

THE INFLUENCE OF TEAMWORK, WORK CULTURE, MORALE AND MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. PEGAUNIHAN TECHNOLOGY INDONESIA BATAM

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Abstract: This study was conducted to test and analyze the effect of Teamwork, Work Culture, Morale and Motivation on Employee Performance of PT Pegaunihan Technology Indonesia, Batam. The population in this study were all employees totaling 70 people. In this study, the sampling technique used saturated sampling technique. The study used a quantitative approach using primary and secondary data. Data collection through a questionnaire that has been tested for validity and reliability using statistical software. The analysis used in this research is multiple linear regression and partial hypothesis testing (t test) and simultaneous test (f test). The results showed that partially teamwork, work culture, work enthusiasm and motivation had a significant effect on the performance of employees of PT Pegaunihan Technology Indonesia.

Keywords: Teamwork, Work Culture, Morale, Motivation, Employee Performance

1. Introduction

In the current era of globalization, competition in the business world is getting tougher, as is the case in the manufacturing industry. Many manufacturing companies have been established in Batam. Due to the amount of competition in this sector, businesses must be able to innovate to stay competitive. Human resources are one of the most important resources for business continuity, so company management must know how to take good care of human resources.

The problem that often arises about HR is the low performance of employees which can be influenced by internal and external factors. According to Mangkunegara (2018), staff performance has an important role in the company, as a measure of how well a person completes their work compared to predetermined standards, targets, and criteria. The results of observations and preliminary data show that the staff of PT Pegaunihan Technology Indonesia Batam has not operated optimally. Teamwork greatly affects performance within the company because if there is no teamwork, the company will find it difficult to achieve its targets. Teamwork is a group of two or more people who work together and organize their work for a specific purpose. There are three elements in this definition. First, two or more people are required; second, team members interact regularly; and third, team members have a common performance goal. The internal processes of the team are influenced by these team traits, which in turn impact outcomes and satisfaction. Triguno in Ruliyansa (2018) argues that for a business or organization to succeed, it must consider its culture when planning how to improve employee performance and productivity. Even if a person has a natural work ethic, it can decline over time if their wants and needs are not met. Employees at PT Pegaunihan Technology Indonesia Batam can experience low morale for a number of reasons, including an unsupportive work atmosphere.

Lastly, this research mainly focuses on the issues faced by PT Pegaunihan Technology Indonesia personnel, such as the stagnant industry conditions and being stationed in the same area for a long period of time. As a result, employees are prone to boredom due to the monotonous work they do every day. Given the importance of motivation. The purpose of this

study was to determine and analyze the effect of teamwork, work culture, work enthusiasm, and motivation on the performance of employees of PT Pegaunihan Technology Indonesia Batam. Therefore, based on the description above, the author is interested in conducting research with the title “The Influence of Teamwork, Work Culture, Morale and Motivation on Employee Performance at PT. Pegaunihan Technology Indonesia Batam”.

2. Methodology

By using a linear regression statistical analysis approach, quantitative research is the type of research conducted. This research was conducted at PT Pegaunihan Technology Indonesia Batam. The sample collection technique was carried out using the problemablility sampling technique. This research uses a Likert scale with a minimum score of 1 and a maximum score of 5, because the answers of the respondents will definitely show whether they tend to give opinions that agree or disagree.

The population in this study were 70 workers from the Arlo BU6 department of PT. Pegaunihan Technology Indonesia Batam. All 70 workers of PT Pegaunihan Technology Indonesia Batam who work in the Arlo BU6 department were given a questionnaire to fill out (primary data). A Likert scale of 1 to 5 will be used to analyze secondary data that will be collected later.

3. Results and Discussion

Instrument Feasibility Test Validity Test

The validity test states or shows the degree of accuracy between the data that actually occurs on the object and the data collected by the researcher (Sugiyono, 2013:126). Usually, the minimum requirement to be considered eligible is if $r \text{ count} = 0.3$. Or by comparing the value of $r \text{ count}$ with $r \text{ table}$.

Tabel 1. The Instrument Validity of Results Test

Variable	Statement	r count	Position	r table	interpretation
Teamwork	X1.1	0.388	>	0,235	Valid
	X1.2	0.570	>	0,235	Valid
	X1.3	0.543	>	0,235	Valid
	X1.4	0.569	>	0,235	Valid
	X1.5	0.643	>	0,235	Valid
	X1.6	0.607	>	0,235	Valid
Work Culture	X2.1	0.493	>	0,235	Valid
	X2.2	0.525	>	0,235	Valid
	X2.3	0.551	>	0,235	Valid
	X2.4	0.544	>	0,235	Valid
	X2.5	0.282	>	0,235	Valid
	X2.6	0.466	>	0,235	Valid
Morale	X3.1	0.564	>	0,235	Valid
	X3.2	0.649	>	0,235	Valid
	X3.3	0.674	>	0,235	Valid
	X3.4	0.586	>	0,235	Valid
	X3.5	0.587	>	0,235	Valid
Motivation	X4.1	0.500	>	0,235	Valid
	X4.2	0.625	>	0,235	Valid

Employee Performance	X4.3	0.337	>	0,235	Valid
	X4.4	0.613	>	0,235	Valid
	X4.5	0.557	>	0,235	Valid
	X4.6	0.528	>	0,235	Valid
	Y.1	0.569	>	0,235	Valid
	Y.2	0.599	>	0,235	Valid
	Y.3	0.565	>	0,235	Valid
	Y.4	0.638	>	0,235	Valid
	Y.5	0.367	>	0,235	Valid
	Y.6	0.613	>	0,235	Valid
	Y.7	0.609	>	0,235	Valid
	Y.8	0.448	>	0,235	Valid

Source: Data processed by the author, 2024

From the validity test results, all indicators of the Teamwork, Work Cluture, Morale and Motivation variable instruments on Employee Performance are declared valid.

Reliability Test

Reliability is the degree of consistency/constancy of data within a certain time interval. Reliable if there is consistency in someone's answer to a statement or stable over time. The research instrument is said to be reliable if the Cronbach's alpha value is > 0.60 (Ghozali, 2018:46).

Therefore, the decision-making criteria in the reliability test are if the Cronbach's alpha value > 0.60 is reliable. If the Cronbach's alpha value < 0.60, it is not reliable.

Tabel 2. The Instrument Reliability of Results Test

Variable	Cronbach Alpha	Position	r alpha	Interpretation
Teamwork	0,795	>	0,6	Reliable
Work Culture	0,738	>	0,6	Reliable
Morale	0,832	>	0,6	Reliable
Motivation	0,766	>	0,6	Reliable
Employee Performance	0,821	>	0,6	Reliable

Source: Data processed by the author, 2024

Classical Assumption Test (Data Feasibility Test)

The classic assumption test is used to determine whether the regression model has residual normality, and heteroscedasticity. A linear regression model can be called a good model if it fulfills several classical assumptions, namely that the residual data is normally distributed, there is no heteroscedasticity (Maria & Chandra, 2023).

Normality Test

In this study, the test was carried out using a probability plot. The probability plot graph can be seen in the following figure:

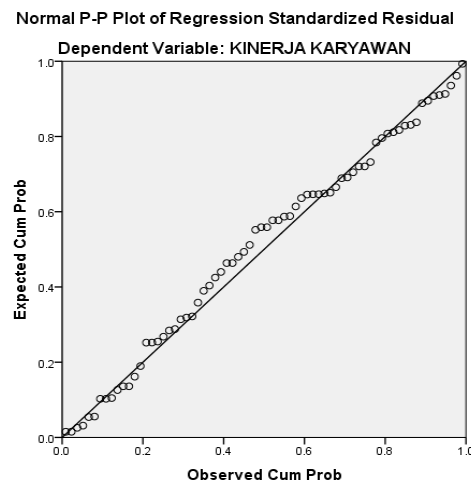


Figure 1. Normality Test
Source: Data processed by the author, 2024

Based on Figure 1 above, it can be concluded that the data is normally distributed because the remaining data distribution follows the direction of the diagonal line. Because the data is normally distributed, the regression model fulfills the assumption of normality.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. There are several ways that can be done to test heteroscedasticity, namely the plot graph test, park test, glejser test and white test. The test in this study uses a Plot Graph between the predicted value of the dependent variable, ZPRED, and its residual SRESID.

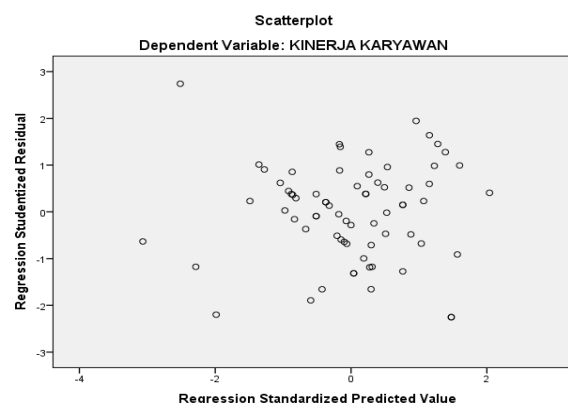


Figure 2. Heteroscedasticity of Results Test
Source: Data processed by the author, 2024

From the picture above there are no symptoms of heteroscedasticity, because the dots spread above and below the number 0 on the Y axis (Ghozali, 2018:139).

Correlation and Determination Coefficient Test

The correlation coefficient is a statistic that calculates the pair of numbers between X and Y that describe the relationship between members of the pair (Maria & Chandra, 2023). One such analysis is Pearson correlation analysis to test the level of relationship from weak to strong between two variables that have normal data distribution (Purnomo in Maria & Chandra, 2023). The coefficient of determination (R^2) essentially measures how far the model's ability to explain variations in the dependent variable. The coefficient of determination is between zero and one. A small R^2 value means that the ability of the independent variables to explain the variation in the dependent variable is very limited.

Table 3. Test Results of the Coefficient of Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.796a	.634	.612	2.13846

a. Predictors: (Constant), X4, X3, X2, X1

Source: Data processed by the author, 2024

Based on Table 3 above, it can be seen that the Adjusted R square (R^2) value is 0.612, this shows that Teamwork, Work Culture, Morale, and Motivation have an influence of 61.2% on employee performance, while 38.8% is influenced by other variables not examined in this study.

Multiple Linear Regression Test

Table 4. Multiple Linear Regression test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 1. (Constant)	4.289	3.126		1.372	.175
Teamwork	.743	.107	.620	6.973	.000
Budaya Kerja	.179	.148	.119	1.205	.233
Semangat Kerja	.073	.086	.072	.847	.400
Motivasi	.168	.109	.148	1.549	.126

Source: Data processed by the author, 2024

From the table 4 above, based on the results of multiple linear regression tests, the equation value is obtained, namely:

$$Y = 4,289 + 0,743 X_1 + 0,179 X_2 + 0,73 X_3 + 0,168 X_4 + e$$

The interpretation of the regression model above is:

1. The constant value of 4.289 means that if the Teamwork (X_1), Work Culture (X_2), Morale (X_3), and Motivation (X_4) variables mean zero (0), then the value of the Employee Performance variable (Y) is 4.289.

2. Teamwork (X1) has a regression coefficient value of 0.743, meaning that if the Teamwork (X1) variable remains or does not change, then every one point increase, the employee performance variable will increase by 0.743.
3. Work Culture (X2) has a regression coefficient value of 0.179, meaning that if the Work Culture variable (X2) remains or does not change, then every one point increase, the employee performance variable will decrease by 0.179.
4. Morale variable (X3) has a regression coefficient value of 0.73, meaning that if the Morale variable (X3) remains or does not change, then every one point increase, the employee performance variable will increase by 0.73.
5. The Motivation variable (X4) has a regression coefficient value of 0.168, which means that if the Motivation variable (X4) remains or does not change, then every one point increase, the employee performance variable will decrease by 0.168.

4. Discussion

This study was conducted to determine the effect of Teamwork (X1), Work Culture (X2), Morale (X3), and Motivation (X4) on Employee Performance (Y) at PT. Pegaunihan Technology Indonesia Batam.

1. The effect of teamwork on employee performance

The results stated that Teamwork has a significant effect on employee performance with a calculated t value of $6.973 > t$ table value of 1.669 and a significant value of $0.000 < 0.05$, therefore it can be concluded that H1 is accepted, meaning that Teamwork has an effect on Employee Performance of PT Pegaunihan Technology Indonesia Batam.

This is in line with Alviani's research (2022), with the research title "The Effect of Innovative Behavior, Work Motivation, and Teamwork on the Performance of Employees of the Lautan Cendikia Mulia Foundation", where the results of this study indicate that Teamwork partially has a positive and significant effect on the Performance of Employees of the Lautan Cendikia Mulia Foundation.

2. Influence of work culture on employee's performance.

The research results state that the work culture has no significant effect on employee performance with a calculated t value of $1.205 < t$ table value of 1.669 and a significant value of $0.233 > 0.05$ therefore it can be concluded that H2 is rejected, meaning that the work culture has no significant effect on employee performance at PT. Pegaunihan Technology Indonesia Batam.

This is not in line with Ridwan's research (2023), with the research title "The Effect of Positive Work Culture on Toyota Indonesia's Performance", where the results of this study indicate that Work Culture partially has a positive and significant effect on the Performance of Toyota Indonesia.

3. The effect of Morale on employee performance

The results showed that Morale has no significant effect on employee performance with a calculated t value of $0.847 < t$ table value of 1.669 and a significant value of $0.400 > 0.05$, therefore it can be concluded that H3 is rejected, meaning that Morale has no effect on employee performance of PT. Pegaunihan Technology Indonesia Batam.

This is not in line with Ridwan's research (2023), with the research title "The Effect of Work Culture Work Stress and Morale on Employee Performance of PT Xingrui Technology Indonesia", where the results of this study indicate that Morale partially has a positive and significant effect on Employee Performance of PT Xingrui Technology Indonesia.

4. The effect of motivation on employee performance

The results showed that motivation has no significant effect on employee performance with a t value of $1.549 < t$ table value of 1.669 and a significant value of $0.126 > 0.05$, therefore it can be concluded that H_4 is rejected, meaning that motivation has no effect on employee performance of PT Pegaunihan Technology Indonesia Batam.

This is not in line with the research of Shania Victoria (2021), with the research title “The Effect of Work Culture and Motivation on Employee Performance of PT. Mayora Indah Tbk”, where the results of this study indicate that Morale partially has a positive and significant influence on the performance of employees of PT. Mayora Indah Tbk.

5. Conclusion

Based on the results of research conducted by the author at PT Pegaunihan Technology Indonesia Batam using the theory and discussion from the previous chapter, the authors draw the following conclusions

1. Teamwork has a significant effect on Employee Performance at PT Pegaunihan Technology Batam.
2. Work Culture has no significant effect on Employee Performance at PT. Pegaunihan Technology Batam.
3. Morale has a significant effect on Employee Performance at PT. Pegaunihan Technology Batam.
4. Motivation has no significant effect on employee performance at PT Pegaunihan Technology Batam.
5. Teamwork, Work Culture, Morale, and Motivation simultaneously or together have a significant effect on Employee Performance at PT. Pegaunihan Technology Batam.

Acknowledgements

The author wishes to gratitude to everyone who has supported and contributed to this research, especially the leaderships and all employees of Pegaunihan Technology Batam. Thanks to the advisers who gave direction, feedback, and encouragement; to the respondents who took part in this study, as well as everyone who helped with data collecting and processing. This research would not be possible without their efforts and contributions. Once again, thanks for everyone's devotion and amazing participation in this research helped research can be completed and published.

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