which play an crucial part in achieving the goals of a company or agency. Work productivity is a comparison of quality and quantity that should be met by employees to obtain maximum results in order to achieve work

results or performance effectively and efficiently through the resources they used.

The main purpose by increasing employee productivity so that employees both at the lower and upper levels are able to become efficient, effective and productive employees. New hire capabilities, combined with employee deployments and specialized training programs, fill the gap between job skills and existing job demands or requirements in increasing work productivity across a company or agency. Motivation, work discipline and great work experience has influence in lifting an organization succeed in achieving its goals. These three factors create high labor productivity to support the company's success. And conversely if the level of labor productivity decreases, so that happened to the company which cannot achieve its goals. In an effort to achieve these goals, it need to include morale, attitudes, and employee productivity levels. Work motivation plays an important role here. Through this motivation, workers can have the driving force to work again. Winardi (2016: 6) declared that motivation is a potential force that exists within a human being, which can be developed by itself or by a number of external forces which essentially revolves around monetary rewards and non-monetary rewards, that positively affect the performance results. Motivation in general can be in the form of rewards, benefits, training, and so on.

With work motivation, employees will be motivated and their self-confidence will arise and that will lead to a passion for work. And the higher the motivation of employees in completing their work, will increase their work productivity. In addition to factors in motivation, work discipline is also a factor which determines work productivity. In the face of increasingly fierce free competition, employee discipline is required to increase productivity as much as possible, right to the intended expectations, work fast and be beneficial for the development of the company. It can be said that work discipline is a tool for managers to communicate with employees, so that they can change behavior and increase awareness and willingness to comply with all regulations in the company (Rival, 2017). Through discipline, which hoped that the work will be more effective.

Another factor that can affect labor productivity is work experience. As mentioned in Hasibuan's research (2017), suggesting work experience is a person's skills in carrying out their work which can be seen from the period of work, understanding of the tasks he carries out, ability to complete the duties and mastery of work or prospective employees who are ready to use. The more work experience an employee has, the higher work skills and expertise that they had and this is one of the factors that affect labor productivity. So it can be said that work experience has an important role for the company because it will affect the level of employee productivity. However, unlike the research hypothesis of Ardianto (2020) which examines the

impact of work experience on work productivity with results that work experience has no significant affect on work productivity.

The research gap in this research is still known as inconsistent with the results of previous studies. Here are some research gaps in the influence of motivation, discipline and work experience on work productivity. The results of Rahmayani's research (2016) show that work motivation has a positive and significant affect on work productivity and work discipline has a positive and significant affect on work productivity. Hambali (2019), in this research were explains that the impact in increasing motivation, would result in the higher the productivity of employees, the coefficient is positive between work experience and work productivity. This shows that every employee has a good work ethic to produce a good career path. However, different results were presented by Riana and Hidayat (2019), which stated that motivation partially did not have a significant affect, meaning that one factor did not determine good or bad performance, as well as work discipline factors based on the results of the analysis that did not have a significant affect, which means that it did not determine performance whether good or bad.

Arief (2016) on his research concludes that the affect of work discipline has a significant impact on employee work productivity. This means that discipline has a significant affect on work productivity. In contrast to research conducted by Sulis (2018), Sajono (2016), Abdul Rachman (2018), it shows that the influence of discipline and work ethic has no significant affect on employee work productivity.

Research conducted by Dea Nur (2016), Sarman (2020), Aisah et al. (2016) indicates that work experience has a significant positive affect on employee work productivity. However, the results were different from the research of Nurul et al. (2020), and Ema Sumantika (2021) who concluded that work experience had no significant affect towards employee productivity.

From those research that has different results, it is necessary to re-examine and develop variables that have a significant affect on work productivity. Every company need to improve the quality and quantity of its employee work, including the Rajawali Television company. On the basis of these factors, the writer decided to examine the affect from these 3 factors above with a case study of the Indonesian lens program on Rajawali television and its affect on the productivity of the Indonesian Lens news program producer. In the media field, this can be seen from the variety of news content presented and different issues, resulting in producers having to be more creative in presenting the content of each news show, and in the company's industrial environment there are still problems regarding productivity, discipline, working hours, where there are still some employees. Who

are arrive not on time for no apparent reason, besides that the use of work tools is still not efficient, it creates another problem where the creation of a condition that cannot satisfy the needs of employees. Things like this can affect the work productivity of employees so that it hinders the achievement of company goals. On the basis of this issue, the author would like to explain how the motivation of producers would be able to work hard to contribute all abilities, thoughts, skills to create programs that can be accepted by the audience, while still obeying the rules given by the company and television broadcasting commissions. As well as the experience, expertise and background of the producer. Because the success of a program on television cannot be separated from experienced experts working behind the scenes where one of the important roles is the producer. Work motivation, discipline, and work experience will be very important because with these factors it is expected that every producer will work hard and enthusiastically to achieve high work productivity supported by qualified and qualified abilities.

The Indonesian Lens Producer is the person who is responsible for script preparation, script editing, preparation of the rundown of a production and certainly for overseeing the success and smooth running of a news program. Basically, the Indonesian Rajawali Television lens program expects not only capable, competence, and skilled producers, but also producers who are willing to work hard and achieve optimal work results. In order to increase work productivity, it is necessary to provide motivation and utilize human resources according to their expertise.

According to the background and research gaps that have been stated above, the researchers are interested in further analyzing the Influence of Motivation, Discipline, and Work Experience towards Work Productivity on Indonesian Lens News Producer Rajawali Television (RTV).

Productivity is a concept which describes the connection between inputs (amount of goods and services produced) and sources (amount of labor, energy, capital, etc.) used to produce output (Nasution, 2016). Ashar (2015) stated that productivity implies a comparison between the results achieved with the overall resources used. In other words, productivity has two dimensions, namely: 1) Effectiveness that leads to achievement. Maximum performance is the achievement of targets related to quality, quantity and time. 2) Efficiency related to efforts to compare inputs with the realization of their use or how the work is carried out. Work productivity is a productive personal ability that describes a person's potential, perception and creativity in contributing abilities that are beneficial to themselves and their environment. It can be said to be productive if it is able to produce goods or services as expected in a short and precise time.

Motivation according to Ratmawati (2020) is a factor that encourages someone to do a certain activity, therefore motivation is often interpreted as a factor which driving someone behavior. Thing that lead these activities in general is the needs and desires of people to get what they need. Meanwhile, according to Hasibuan (2017) motivation is something that can cause, deliver and support human behavior so that they are willing to work hard and enthusiastically in achieving optimal results. According to Sutrisno (2019), motivation has components, namely internal and external components. The inner component is the needs to be satisfied such as changes In a person, a state of feeling dissatisfied and psychological tension. The external component is the goal to be achieved like what someone wants, the goal is a factor which determining the direction of their behavior. Hariandja (2019), argues that motivation is a factor that orients and encourages a person's behavior or desire to carry out an activity which is expressed in the form of a hard and weak effort. Based on those definitions described, the researcher argues that motivation is something that can generate enthusiasm or encouragement to work in groups or individually (employees) in order to achieve goals.

Motivation talks about on how to encourage someone work spirit, so that they want to work by providing their abilities and expertise optimally in order to achieve organization goals (Riyanto & Prasetyo, 2021; Irnawati & Prasetyo, 2020). A person's behavior is influenced and stimulated by what he/she wants, needs, goals and decisions. Stimuli that arise from oneself (internal) and from outside (external) the environment. Motivation is very important because through this motivation it is expected that every employee will work hard and enthusiastic in order to achieve high work productivity (Suntoyo, 2018).

The research from Febriani (2017) tells the result that motivation has a significant positive affect on employee work productivity. This research shows that the higher employee's work motivation, the higher work productivity would be produced by the employee. Leaders should be able to provide those motivation to their employees in order to increase employee productivity at the company and employees need to be aware of their obligations in carry out their duties and responsibilities as well.

Discipline is the main thing that must be upheld by an individual or employee to show to the company that he/she is capable to carry out the tasks and responsibilities given to them well (Prasetyo & Riyanto, 2019; Riyanto et al., 2021). Sutrisno (2019) defines that discipline as the state's attitude and willingness to obey and abide by the rules and regulations that apply around thrm. According to Davis (2015), discipline is a management action to encourage the realization of organizational standards is training that leads to justification and

statement of knowledge, employee attitudes and behavior, so that there is a willingness of employees to collaborate and perform better.

According to Hasibuan (2017) discipline is the most important HRM operative function because the better the employee discipline, the higher the work performance that can be achieved. Rahmayani (2016) discipline is the willingness of someone who arises with his own awareness to follow the rules that apply in the organization. Attitudes that are reflected in the actions or behavior of employees, in the form of compliance or obedience to the rules and regulations set by the agency without an element of coercion. From the various opinions above, it can be concluded that work discipline is a form of obeying and doing something in accordance with the values and rules that are believed to be his responsibility.

The research which conducted by Trihudiyatmanto (2017) stated that work discipline has an affect to the employee work productivity. This research indicates that the more disciplined of the employees when doing their work, the higher the employee's work productivity will reach. Discipline should be enforced in a company or organization. Without the support of good employee discipline, it is difficult for the company to realize its goals, so discipline is the key to the company's success in achieving its goals.

Work experience is related to the ability and proficiency of employees in carrying out the tasks assigned to them (Anggraeni, 2018). Work experience is not only seen from the skills, expertise, and abilities possessed, it still can be seen from the length of work in an agency. According to Robbin and Timothy (2008) which stated that work experience, competence and motivation have a positive affect on employee performance, meaning that the more work experience, social competence and high work motivation, would creates the higher the employee's performance. On the other hand, the less work experience, social competence and low work motivation, the lower the employee's performance would be. Handoko (2014) defined that work experience is the mastery of employee knowledge and skills as measured by the length of service, the level of knowledge and skills possessed by employees. From some of the opinions above, it can be concluded that work experience is a person's skill in carrying out work which is seen from the understanding, ability to complete the task, mastery of work and the length of the work previously.

Work experience is one of the most important factors in a company. Employees who have a lot of work experience will be easily adapt to existing jobs (Ratulangi, 2016). A person's knowledge or expertise can be measured by years of service and the level of knowledge and skills they had. A person's work experience would be able to develop their abilities in the hope that they will be promoted by the company.

Work experience is supported by a person's length of service, skills and ability to master the work equipment. The more experienced an employee is, the more quickly the ability to complete the tasks and responsibilities assigned by the company. The work experience possessed by employees will support the creation of optimal work productivity. Conversely, if work experience is lacking, it will be difficult to achieve optimal work productivity (Ghali, 2017).

According to research conducted by Susetyorini & Fauzia (2017) that work experience has a positive affect on work productivity. In this research, the longer the work experience, the higher the level of knowledge and skills possessed by employees. The company will easily provide training for employees so that they can further develop their abilities in order to realize the company's goals. Based on the theory and the results from previous research, the following results can be formulated:

- H₁ : Motivation has a significant positive affect on employee work productivity
- H₂ : Work discipline has a significant positive affect on employee work productivity
- H₃ : Work experience has a significant positive affect on employee work productivity

METHODS

The research method that used in this research is a quantitative research method that aims to describe the results of the study and analyze the correlation between variables. This research uses a descriptive analysis design with data statistical method with aims to investigate the established hypothesis. According to Sugiyono (2019) the descriptive method is a method used to describe or analyze a research result but it can not be used to make broader conclusions. This research uses two types of variables, namely the independent variable and the dependent variable.

Research based on the philosophy of positivism used to examine certain populations or samples, collect data using questionnaires, and analyze data using descriptive data analysis, t-test analysis. F-test analysis, and statistical determination coefficient with the aim of examine correlation. Correlational research is research that will look at the influence or correlation between variables or several other variables. Correlational research of each variable must be able to be expressed in the form of numbers, which can be calculated. The individual unit of analysis corresponds to the respondents being employees at the head office of PT Rajawali Television which is

located at Atrium Mulia Building 10th Floor Suite 802, Jalan H.R. Rasuna Said Kav. B 10–11, Kuningan, South Jakarta, Indonesia.

In this research, the instruments used by the researcher was a questionnaire. Questionnaire is a list of questions that have been carefully arranged, so that the respondent only needs to answer with certain signs. Questionnaires are an effective data collection method when the researcher knows exactly what variables to measure and what is expected from the respondents. In this study, the variables studied were motivation, discipline, work experience, and employee productivity.

The sampling method was distributing by questionnaires to 70 respondents who had been randomly selected as samples. The identity from the selected respondents will kept confidential, allowing the researcher to obtain accurate answers without worrying about the credibility of the respondents and giving them more freedom to express their opinions. Then the data collected through the questionnaire will be processed by statistical model using the SPSS version 26 program.

RESULTS

The results of research data processing are in accordance with the technique used, namely use the Statistical Package for Social Science (SPSS) through Windows version 26 program. Data analysis includes analysis of respondent profiles and data analysis of the dependent variable, namely employee work productivity and independent variables consisting of: motivation, discipline work, work experience. And to answer the problem formulation, analysis of the coefficient of determination and analysis of hypothesis test were carried out.

Respondents in this research were 70 employees who were employees of the news producer at Rajawali Television. The distribution of the respondent's profile is divided into four categories, namely gender, age, length of work, and last education. Based on the gender from the 70 respondents, the majority were male as many as 38 people (54 percent) and women as many as 32 people (46 percent). According to the age characteristics of the 70 respondents, the majority were under 30 years old as many as 33 people (47 percent), 27 people aged 31-40 years (39 percent), 10 people aged 36-45 years (14 percent) and aged above 50 years were not available or 0. years of service between 6 to 10 years with a percentage of 49 percent (34 respondents), the rest have years of service between 0-5 years as many as 44 percent (31 respondents), and working years of 11 to 20 years as many as 7 percent (5 respondents). The last education was S1 or equivalent with a percentage of 87 percent (61 respondents) the most dominant result, the rest had the last education Diploma (D3) or equivalent with a percentage of 13 percent (9 respondents).

Questionnaires were distributed to 70 employees of Rajawali Television, given a number of questions according to the variables to be analyzed in each of these statements given 5 (five) answer choices. Responses or perceptions are given on a Likert scale: Strongly Agree (SS), Agree (S), Doubtful (RG), Disagree (TS), and Strongly Disagree (STS). Respondents' perceptions of motivational variables showed very good results. Thus it can be said that the news agency Rajawali television can create and provide good motivation for employees with an average score of 304.9 which is categorized as very good.

Respondents' responses to the work experience variable showed very good results in this study. It can be said that the work experience of Rajawali television employees is very high according to the average total score of the work discipline variable of 309.8 in the very good category according to the indicators. Respondents' perceptions of the employee productivity variable of Rajawali Television obtained an average value of 305.8. This value shows very good results, so it can be said that the work productivity of Rajawali television employees is very good.

Table 1. Model Feasibility Test

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	611.774	3	203.925	38.530	.000 ^b
Residual	349.312	66	5.293		
Total	961.086	69			

Source: Output SPSS version 26

The significance value is 0.000b or less than the significant value, which is 0.05, meaning that the F test is significant so that the model fits. These results indicate that motivation, work discipline and work experience are deemed appropriate and fit to explain work productivity. The adjusted R square value is 0.620 or 62 percent which shows the correlation between the independent variables and the dependent variable is quite strong. The value of the coefficient of determination of 0.620 means that about 62 percent of the variation in the level of employee productivity can be explained by the variables of motivation, work discipline, and work experience. While the remaining 38 percent is explained by other variables outside the study.

Table 2. Partial Hypothesis Test

Mosel	B	Std Error	Beta	t	Sig
(Constant)	4.379	3.826		1.144	.257
Motivation	-.066	.108	-.060	-.611	.543
Work Discipline	.361	.096	.363	3.744	.000
Work Experience	.535	.101	.561	5.318	.000

Source: Output SPSS version 26

The hypothesis test results from the influence of motivation on the work productivity of Rajawali Television employees indicates that the t-count value of -0.611 or smaller than the t-table of 1.996. In addition, obtained a significance value of 0.543 or greater than the 0.05 significance level. These results shows that H1 is rejected, which means that employee work motivation at Rajawali Television has no affect on employee productivity at Rajawali Television (RTV). The results from the recapitulation of respondents' responses to the statement items of the work discipline, work discipline variable obtained a total score in the very good category. The t-value for the influence of work discipline on productivity is 3.744 or greater than t table 1.996. A significance value of 0.000 or less than the significance level of 0.05 H2 is accepted. These results indicates that work discipline variable has a significant positive affect to the employee productivity variable. Which means, the higher the work discipline of Rajawali Television (RTV) employees, the higher the work productivity of Rajawali Television employees.

DISCUSSION

Based on the regression test Table 2, for this variable it can be concluded that the motivation variable has no significant affect on work productivity at Rajawali Television news employees. This in line with the research proposed by Riana and Hidayat (2019) which stated that partially motivation did not have a significant affect, meaning that one factor did not determine good or bad performance. In other words, the size of the motivation does not affect the work productivity of employees. And also shows that a person's behavior related to attitude, the lower the work motivation felt by the employee, the lower the job satisfaction of the employee. This happens because when employees feel that motivation in the office cannot provide encouragement or enthusiasm for their work.

The most powerful motivation comes within a person. In realizing the desired target, employees should have a high motivation so that success can be achieved. In essence, motivation is used as a solution to achieve goals. Motivation could be build the success. However, the results of this research indicates that motivation has no affect on employee productivity because employees have not fully felt the motivational drive. The results of this research way different than the results from Febrianty's research (2017), which declared that the higher the work motivation, the better productivity of an employee.

The results from the hypothesis test indicate that work discipline has a significant positive affect on employee productivity at Rajawali Television's news agency. This research is in accordance with the research from Arief et al. (2016) who summarized that work discipline variable has a positive and significant affect on employee productivity. That means, if the employee's work discipline is higher,

then the employee's performance will also increase higher. With work discipline in the form of time discipline, regulatory discipline and responsibility discipline, it would have a positive impact to the work productivity. Employee work indiscipline can cause a lack of work efficiency and work effectiveness and those company cannot achieve its goals, therefore it can be said that employee productivity decreases. Employees who have high work discipline will have an impact to themselves in reach the benchmark and also would have an impact to the company in whole when achieving optimal targets.

The affect of work experience on productivity has an influence on work productivity. The proof of this research hypothesis is relevant to the results from previous research (Nila et al., 2019; Firdaus 2019) which stated that the work experience variable has an impact and significant to the employee productivity variable. It could be seen that most of the work experience contained in Rajawali Televisi news's employees are good and appropriate so that it certainly affect their level of work in the company. Work experience is very influential on employee productivity because highly work experience will certainly create good work productivity. A person's work experience would be able to develop their abilities so those employees would remain at the company with hope that one day they could get promoted. Work experience in similar jobs needs to be considered in the placement of workers. The longer workforce has worked, the more experience they have. This means that long work experience will form skilled and capable employees on their job duties.

CONCLUSION

Perceptions or responses from the 70 respondents of Rajawali Television employees regarding the influence of motivation, work discipline and work experience on work productivity obtained a very good average value. According to the hypothesis test results, were obtained such as: motivation has no affect on employee productivity at Rajawali TV news. This means that the motivation did not affect the work productivity of Rajawali TV news employees. Work discipline has a significant positive affect on employee productivity in Rajawali Television news. This shows that the higher work discipline of employees, the higher work productivity as well. Work Experience has a significant positive affect to the employee productivity at Rajawali Tv news. This indicates that the higher the employee's work experience, the higher employee productivity as well.

RECOMMENDATION

Elicited from the data analysis, the author has several recommendations that can be used as a reference for companies and further research. The following recommendations are include: Respondents' perceptions of work motivation, Rajawali Television

companies need acknowledge the news employees whether they find any disturbances, especially safety at work, besides motivating the employees to increase performance productivity, this could help in assessing promotions, so that the employees would provide good performance for company.

In respondents' perception towards work discipline, Rajawali Television company needs to improve those existing facilities at the office to increase work productivity and also it is expected that employees could be able to use office equipment effectively and efficiently. The Rajawali Television company, especially the Indonesian lens news employees, also disseminates the company values to each employee so that the work carried out by employees would be based on company values.

Respondents' perception towards work experience, stated that Rajawali Television company is the most dominant factor on work productivity, therefore the company need to select employee acceptance. With an understanding of their work, employees are able to perform tasks more easily those are will have an impact on work productivity. In respondents' perceptions towards employee work productivity, Rajawali TV news are categorized as very good, so company leaders need to maintain and create a work atmosphere that would be able to stimulate higher the work productivity. This could be done by recognize the factors which affect to work productivity and also instilling a sense of belonging so that a sense of belonging will arise to participate in keeping and maintaining the good name of the company.

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