



The Effect of Teamwork and Work Motivation on Employee Work Performance at PT Cargill Indonesia

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ABSTRACT

The purpose of this study is to demonstrate how employee performance is impacted by cooperation and job motivation. Teamwork and motivation are two of the numerous aspects that affect employee performance; it is not only a coincidence. The study employs a quantitative methodology. Multiple linear regression analysis is used for data analysis, and there were 36 employee samples in this study. Saturated sampling is the method used for sampling. Teamwork and work motivation both have a significant impact on employee performance at PT Cargill Indonesia, according to the study's findings. At the same time, teamwork and work motivation have a significant impact on employee performance at PT Cargill Indonesia

INTRODUCTION

The most crucial resource for a business to accomplish its aims and objectives is its human capital. The firm can leverage the potential of people resources to achieve its vision and goal. Strong collaboration is also necessary for the organization to finish the process of reaching its objectives. Work performance will be attained more quickly if collaboration is used to help human resources. To make the best choices for its employees, company management has to be aware of how well their subordinates are performing at work. To assist its people perform better at work, the organization must also comprehend the elements that affect motivation.

For a firm or organization to succeed, work performance is crucial. The family-run business Cargill supplies food, food ingredients, agricultural solutions, and industrial goods to sustainably, responsibly, and safely feed the globe. Cargill is dedicated to provide food, food components, agricultural solutions, and industrial goods in a sustainable, ethical, and safe manner to feed the world. We source, manufacture, and distribute life-sustaining products in collaboration with farmers and consumers at the center of the supply chain.

Our roughly 160,000 workers create with a purpose, giving consumers the essentials of life so that communities flourish, businesses can expand, and customers can live well. As a family-run company with 160 years of expertise, we look to the future by upholding our core principles. We prioritize people. We aim higher. We act morally both now and in future generations.

The results of an interview with one of PT Cargill Indonesia's employees said that teamwork is a core value that must be lived by all employees. Therefore, it is important to pay attention to teamwork. If the work team is effective and coordinated, employee performance will be higher. This is because teamwork can produce better ideas and solutions, and reduce duplication of work and violence (Ichsan, 2020). The next aspect that is no less important in influencing employee performance is work motivation. According to Fahmi (2016), work motivation is a behavioral activity that works in an effort to meet desired needs. Someone who gets high motivation will tend to do their work with confidence and enthusiasm. This means that motivation is one of the important factors in creating good employee performance because it has a direct effect on employee work enthusiasm. Therefore, one way for management to improve work performance is through providing encouragement or motivation. Because, if there is a lack of motivation in carrying out work, it will be an obstacle for the leadership (Herlina et al., 2020).

Based on the background above regarding the importance of teamwork, the researcher believes it is important to know how teamwork and Work Motivation affect employee work performance at PT Cargill Indonesia.

LITERATURE REVIEW

Teamwork

Teamwork is an activity managed and carried out by a group of people who are members of a single organization. Cooperation and communication both inside and across departments of the business may be enhanced via teamwork. Teamwork often involves individuals with diverse backgrounds who are

leveraged to accomplish the objectives of the organization (Sriyono, 2013). The following are the indicators used to measure teamwork variables:

1. Being cooperative (willing to work together). Because we are social creatures that depend on others, employees' sense of teamwork is defined by their desire to collaborate with one another.
2. Having optimistic expectations
Workers are upbeat and always wish for their team to succeed in achieving the company's goals.
3. Valuing feedback. To ensure that every employee's contribution is valued, a sense of belonging develops.
4. Offering support. Employees will consider other employees in addition to their own interests. For example, offering support when they see that other staff members are unmotivated
5. Building group spirit. Building group spirit is done with the aim that each individual in the team has the same enthusiasm.

H1: Teamwork has a significant effect on employee work performance at PT Cargill Indonesia

Work Motivation

According to Sardiman (2019) in relation to this there are three functions of motivation, including: a) Encouraging humans to act, as a driver or motor that releases energy, b) Determining the direction of action, namely towards the goal to be achieved. c) Selecting actions, namely determining what actions must be done that are harmonious in order to achieve the goal, by setting aside actions that are not beneficial to the goal.

H2: Work motivation has a significant effect on employee work performance at PT Cargill Indonesia

Employee Work Performance

According to Hasibuan (2007) states that " A person's performance is the outcome of his labor, which is determined by his abilities, experience, sincerity, and time. Additionally, Rivai (2009) asserted that motivation and aptitude determine work performance. Not everyone finds it simple to perform at job, yet there are requirements.

These requirements are as follows: a) possess abilities and be proficient in every aspect of his job as well as other relevant fields. 2) possess exceptional abilities, and 3) has extensive expertise in both his area of responsibility and other relevant fields. 4) always take his responsibilities seriously and be aware of the time required to complete them; 5) maintain good physical and mental health; 6) always complete tasks quickly and effectively; and 8) produce work that is far superior to the average results found, both in terms of quantity and quality.

H3: Teamwork and work motivation significantly influence employee performance at PT Cargill Indonesia

METHODOLOGY

This research employs a quantitative methodology, which focuses on analyzing numerical data (numbers) that have been statistically processed. Primary and secondary data are examples of data sources. The answers to surveys about employee performance, job motivation, and teamwork provide primary data. Documentation techniques based on papers, reports at PT Cargill Indonesia, and publications pertaining to the issue under study are used to gather secondary data.

The following techniques of gathering data were employed in this study: literature reviews, interviews, and questionnaires. All PT Cargill Indonesia workers, or 86 employees, make up the population utilized. Saturated sampling, which uses a sample that is representative of the population, is employed when the population is fewer than 100. 86 responders will make up the sample for this investigation. Multiple regression analysis is used in this study's data analysis. The implementation of this research starts from November 2023 to December 2024.

RESULT AND DISCUSSION

Characteristics of Respondents

Based on age, it is known that the respondents in the study who are most dominant are 20 to 25 years old, which is 34.3% or 12 people. That the respondents in the study who are most dominant are women, which is 52.7% or 19 people. While male respondents are only 47.7% or only 17 people.

Validity Test

Table 1. Variables of Teamwork Quality, Work Motivation and Employee Achievement

Variable	No. Items	r-x,y	r-table 5% (36)	Information
Teamwork	X1	0,291	0.2785	Valid
	X2	0,345	0.2785	Valid
	X3	0,304	0.2785	Valid
	X4	0,361	0.2785	Valid
	X5	0,392	0.2785	Valid
	X6	0,303	0.2785	Valid
	X7	0,357	0.2785	Valid
	X8	0,364	0.2785	Valid
	X9	0,497	0.2785	Valid
	X10	0,297	0.2785	Valid
Work motivation	X1	0,375	0.2785	Valid
	X2	0,354	0.2785	Valid
	X3	0,377	0.2785	Valid
	X4	0,295	0.2785	Valid
	X5	0,345	0.2785	Valid
	X6	0,304	0.2785	Valid
	X7	0,541	0.2785	Valid
	X8	0,723	0.2785	Valid

	X9	0,435	0.2785	Valid
	X10	0,357	0.2785	Valid
Employee Work Achievement	Y1	0,497	0.2785	Valid
	Y2	0,697	0.2785	Valid
	Y3	0,361	0.2785	Valid
	Y4	0,392	0.2785	Valid
	Y5	0,303	0.2785	Valid
	Y6	0,329	0.2785	Valid
	Y7	0,541	0.2785	Valid

Source: Processed Primary Data, 2024

Table 1 indicates that every statement pertaining to the variables of teamwork, work motivation, and employee job performance has a computed r value greater than the r table (0.2785), indicating that each statement indicator is statistically viable for use as research data.

Multiple Linear Regression Analysis

Table 2. Results of Regression Analysis Coefficients^a

Unstandardized Coefficients			Standardize d Coefficients	T	Sig.	
Model B		Std. Error	Beta			
1 (Constant)		,712	4,405		11,228	,000
K M	Teamwork Work	,271	,104	,473	9,621	,000
	Motivation	,771	,054	,300	2,611	,000

Source: Processed Primary Data, 2024

From the test results above, the following regression equation can be formed:

$$Y = 0.712 + 0.271X1 + 0.771X2 + e$$

Based on the results of the constant (a) of 0.712 while the X1 and X2 have respective values of 0.271 and 0.771. The regression coefficient value of 0.712 indicates that employee job performance rises and the regression coefficient is positive for every 1% increase in collaboration and work motivation values. Thus, it can be said that there is a positive relationship between the job performance variable (Y) and the teamwork variables (X1) and work motivation (X2). It may be concluded that cooperation (X1) and work motivation (X2) have a significant impact on the employee work performance variable (Y) as the significant value is less than the probability value, which is 0.05.

Test Results - t

Table 3. Hypothesis Test Results (Test - t) Coefficients^a

Unstandardized Coefficients		Std. Error	Standardized Coefficients Beta	t	Sig.
Model					
1	(Constant)	,712	4,405		11,228 ,000
Teamwork		,271	,104		,473 9,621 ,000
	Work Motivation	,771	,054		,300 2,611 ,000

Source: Processed Primary Data, 2023

The effect of teamwork (X1) on the work performance of employees (Y) The cooperation variable (X1) on employee work performance (Y) has a t count of 9.621 higher than the t table, which is 2.03011, and a significant value of 0.000 less than 0.05, according to the data above. This indicates that employee job performance (Y) is highly influenced by the cooperation component (X1). The conclusion is that H1 is accepted, indicating that X1 and Y have an impact on each other.

The Impact of Employee Work Performance (Y) on Work Motivation (X2) The work motivation variable (X2) on employee work performance (Y) is known to have a significant value of 0.000 less than 0.05 and a t count of 2.611 higher than the t table, which is 2.03011. This indicates that employee job performance (Y) is highly influenced by work motivation (X2). The conclusion is that H2 is accepted, indicating that X2 and Y have an impact on each other.

F Test Results

Table 4. ANOVA F Test Results Mean

Model		Sum of Squares	Df	Square	F	Sig.
1	Regression	695,174	3	61,025	21,995	,000b
	Residual	152,315	92	1,656		
	Total	847,490	95			

Source: Processed Primary Data, 2023

The sig. value is known to be $0.000 < 0.05$, and $21.995 > 2.606$ is the computed F value. Therefore, it may be said that H3 is accepted, indicating that employee job performance (Y) is influenced by both work motivation (X2) and collaboration characteristics (X1).

Determination Coefficient Test (R-Square)

Table 5. Results of the R Square Model Summary Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,916a	,910	,810	1,28670

Source: Processed Primary Data, 2023

Based on the result above, the R Square value (determination coefficient) is 0.910, indicating that 91% of employee job performance (Y) is influenced by the cooperation (X1) and work motivation (X2) factors. This demonstrates that, according to the regression model that was produced, the independent variables—teamwork (X1) and work motivation (X2)—have a 91% impact on employee work performance (Y), with the remaining 9% being explained by variables or factors not included in the regression study.

CONCLUSIONS AND RECOMMENDATIONS

Based on the research that has been conducted, the author can conclude several things as follows:

1. Teamwork variables have a substantial impact on the work performance metrics of employees.
2. Employee job performance factors are significantly impacted by work discipline variables.
3. Employee job performance is influenced by both cooperation and work motivation.

Based on the study's findings, the author recommends that PT CARGILL INDONESIA continue to foster cooperation in order to ensure that its leaders and staff remain compact in the future.

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