

The Effect of Teamwork and Compensation on Work Productivity of Employees through Motivation in PT Prima Dana Mix Karo District North Sumatra

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Abstract

Original Research Article

Work productivity is an ability to carry out activities that produce an output or work results in accordance with the quality set, but often there are obstacles that cause the company's goals to be less achieved. Every company has different policies on its human resources so that the goals set can be accomplished effectively and efficiently. The purpose of this study was to find out and analyze the magnitude of the influence of team work and compensation on employee work productivity through motivation at PT. Prima Dana Mix. The method used in this study is a descriptive causal method with a sample of 80 respondents. Data collection techniques used are categorized as primary data including interviews, documentation and questionnaires and also secondary data. Hypothesis testing is analyzed by path analysis. The results showed that: (1) there is an influence of team work on employee motivation; (2) there is an effect of compensation on employee motivation; (3) there is an influence of team work on work productivity; (4) there is an effect of compensation on productivity; (5) there is an effect of motivation on productivity; (6) there is an influence of team work on productivity through motivation; (7) there is an effect of compensation on productivity through employee motivation.

Keywords: Team work, Compensation, Productivity, Motivation.

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INTRODUCTION

Human resources are a very important factor in the growth and development of an organization. In addition, human resources also have a function as a tool to achieve organizational goals. Resources need to be managed professionally to create a balance between the needs of employees and the demands and capabilities of the organization. This balance is the main key for the company to develop productively and naturally.

As human being, employees also have a need so that integration between organizational goals and employee needs is necessary. To strive for the purpose of integration between organizational goals and employee needs, it is important to know what each party needs. Employee needs are sought to be fulfilled through his work. If an employee has fulfilled all his needs, he will achieve job satisfaction and have a commitment to his needs for the organization.

Human resource management and productivity are very important in determining the success of a project. Success and failure of a construction project depends on the effectiveness of resource management. The contractor must know the level of productivity of each workforce. This is very necessary to monitor what will happen to a project due to the utilization of labor. To complete the project on time or faster than the original schedule, three methods are needed, namely overtime, changes in work and excess labor.

PT. Prima Dana Mix Company has experienced problems, namely the decline in employee performance in the last 3 years. This happens in all fields resulting in the entire process of progress of the company becoming sluggish so that there is often misunderstanding between one party and the other one. This happens because employees do not have the ability to collaborate in teams.

Based on the results of interviews with production foremen, the lack of employee team work towards the organization can be seen from the problems that arise. In reality, employees often come late, don't want to help their colleagues when they work, don't trust each other and don't support each other. Another symptom that arises from the low teamwork is the achievement of targets that are late from the time set, not disciplined in carrying out regulations, work behavior that does not support positive work and openness that is felt to interfere with the smooth work in the team.

The commitment will make employees actively support all company activities, this means that employees will work more productively. An incentive both financial and non-financial is a form of appreciation for employee services to the organization. Based on that, incentives will be able to increase or decrease work motivation. From the results of the interview in November 2018, factors that caused a decline in performance include several things; one of these factors is compensation. Based on the results of interviews, it is known that employees are not satisfied with the compensation given. This is related to overtime pay / wages, facilities, benefits and incentives. The employees feel the compensation received is not fair because the workload received is not comparable to the compensation obtained. In addition, employees feel that they are not eligible for overtime pay so they are less motivated and work productivity decreases.

The survey results show that employee motivation has not reached the production / sales target. This shows that the desire to contribute is not maximal. In daily activities in the work environment, it can be seen the symptoms of a lack of employee discipline. The low level of work discipline will have an impact on decreasing work motivation and employee productivity.

LITERATURE REVIEW

Team Work

Team work is an activity that is managed and carried out by a group of people who are members of one organization. Team work can enhance cooperation and communication within and between parts of the company. Usually team work consists of people who have different skills so that they become strengths in achieving company goals [1].

Arifin [2] says that team work is the process of working in a group with participatory leadership, sharing responsibility, straight in goals, intensive communication, focusing on the future, focusing on tasks, creative and responsive talents to achieve organizational goals.

Team work as a work process is stated by Buchholz [3]. Team work is the process of working in a group by participative leadership, shared responsibility,

aligned on purpose, intensive communication, future focused, focused on tasks, creative talents and responses to the aims of the organization.

West [4] details 4 strengths in effective team building, namely:

- The group should have tasks that are intrinsically interesting to succeed.
- Individuals should feel themselves important to the fate of the group.
- Individual contributions should be very necessary, unique, and tested.
- There should be a clear team goal with constant performance feedback.

Chang & Curtin [5] state the benefits of teams for individuals and teams for organizations, namely:

1. Benefits of teams for individuals
 - Jobs are more varied
 - More freedom to make and follow up on the right decisions
 - Increase the opportunity to learn new skills.
2. Benefits of the team for the organization
 - Increase commitment to decisions taken
 - Increase work team productivity
 - More flexible in work operations

COMPENSATION

There are several definitions of compensation according to experts, including the following:

1. According to Sihotang [6], compensation is the overall arrangement of giving remuneration for employees and managers, both in the form of financial and goods and services received by each employee.
2. According to Rivai [7], compensation is something that employees receive as a substitute for their service contribution to the company.
3. According to Garry Dessler [8], employee compensation is any form of payment or reward given to employees who work in a company.
4. Hasibuan [9], compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company.

From the definitions above, it can be concluded that the compensation given to employees is not only in the form of money, but also in the form of goods and services. Compensation is given to every employee who has worked in a company as a reciprocal for the work done by the employee. The level of compensation provided can affect employee performance in increasing productivity.

According to Hasibuan [10] the purpose of providing compensation (remuneration) includes:

- Association of Cooperation
- Job Satisfaction
- Procurement of qualified employees for entrepreneurs will be easier.
- Motivation
- Employee Stability
- Discipline
- The influence of trade unions can be avoided and employees will concentrate on their work.
- Government intervention can be avoided.

MOTIVATION

Here are some definitions of motivation according to experts:

1. According to George and Jones [11], motivation can be defined as psychological forces within a person that determines the direction of a person's behavior, effort level, and persistence in the obstacle face.

2. According to Stones [12], motivation is generally defined as internal state that induces an employee to be in particular behavior or sets of factors that employee to behave in certain ways, but it is extremely complex. This is because of employee motivation is the product of many interacting factors such as the culture of the organization, job design, and HR policies & practices.

Based on the understanding expressed by the experts above, it can be concluded that motivation is the desire, needs, goals contained in an individual who encourages himself to behave in a certain way or perform a certain action.

Maslow's Hierarchy of Needs

This theory was put forward by Abraham Maslow. According to this theory, people have five levels of need. Maslow said that all people have basic needs that must be satisfied first before they realize other needs that are of a higher level.

Table: Maslow's Hierarchy of Needs

Need Level	Description	Examples of How Needs are met or Satisfied in an Organization
<i>Highest-Level Needs</i> Self-actualization needs	<i>The needs to realize one's full potential as a human being</i>	<i>By using one's skills and abilities to the fullest and striving to achieve all that one can on a job</i>
<i>Esteem needs</i>	<i>The needs to feel good about oneself and one's capabilities, to be respected by others, and to receive recognition and appreciation</i>	<i>By receiving promotions at work and being recognized for accomplishments on the job</i>
<i>Belongingness needs</i>	<i>Needs for social interaction, friendship, affection, and love</i>	<i>By having good relations with co-workers and supervisors, being a member of a cohesive work group, and participating in social functions such as company picnics and holiday parties</i>
<i>Safety needs</i>	<i>Needs for security, stability, and a safe environment</i>	<i>By receiving job security, adequate medical benefits, and safe working conditions</i>
<i>Physiological needs</i>	<i>Basic needs for things such as food, water, and shelter that must be met in order for an individual to survive</i>	<i>By receiving a minimum level of pay that enables a worker to buy food and clothing and have adequate housing</i>
<i>Lowest-Level Needs (most basic or compelling)</i>		

Source: Jennifer M. George and Gareth R. Jones (2008:190)

WORK PRODUCTIVITY

The International Labor Organization (ILO) cited by Hasibuan [13] reveals that the purpose of

productivity is a comparison in arithmetic between the amount produced and the number of each source used during production. These sources can be in the form of land, raw materials and auxiliary materials, factories, machinery and tools, labor. Muchdarsyah (in Yuli Tri Cahyono and Lestiyana Indira M) [14] states that what can affect work productivity are as follows:

- Labor
- Art and management science
- Capital

According to Payaman J. Simanjutak [15] factors that affect the work productivity of company employees can be classified into two groups, namely:

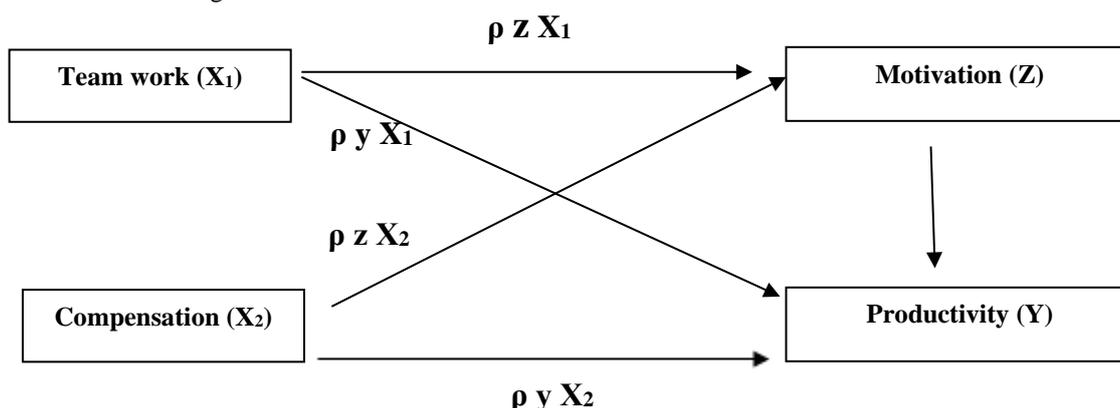
1. Regarding the quality and physical capabilities of employees which include: level of education, training, work motivation, work ethic, mental and physical abilities of employees
2. Supporting facilities, including:
 - a) Work environment, including: production, production facilities and equipment, level of safety, and work welfare.
 - b) Employee welfare, including: Management and industrial relations.

According to Sinungan (2005: 126) the benefits of measuring work productivity are as follows:

- 1) Feedback on the implementation of work to improve productivity.
- 2) Evaluation of work productivity is used for settlement, for example: giving bonuses and other forms of compensation.
- 3) For decision-making, for example: promotion, transfer and demotion.
- 4) For training and development needs.
- 5) For career planning and development.
- 6) To find out the staffing process deviations.
- 7) To find out about informal inaccuracies.
- 8) To provide fair employment opportunities.

RESEARCH METHODS

In this study the population is all temporary employees in PT Prima Dana Mix, amounting to 80 people. Because the population is below 100 respondents, all respondents are sampled. The data analysis technique used in this study is the analysis of structural equation paths with the formula:



Based on the image, the sub-structure 1 and sub-structure 2 equations can be formulated as follows:

$$\begin{aligned} \text{Sub Structure 1} \quad & \xrightarrow{Z} = \rho_{ZX_1}X_1 + \rho_{ZX_2}X_2 + \epsilon_1 \\ \text{Sub Structure 2} \quad & \xrightarrow{Y} = \rho_{YX_1}X_1 + \rho_{YX_2}X_2 + \rho_{YZ}Z + \epsilon_2 \end{aligned}$$

Information :

- Y = Productivity
- Z = Motivation
- X₁ = Team work
- X₂ = Compensation
- é = Error Term / Error Level

RESULTS AND DISCUSSION

RESULTS

The regression results for sub-structural equation 1 can be seen in the following table:

(Team Work, Compensation toward Motivation)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.255	.270		.947	.347
	Teamwork (X1)	.349	.107	.305	3.273	.002
	Compensation (X2)	.547	.090	.567	6.088	.000

a. Dependent Variable: Motivation (Z)

Based on the table obtained the multiple linear regression equation as follows:

$$Z = 0,305X1 + 0,567X2$$

The results in Table 4.9, obtained results:

1. The $t_{count} > t_{table}$ from Team Work (X1) is $3.273 > 1.99$ and the significant value for Team Work is $0.002 < \alpha 0.05$, so the Team Work variable (X1) has a positive and significant effect on Motivation (Z) thus then the hypothesis is accepted.
2. The $t_{count} > t_{table}$ of Compensation (X2) is $6.088 > 1.99$ and the significant value for Compensation is $0.000 < \alpha 0.05$, so the Compensation variable (X2) has a positive and significant effect on

Motivation (Z) thus the hypothesis is accepted .

Based on the table it can be concluded that the t_{count} of compensation is greater than t_{count} Team work. It is because compensation is a basic thing as a form of direct compensation that can be received by employees. The majority of male employees are the backbone of the family so they need proper compensation to meet family needs. Like overtime work applied, overtime pay can increase employee motivation if given in accordance with the expectations and bonuses given.

The regression results of sub - structural equation 2 can be seen in the following table:

(Team Work, Compensation, Motivation toward Productivity)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.090	.230		.390	.698
	Team work (X1)	.374	.096	.338	3.878	.000
	Compensation (X2)	.297	.093	.318	3.204	.002
	Motivation (Z)	.286	.097	.296	2.960	.004

a. Dependent Variable: Productivity (Y)

Based on Table 4.13, the following multiple linear regression equations are obtained.

$$Y = 0,338 X1 + 0,318 X2 + 0,296 Z$$

The results in the table are obtained:

1. $t_{count} > t_{table}$ from Team Work (X1) which is $3.878 > 1.99$ and a significant value for Team Work is $0,000 < \alpha 0.05$, so the Team Work variable (X1) has a positive and significant effect on Productivity (Y) thus the hypothesis is accepted.
2. The $t_{count} > t_{table}$ of Compensation (X2) is $3.204 > 1.99$ and the significant value for Compensation is $0.002 < \alpha 0.05$, so the Compensation variable (X2) has a positive and significant effect on Productivity (Z) thus the hypothesis is accepted .

3. The $t_{count} > t_{table}$ of Motivation (Z) is $2.960 > 1.99$ and the significant value for Motivation is $0.004 < \alpha 0.05$, so the Motivation variable (Z) has a positive and significant effect on Productivity (Z) thus the hypothesis is accepted.

Based on Table 4.13 it can be concluded that the t_{count} of team work is greater than the calculation of compensation and motivation. Because team work is the most important thing for construction companies teamwork makes work faster because there is a division of work responsibilities, in an effective team environment, fellow members will feel confident in expressing their ideas because there is more room for creativity, teamwork consisting of people with various background and experience making projects work also as an opportunity to develop professions and knowledge, Communication is the key to success for

many projects because working in team work helps improve communication skills, cooperation also allows fellow members to help each other. Especially if other members have completed their tasks faster. Support and sense of belonging in the workplace greatly contribute to job satisfaction.

Mediation Test (Intervening)

a. Direct Effect (Direct Effect or DE)

To calculate the direct effect or DE, the following formula is used:

- The influence of team work variables on motivation
 $X_1 \rightarrow Z = 0,305$
Effect of variable compensation on motivation
 $X_2 \rightarrow Z = 0,567$
- The influence of team work variables on productivity
 $X_1 \rightarrow Y = 0,338$
- The influence of compensation variables on productivity
 $X_2 \rightarrow Y = 0,318$
- The influence of motivation variables on productivity
 $Z \rightarrow Y = 0,296$

a. Indirect Effects (IDE)

To calculate indirect effects or IDE, the following formula is used:

- The influence of team work variables on productivity through work motivation
 $X_1 \rightarrow Z \rightarrow Y = (0,305 \times 0,296) = 0,09028$
- Effect of compensation variables on productivity through work motivation
 $X_2 \rightarrow Z \rightarrow Y = (0,567 \times 0,296) = 0,167832$

b. Total Effect

Based on the explanation above, it can be illustrated the path diagram on

- The influence of team work variables on motivation
 $X_1 \rightarrow Z = 0,305$
- The influence of compensation variable on motivation
 $X_2 \rightarrow Z = 0,567$
The influence of team work variables on productivity
 $X_1 \rightarrow Y = 0,338$
- The influence of compensation variable on productivity
 $X_2 \rightarrow Y = 0,318$
- The influence of motivation variable on productivity
 $Z \rightarrow Y = 0,296$
- The influence of team work variable on productivity through work
 $X_1 \rightarrow Z \rightarrow Y = (0,305 \times 0,296) = 0,09028$
- The influence of compensation variable on work motivation
 $X_2 \rightarrow Z \rightarrow Y = (0,567 \times 0,296) = 0,167832$

Based on the above explanation, the path diagram can be illustrated as follow,

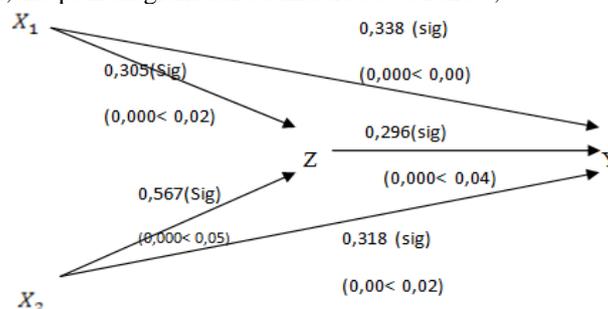


Image Path Analysis Results

Based on the picture above:

1. It is known that team work has a significant effect on motivation and also motivation has a significant effect on productivity, significant motivation in mediating the relationship between teamwork on productivity.
2. It is known that compensation has a significant effect on motivation and also motivation has a significant effect on productivity, significant motivation in mediating the relationship between compensation for productivity.

DISCUSSION

Team work has a positive and significant effect on Employee Motivation at PT. PRIMA DANA MIX

The results prove that the work team that has been implemented by the company is not decent especially viewed from the dimension of cooperation between individuals and other individuals. Lack of contribution both energy and mind in collaboration. Mutual trust and cohesiveness have not been established when doing the task. So that it directly impacts on employee motivation in working. Team collaboration is the most effective way to be able to unite all employees in carrying out their duties to achieve company goals with better results. Team

collaboration is measured by indicators of cooperation, trust, cohesiveness [4].

The foremen, supervisors and officers in the field have tried to mobilize all abilities for work. Although some employees always give up work to others and are not willing to be responsible, not willing to give assistance in accordance with the needs and problems faced, only continue diligently with their own work, they do not trust the abilities of others so they are not willing to ask for help or opinions to him, not willing to sacrifice, for example dismantling or changing planned activities, in order to achieve better cooperation and results of activities.

Basically there are employees who feel less suitable because of personal problems with coworkers in one team, so communication is not smooth and often disagree with the ideas of each employee. In fact, in the communication field it is very important to get the job done. This is because the construction of roads and bridges requires extra cooperation using the available time, costs and resources. The planned strategy must be in accordance with the facts in the field. The evaluation is to compare the results of team work observations in the field with the ideal concept of the team's own work. Bullard [16] and Irfan (2017) argue that teamwork has a positive effect on employee motivation. Kelemba, *et al.* [17] also shows that team work ensures democracy in the workplace, increases change, encourages innovation and creativity, and enables effective decision making and networking.

Compensation has a positive and significant effect on work motivation at PT. PRIMA DANA MIX.

The results of the study show that the hypothesis is shown to indicate that the high and low levels of compensation will have an impact on work motivation. The higher compensation will encourage the employee's motivation to work better, while the low compensation helps reduce employee motivation. The company gives salaries to employees every month as a reward for their performance. Some employees complain that the salary provided is not enough to meet household needs. There are dependents of the wife and child that must be fulfilled, both daily necessities such as clothing, food and shelter are basic needs that must be fulfilled, children's school fees every month and some employees are domiciled outside the Karo district area which requires more compensation. If there is a family interest, employees need money to go home. While bonuses, no incentives have been set by the company in number, starting in 2011 the company established a compensation policy for employees to meet decent living standards for the needs of these employees. The bonus given depends on the profit the company receives during the work. Employees feel that this cannot be ascertained the amount received. However, companies consider bonuses that are worthy of being given to employees as a reward for

contributing to completing tasks on time and according to productivity targets.

Compensation given to employees is a motivation for employees to be passionate about work. Employees in this company really expect the provision of compensation such as salaries, bonuses and other benefits that can increase employee income is one way to increase employee morale. This is in accordance with the research conducted by Wulansari, Prasetyo and Damanik [18] which shows that there is a significant and positive relationship between compensation and employee motivation. This reinforces the view that compensation is still an external motivator that is needed.

Team work has a positive and significant effect on employee productivity at PT. PRIMA DANA MIX.

The results showed that the hypothesis was accepted. This proves that if the Team works more solid, the work productivity will increase. Work productivity will increase if employees in completing work are done in collaboration in teams, so that when they encounter difficulties, they will be assisted by other team members. The more solid the team work, the work productivity of employees will increase or vice versa, if the more solid team work is not, then the work productivity of employees will decrease.

This is supported by the existence of aspects of each variable that exists such as when doing work in a team must be done in a compact, trusting, mutually committed manner. Then it can be seen from the abilities possessed by employees, how the relationship between employees with one another and the relationship between superiors and employees, the workplace environment will show the results of the work that has been done and carry out the vision and mission that exists in the company. The project foreman has the influence to invite his subordinates to discuss the problems that occur, weekly or monthly evaluations discuss the problems that occur and ask all employees to provide ideas or solutions to existing problems with the brainstorming technique that is by communicating with employees directly so that employees are open to provide solutions from existing problems. Team collaboration is more productive by mingling with subordinates in the field. Because the time used is as efficient as possible if there is an error and prioritizes cooperation in achieving production targets.

This study is in accordance with the research conducted by Irawan, *et al* [19] and Adjirackor [20] showing a positive and significant relationship between teamwork on organizational productivity. Compensation has a positive and significant effect on Work Productivity of employees at PT. PRIMA DANA MIX. Based on the results of the study, compensation has a positive and significant effect on employee work productivity. This proves that giving the right

compensation and being received by employees will increase the work productivity of the employees of PT. PRIMA DANA MIX.

The compensation policy applied by the company has not been accepted by employees. This is in line with the results of a survey stating that employees have no willingness to carry out their work with full responsibility because they have not received appropriate compensation from the company. Compensation in the form of financial and non-financial matters should be considered by the company as a whole and must be given to employees. Employees who work with their abilities to the maximum and have helped the company to achieve its goals, the company is important to pay attention to compensation for its employees so that the work productivity of employees is always stable, and the process of rewarding is able to give enthusiasm to keep working hard. The results of this study supported by Sumampouw [21] Muslimah [22] show that compensation has a positive effect on employee productivity.

Motivation has a positive and significant effect on employee productivity at PT. PRIMA DANA MIX.

Based on the results of the study, motivation has a positive and significant influence on employee work productivity. This proves that high motivation will increase the work productivity of employees of PT. PRIMA DANA MIX. The results showed that most employees of PT. PRIMA DANA MIX had low work motivation. This is indicated by the interest in his work. Employees are more in line with what they want, are working and feel that the policies of the leadership are not in accordance with their desires.

Employees feel happy if their work reaches the target set by the company, also indicated by a high attendance rate and if not present, the employees ask permission first. It is also proven from the desire to find work in other places that are relatively low, but in terms of stimuli such as bonuses, the non-salary benefits are felt by employees to be lacking. Overall, employee work motivation is in the low category. this condition influences work productivity. This research was supported by previous research; the study was conducted by Sari [23] which showed that internal and external motivation had a significant effect on work productivity.

Team work has a positive and significant effect on productivity through motivation as an intervening variable.

The results of intervening analysis show that Team Work can have a direct effect on productivity and can also indirectly influence Team Work to motivation (as intervening) and then to Productivity. it was concluded that motivation is the variable that mediates between Team work on productivity. This is in

accordance with the explanation stating that solid teamwork can encourage employee motivation in carrying out their work. With the high work motivation shown by employees, it will increase employee productivity.

Research conducted by Irfan and Lodhi [24] in accordance with the results of the study stated that team collaboration is very important to improve self-development, coordinate individuals to find solutions to problems, improve individual abilities and improve work productivity. In collaborating with a team if they have difficulty in solving problems, the members in the team will help so that the problem can be solved.

From the results of the study it can be seen that several things that can trigger low employee motivation, in addition to physiological, security and social needs, are a lack of ownership in the company, employees feel the work done is a piece of work and a daily routine. A group will be productive if its members have good personal skills and support from management and can improve company performance. The quality of work is the criteria for the success of a foreman in carrying out the supervision process.

Compensation has a positive and significant effect on productivity through motivation as an intervening variable

The results of intervening analysis show that compensation can have a direct effect on productivity and can also have an indirect effect, namely from compensation to motivation (as intervening) and then to Productivity. it was concluded that motivation is a variable that mediates between compensation for productivity. This is in accordance with the explanation stating that providing adequate compensation to employees was able to motivate employees to be more enthusiastic in carrying out their work. With the high morale shown by employees, it will increase employee productivity. One of the factors that can increase the morale of an employee to work optimally is through compensation.

If the formulation of compensation policy is appropriate, both in terms of justice and feasibility aspects, employees will be satisfied and motivated to carry out various activities related to company achievements. Conversely, if employees feel justice and feasibility have not been fulfilled it will cause employees to complain, lead to job dissatisfaction which then results in a deterioration in work morale which in turn causes employee productivity to decline. One way to increase employee work productivity is to establish fair and decent compensation methods for employees for the work performance they achieve. With compensation received, employees expect to be able to fulfill their daily needs to a minimum, such as food, drinking, clothing, housing needs. In each process of giving compensation each company must pay attention

to it so that the lowest compensation given can meet the basic needs of employees.

This research is supported by previous research, Muntasir [25] states that compensation has a positive and significant influence on employee work productivity, compensation variable has a positive influence on work motivation and work motivation has a positive influence on employee work productivity. As well as the path that has the greatest influence is the direct path, namely compensation to employee work productivity.

CONCLUSION

The conclusions from this study are:

1. Team work partially has a positive and significant effect on employee work motivation.
2. Partial compensation has a positive and significant effect on employee work motivation.
3. Team work partially has a positive and significant effect on employee work productivity.
4. Partial compensation has a positive and significant effect on employee work productivity.
5. Motivational variables partially have a positive and significant effect on employee productivity.
6. Team work has an indirect effect on productivity through motivation, or that motivation is the variable that mediates between teamwork on productivity.
7. Compensation has an indirect effect on productivity through motivation, or that motivation becomes a variable that mediates between compensation for productivity.

SUGGESTION

1. The role of motivation is very important in increasing productivity. The leadership should be able to direct employees so that a solid work team is established. Besides, sense of togetherness of the team arises, complement each other, contribute to each other which lead to work motivation that can be channeled well and employee productivity is assumed higher.
2. Compensation occupies a dominant position on motivation. To increase motivation and productivity, it is expected to compensate fairly and according to the ability of the company. Salaries, overtime pay, bonuses, and appropriate facilities are given according to the workload of each employee.
3. Companies need to communicate between employees and superiors who aim to create an active work environment. Thus the atmosphere in work will be conducive and make employees feel comfortable aiming to get better work results.
4. To achieve good work results, and in accordance with company goals, the leader needs to jointly discuss each problem in the work process. To avoid errors and complaints from the project giver. Both

in terms of quality, processing time, raw materials and production targets.

5. This research can later be used as a reference for further research relating concepts or theories regarding team work, compensation, motivation and work productivity of employees. And it is recommended that you add different variables with previous variables to enrich knowledge

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