

# The Effect of Job Training, Intrinsic Motivation, Individual Characteristics on Work Productivity of DI Yogyakarta Tourism Office Employees

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## Article Info:

## Abstract:

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*This study aims to determine the effects of job training, intrinsic motivation, and individual characteristics on the work productivity of employees at the Yogyakarta Special Region Tourism Office. The study utilized a sample that consisted of the entire population of employees who attended job training, totaling 65 individuals. The sampling technique employed in this study was saturated sampling. Data was collected through a questionnaire using a Likert scale ranging from 1 to 5. Subsequently, validity and reliability tests were conducted. The data analysis technique employed in this study was multiple linear regression. The results indicated that both individual predictor variables and their combined effect (simultaneously) had a positive and significant impact on the dependent variable.*

## 1. INTRODUCTION

Organizational operational activities are inherently intertwined with human resources. Employees, as a crucial component of human resources, significantly contribute to and shape an organization's advancement. Being social beings, employees are a company's primary asset. They assume roles as planners, executors, and controllers, consistently engaging in realizing company objectives (NEP Lestari, 2018). The attainment of organizational goals closely hinges on the productivity of these activities.

Enhancing employee productivity encompasses the collective responsibility of various stakeholders. A common challenge lies in the insufficient provision of training for employees. Therefore, it is imperative for companies to adeptly guide and enhance employee performance through meticulously designed job training that ultimately benefits the entire organization.

Job training, aside from its immediate benefits, serves a purpose in the acquisition of knowledge and skills, subsequently fostering elevated work productivity. Employees' comprehension of their roles

and responsibilities augments productivity. This productive work environment further radiates positive influence to fellow colleagues, thereby cultivating a shared atmosphere of mutual motivation. This effect is notably potent when companies acknowledge exceptional employee performance through rewards and similar forms of recognition.

Colleagues who collaboratively motivate each other over time reflect a sense of accountability and camaraderie within the organization (Hadi, Wahyuningtyas, et al., 2023). These conveyed values ignite enthusiasm and a collective approach to troubleshooting organizational challenges. Acknowledging the innate diversity of individual characters among employees underscores the shared responsibility to support and appreciate each other's tasks, ensuring the smooth progression of operations. Consequently, this research endeavors to investigate the distinct impacts of job training, intrinsic motivation, and individual characteristics—both individually and collectively—on the work productivity

of employees at the Yogyakarta Special Region Tourism Office.

## 2. LITERATURE REVIEWS

### 2.1 Job training

As outlined by Sari and Sari (2021), job training is a structured initiative orchestrated by companies with the overarching objective of enhancing skills, knowledge, and refining employee work attitudes. This concept closely aligns with the perspective presented by Irfan and Mataputun (2021), wherein job training is delineated as a comprehensive program designed to cultivate employee expertise, education, and professional proficiency, ultimately preparing them for adept utilization within their specific domains.

### 2.2 Intrinsic Motivation

Kimberly et al. (2019) assert that intrinsic motivation is rooted in self-driven impetus, compelling an individual to strive for particular objectives. Echoing this sentiment, Klaudia et al. (2021) emphasize intrinsic motivation as an essential impetus originating from within an individual. The intensity of a person's motivation significantly influences the caliber of work they deliver, with higher levels of motivation correlating to greater levels of work quality.

### 2.3 Individual Characteristics

Individual characteristics are distinct or unique traits possessed by an individual, setting apart their abilities from those of others, thus contributing to the enhancement and refinement of their performance (Putra & Fitri, 2021). As articulated by Fauziah (2019), individual characteristics encompass a person's inherent qualities or personality traits, manifesting through their current state and demarcating them from their peers.

## 2.4 Work productivity

In line with NHI Lestari's perspective (2020), work productivity signifies the methodology of generating or amplifying outcomes in terms of goods and services, optimizing resource utilization to its utmost capacity. This notion gauges the amount and caliber of work accomplished, factoring in the resources invested, as articulated by Laksmiari (2019).

## 3. METHODOLOGY

### 3.1 Method

This research employs a quantitative methodology with a descriptive approach, translating numerical data into verbal or written expressions. Quantitative research entails a systematic and scientific examination of components and phenomena, along with their interrelationships. The principal aim of quantitative research is to formulate and apply mathematical models, theories, and/or hypotheses pertinent to natural phenomena. This study investigates two variables: the independent variables, namely job training, intrinsic motivation, and individual characteristics, while work productivity is identified as the dependent variable. The chosen sampling technique is saturated sampling, which involves using the entire population as the sample, as advocated by Sugiyono (2018). The rationale for opting for a saturated sample is rooted in the small population size, leading to the inclusion of all 65 employees constituting the population as respondents in this study. To procure the necessary data and information, the authors employed a questionnaire as the data collection method. The questionnaire was selected to facilitate the evaluation of respondents' answers, offering a spectrum of alternative choices organized into a 5-tiered categorical assessment framework



### 3.2 Research data

The data utilized for this study were collected from respondents through the distribution of questionnaires among employees of the Tourism Office of the Special Province of Yogyakarta. The data source employed in this research is primarily derived from firsthand data. The data collection process utilizes a Likert scale, assigning scores ranging from 1 to 5, to facilitate the acquisition of respondent data. In total, 65 respondents provided comprehensive and appropriately completed questionnaires that were deemed suitable for analysis. In this study, a saturated sampling technique was employed, entailing the inclusion of the entire population as the sample. The study's focus was on the 65 employees of the Special Region of Yogyakarta Provincial Tourism Office who had undergone training, and consequently, the sample size consisted of the same number, i.e., 65 employees.

## 4. Results and Discussion

### 4.1 Results

#### 4.1.1 Data sources

This study adopts a saturated sampling technique, encompassing the entire population as its sample. The study

focuses on a total population of 65 employees hailing from the Special Region of Yogyakarta Provincial Tourism Office who have participated in training sessions. Consequently, the number of samples employed also amounts to 65 employees. The ensuing list outlines the sample criteria established for this study:

- a. Inclusion of all employees, both permanent and non-permanent, affiliated with the Tourism Office of the Special Region of Yogyakarta.
- b. Encompassing both male and female employees.
- c. Requiring a minimum of 1 year of work experience at the Yogyakarta Special Region Provincial Tourism Office.
- d. Mandating attendance in a training program, encompassing both internal and external training initiatives.

#### 4.1.2 Data quality test

##### a. validity test

As per Ghozali's assertion in 2018, the foundation for drawing conclusions from tests is as follows: a) A statement or item is considered valid if its significance value is  $< 0.05$ . b) Conversely, a statement or item is deemed invalid if its significance value is  $> 0.05$ .

**Table 2: Validity Test Results**

Variables	Question Items	r value	r table	Information
Job Training (X1)	X1.1	.453 _	0.2 4 4	Valid
	X1.2	.635 _	0.2 4 4	Valid
	X1.3	0.731 _	0.2 4 4	Valid
	X1.4	.782	0.2 4 4	Valid
	X1.5	.636 _	0.2 4 4	Valid
intrinsic Motivation (X2)	X2.1	0.7 20	0.2 4 4	Valid
	X2.2	0.557 _	0.2 4 4	Valid
	X2.3	.735 _	0.2 4 4	Valid
	X2.4	0.644 _	0.2 4 4	Valid
	X2.5	0.654 _	0.24 4 _	Valid
Individual Characteristics (X3)	X3 .1	0.654 _	0.2 4 4	Valid
	X3 .2	0.695 _	0.2 4 4	Valid
	X3 .3	.630 _	0.2 4 4	Valid



	X3.4	0.752	0.244	Valid
Work	Y.1	0.566	0.244	Valid
Productivity (Y)	Y.2	0.702	0.244	Valid
	Y.3	0.628	0.244	Valid
	Y.4	0.783	0.244	Valid
	Y.5	0.697	0.244	Valid
	Y.6	0.724	0.244	Valid

Source: Processed by SPSS, 2023

Derived from the outcomes presented in the validity test table, it has been determined that all statement items are deemed valid. This decision is rooted in the fact that each Pearson Correlation (r value) surpasses the critical r table value, signifying a significance value of less than 0.05.

### b. Reliability test

The outcomes of the reliability test for the variables—namely job training, intrinsic motivation, individual characteristics, and work productivity—have been compiled, involving a respondent pool of 65 employees.

**Table 3 Reliability Test Results**

No.	Variables	Cronbach's Alpha	Results reliability
1	Job Training	0.644	reliable
2	Intrinsic Motivation	0.670	reliable
3	Individual Characteristics	0.621	reliable
4	Work Productivity	0.755	reliable

Source: Processed by SPSS, 2023

Based on the reliability test results table above, the questionnaire is declared reliable because the Cronbach's Alpha value

is > 0.6. Thus the statement items in the research questionnaire are considered reliable or feasible.

### c. Normality test

Following are the normality test results of the variables of job training,

intrinsic motivation, and individual characteristics:

**Table 4: Normality Test Results**

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residuals
N		65
Normal Parameters <sup>a,b</sup>	Means	0
	std. Deviation	1.69208441
Most Extreme Differences	absolute	0.103
	Positive	0.103
	Negative	-0.075
Test Statistics		0.103
asymp. Sig. (2-tailed)		.083 <sup>c</sup>

<sup>a</sup> Test distribution is Normal. <sup>b</sup> Calculated from data. <sup>c</sup> Lilliefors Significance Correction

Source : Processed by SPSS, 2023

From the findings of the normality test outlined earlier, it's evident that the obtained significance value is 0.083, surpassing the threshold of 0.05. This leads to the conclusion that the residual values conform to a normal distribution.

#### d. Multicollinearity Test

The results of the multicollinearity test for the variables—namely job training, intrinsic motivation, and individual characteristics—are presented as follows:

**Table 1**  
**Multicollinearity Test Results**

Model	Coefficients <sup>a</sup>						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	tolerance	VIF	
	B	std. Error	Betas					
1 (Constant)	2,194	3,887		0.564	0.575			
Work Training	0.373	0.121	0.32	3,098	0.003	0.941	1,063	
Intrinsic Motivation	0.282	0.116	0.245	2,438	0.018	0.994	1,006	
Individual Characteristics	0.551	0.143	0.399	3,852	0	0.940	1,064	

a Dependent Variable: Work Productivity  
 Source: Processed by SPSS, 2023

Analyzing the information extracted from the provided multicollinearity test results table, the job training variable displays a tolerance value of 0.941, which surpasses the threshold of 0.10, alongside a VIF (Variance Inflation Factor) value of 1.063, less than 10.00. Similarly, the intrinsic motivation variable showcases a tolerance of 0.994, exceeding 0.10, and a VIF value of 1.006, below 10.00. Furthermore, the individual characteristic variables exhibit a tolerance of 0.944, above 0.10, and a VIF

value of 0.940, less than 10.00. Consequently, these findings collectively lead to the conclusion that there are no indications of multicollinearity present.

#### e. Heteroscedasticity Test

The outcomes of the heteroscedasticity test for the variables—namely job training, intrinsic motivation, and individual characteristics—are presented as follows:

**Table 2 Heteroscedasticity Test Results**

Model	Coefficients <sup>a</sup>				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	-1,251	2,370		0.528	0.600
Work Training	0.036	0.073	0.063	0.495	0.622
Intrinsic Motivation	-0.032	0.070	-0.057	-0.461	0.646
Individual Characteristics	0.147	0.087	0.216	1,684	0.097

a. Dependent Variable: Abs\_Res  
 Source: Processed by SPSS, 2023

Referring to the provided Table 6, it is apparent that the significance levels (sig.) for the job training variable, intrinsic motivation variable, and individual characteristic variable are 0.622, 0.646, and 0.097, respectively. All of these significance values exceed the threshold of 0.05. Consequently, based on these results, it can be concluded that there is no presence of

heteroscedasticity issue within the examined data.

#### f. Hypothesis test

##### 1) T-test

Following are the results of the t or partial test from multiple linear regression analysis, namely the job training variable ( $X_1$ ), intrinsic motivation ( $X_2$ ), individual characteristics ( $X_3$ ), and work productivity (Y):

**Table 3**  
**Test Results T**

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	2,194	3,887		0.564	0.575
Work Training (X1)	0.373	0.121	0.320	3,098	0.003
Intrinsic Motivation (X2)	0.282	0.116	0.245	2,438	0.018
Individual Characteristics (X3)	0.551	0.143	0.399	3,852	0.000

a. Dependent Variable: Work Productivity (Y)

Source: Processed by SPSS, 2023

Referring to Table 7 and focusing on the "t" and "sig." columns, the interpretations are as follows:

- a) The job training variable demonstrates a t-value of 3.098, exceeding the critical t-table value of 2.000. Additionally, the significance level is 0.003, which is lower than 0.05. As a result, the hypothesis test (H1) is accepted. Thus, it can be concluded that, partially, the job training variable has a positive and significant impact on work productivity.
- b) The intrinsic motivation variable exhibits a t-value of 2.438, surpassing the critical t-table value of 2.000. The significance level is 0.018, which is less than 0.05. Consequently, the hypothesis test (H2) is

accepted. This indicates that the intrinsic motivation variable, partially, has a positive and significant influence on work productivity.

- c) The individual characteristic variable displays a t-value of 3.852, which is higher than the critical t-table value of 2.000. The significance level is 0.000, considerably lower than 0.05. Hence, the hypothesis test (H3) is accepted. It can be deduced that the individual characteristic variable, in partial terms, exerts a positive and significant impact on work productivity.

##### 2) F test

The outcomes of the F-test, also known as the simultaneous test, derived





from the multiple linear regression analysis involving the variables job training, intrinsic motivation, individual

characteristics, and work productivity, are presented as follows:

**Table 4**  
**F Test Results**

ANOVA <sup>a</sup>						
	Model	Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	115.158	3	38,386	12,779	.000 <sup>b</sup>
	residual	183,242	61	3,004		
	Total	298,400	64			

a. Dependent Variable: Work Productivity(Y)

b. Predictors: (Constant), Individual Characteristics (X3), Intrinsic Motivation (X2), Job Training (X1)

Source: Processed by SPSS, 2023

Referring to the provided Table 8, specifically focusing on the "F" and "Sig." columns, the interpretations are as follows: The calculated F value is 12.779, which surpasses the critical F-table value of 2.76. Additionally, the significance level is 0.000, significantly lower than 0.05. Consequently, the hypothesis test (H4) is accepted. This signifies that there is simultaneous evidence to support the assertion that the variables of job training, intrinsic motivation, and

individual characteristics collectively exhibit a positive and significant impact on work productivity

### 3) Determination Coefficient Test (R<sup>2</sup>)

The outcomes of the coefficient of determination test (R<sup>2</sup>) pertaining to the job training variable (X1), intrinsic motivation (X2), and individual characteristics (X3) in relation to work productivity (Y) are presented as follows:

**Table 5**  
**Test Results for the Coefficient of Determination (R<sup>2</sup>)**

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.621 <sup>a</sup>	0.386	0.356	1,733

a. Predictors: (Constant), Individual Characteristics(X3), Intrinsic Motivation (X2), Job Training (X1)

Source: Processed by SPSS, 2022

Referring to the provided Table 9, the recorded R<sup>2</sup> value is 0.386. This indicates that the combined impact of the job training variable, intrinsic motivation, and individual characteristics on work productivity

accounts for 38.6%. It's important to note that the remaining 61.4% of the variance in work productivity is attributed to factors not considered or explored in this study.

## 4.2 Discussion

### 4.2.1 Effect of Job Training on Work Productivity

The test outcomes reveal that the job training variable ( $X_1$ ) exerts a partial positive and significant impact on the work productivity variable. This implies that higher levels of job training correspond to increased effects on work productivity. This conclusion is supported by the fact that the job training variable exhibits a t-value of 3.098, which surpasses the critical t-table value of 2.000, and holds a significance level of 0.003, below 0.05. These findings are corroborated by prior research conducted by Wahyuningsih (2019) and Massora (2018), both of which similarly indicate a positive and significant correlation between job training and work productivity.

### 4.2.2 Effect of Intrinsic Motivation on Work Productivity

The test outcomes reveal that the job training variable ( $X_1$ ) exerts a partial positive and significant impact on the work productivity variable. This implies that higher levels of job training correspond to increased effects on work productivity. This conclusion is supported by the fact that the job training variable exhibits a t-value of 3.098, which surpasses the critical t-table value of 2.000, and holds a significance level of 0.003, below 0.05. These findings are corroborated by prior research conducted by Wahyuningsih (2019) and Massora (2018), both of which similarly indicate a positive and significant correlation between job training and work productivity.

### 4.2.3 Effect of Individual Characteristics on Work Productivity

The examination of the test outcomes highlights that the individual characteristic variable ( $X_3$ ) holds a significant influence over the work productivity variable. This implies that an enhancement in the individual employee characteristics

corresponds to a higher impact on work productivity. This conclusion is grounded in the fact that the individual characteristic variable exhibits a t-value of 3.852, which exceeds the critical t-table value of 2.000, and maintains a significance level of 0.000, far below 0.05. These findings find support from previous research conducted by Latifah (2020) and Jaya and Rahmawati (2022), both of which underscore a positive and significant relationship between individual characteristics and work productivity.

### 4.2.4 Effect of Job Training, Intrinsic Motivation, Individual Characteristics on Work Productivity

The findings from the simultaneous testing reveal that the variables of job training, intrinsic motivation, and individual characteristics collectively impact work productivity. This inference is drawn from the considerable magnitude of the F value, which is 12.779, exceeding the critical F-table value of 2.76, and a significance level of 0.000, significantly lower than 0.05. This research is corroborated by a similar study undertaken by Apriliani and Sriathi (2019), which substantiates that three variables—employee empowerment, teamwork, and training—simultaneously exert a positive and significant influence on employee productivity.

## 5. CONCLUSION

Based on the outcomes of data analysis derived from the conducted research on employees at the Yogyakarta Special Province Tourism Office, the following conclusions can be drawn:

- a. The job training variable demonstrates a positive and significant impact on the work productivity of Yogyakarta Tourism Office employees.
- b. The intrinsic motivation variable has a positive and significant effect on the work productivity of employees at the Tourism



Office of the Special Province of Yogyakarta.

- c. The individual characteristics variable holds a positive and significant influence on the work productivity of Yogyakarta Tourism Office employees.
- d. Collectively, the variables of job training, intrinsic motivation, and individual characteristics exert a positive and significant impact on the work productivity of employees at the Tourism Office of the Special Province of Yogyakarta.

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