



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

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ABSTRACT

The aim of this study was to ascertain the partial and simultaneous effects of work motivation and collaboration on employee performance at PT Krisbow Indonesia. The study was carried out at PT Krisbow Indonesia, which is situated in Jl. Puri Kencana No. 1 Meruya, Gedung Kawan Lama. The postcode is 11610. West Jakarta City is the city. Province: Jakarta DKI took place between December 2024 and February 2025. Saturated sampling was employed to determine the author's sample, and the population utilized as the object of this study consisted of 96 individuals from PT Krisbow Indonesia. Thus, the author selected 96 participants for this investigation. Multiple linear regression, aided by the SPSS 25 software, was the data analysis method. According to the study's findings, teamwork at PT Krisbow Indonesia has a positive and significant impact on work performance to a partial extent. This is supported by the hypothesis test results, which showed a $t \text{ count} > t \text{ table}$ or $(8.114 > 1.985)$ and a probability significance of $0.000 < 0.05$ with a regression equation value of $14.651 + 0.373 X_1 = Y$. In part, the results of the hypothesis test show that work motivation has a positive and significant effect on work performance at PT Krisbow Indonesia ($t \text{ count} > t \text{ table}$ or $(4.677 > 1.985)$), and this is supported by a probability significance of $0.000 < 0.05$ with a regression equation value of $Y = 25.427 + 0.405 X_2$. At the same time, teamwork and work motivation have a significant effect on work performance at PT Krisbow Indonesia ($F \text{ count} > F \text{ table}$ or $(33.276 > 2.700)$), which is also moderated by a $p \text{ value} < \text{Sig}.0.05$ or $(0.000 < 0.05)$ with the regression equation $Y = 13.476 + 0.342 X_1 + 0.083 X_2$

INTRODUCTION

In order to achieve good teamwork, there are several stages of cooperation that are carried out, namely the same place, the same mind, and the same soul. The same place can be interpreted as the beginning of togetherness, because the same place encourages people to increase cooperation based on group togetherness and creates a harmonious organization. The same mind, that someone who has the same idea about a problem will encourage them to work together in uniting their minds in determining a strategy for achieving the solution to the problem faced so that they will get maximum results between members.

The same feeling, it is undeniable that the same problem will create a bond of feelings between members, will give rise to a sense of togetherness in facing problems, with these conditions they will unite their feelings and ideas to be able to unite in solving difficulties when carrying out tasks. The same soul, is the highest unity in working together, where this same soul is based on mutual trust between groups so that organizational culture and culture are realized in the group, (Arief Budiman in the *Martinus Rukismono journal*, 2022: 4). Teamwork is very beneficial according to Kaswan (2019) because it can create a higher quality project and is able to emphasize efficiency and increase higher employee work productivity and encourage future organizational development. According to Budiman (2022) Leaders give freedom to members of the organization, subordinates do not have a strong grip on solving problems.

One of the characteristics of a permissive leader is that the leader does not set strict rules in the organization so that the trust of organizational members is low. The leader accepts all suggestions given by subordinates, is afraid or slow to make a decision and is very friendly, tends not to hurt subordinates. Related to the above is one ongoing and confusing problem faced by organizational leaders is why some employees' work performance is lower than other employees.

Maybe he is indeed unable to complete the assigned work, but maybe he also does not have the motivation to work well (Monika, 2020). Since human resources will arrange and manage other resources held by the company to help fulfill its own goals, it is impossible to divorce an organization's or institution's success in accomplishing its goals from its human resources. For agencies, human resources are crucial (Kusuma, 2020). Strong management, lower staff turnover, and increased production are all benefits of high job performance. A high degree of performance at work may also have its own advantages, like raising pay, boosting prospects for advancement, decreasing the likelihood of being demoted, and enhancing an employee's expertise and knowledge in their respective professions.

On the other hand, low employee performance levels indicate that the employee is actually incompetent in his/her job, as a result it is difficult for him/her to be promoted to a higher level, and in the end it can also cause the employee to be terminated (Fahmi, 2017). Employees of a company who have work motivation certainly have good performance at work. Workplace motivation is crucial to ensuring that workers don't give up easily and keep

coming up with innovative solutions to problems they encounter while doing their duties. Mujiatun (2018) asserts that one of the factors influencing human behavior is motivation, which is also referred to as a driver, desire, supporter, or need that can excite and motivate an individual to lessen and satisfy their own drives in order to act in ways that will result in the best possible outcomes. PT Krisbow is a home brand of the Kawan Lama Group, which has been around since 1998 and presents a complete collection of quality products for commercial, industrial, and household needs. The results of initial observations, related to teamwork at PT Krisbow Indonesia, are that teamwork is a core value that must be carried out by all employees. In this case, the company has one of them, namely a team complement. Division of work at PT Krisbow Indonesia, when a department is given a goal (target), then each employee in that department becomes a team (one group) to work on or achieve the goal (objective) that the company has given to employees.

Table 1. PT Krisbow Indonesia Work Performance Index Data Period 2023

No	Performance Indicator	Target Achievement	Presentation Achievement
1.	Below Expectations	90-100	84,1
2.	Lack of Expectations	90-100	86,4
3.	Meets Expectations	90-100	91,5
4.	Exceeds Expectations	90-100	96
5.	Highly Expected	90-100	98

Source: Data on the Performance Index of PT Krisbow Indonesia (2023)

Therefore, to improve the performance of its employees, PT Krisbow Indonesia strives for each employee to comply with the regulations in the company and can work with all their abilities in completing their abilities in carrying out their work and as much as possible create comfortable working conditions so that employees feel satisfied in working so that the company's goals are maximized. When employee performance increases, employees will be promoted to the next level (next position). When employees level up, the benefits received from the company will also increase but remain the standard from the government.

The division of teamwork at PT Krisbow Indonesia is as follows:

Table 2. Division of Employee Work Teams at PT Krisbow Indonesia

No	Job	Amount
1.	<i>Supervisor</i>	2 People
2.	<i>Sales Marketing</i>	9 People
3.	<i>Product Specialist</i>	8 People
4.	<i>Employe</i>	9 People
	Total	30 People

Source: HRD PT Krisbow Indonesia (2023)

One type of group activity that requires careful planning and management is teamwork. The team is organized to collaborate with the leadership and is made up of individuals with varying educational backgrounds and skill sets. Members rely heavily on one another to do a task or reach an objective.

Employee motivation is crucial since it is a gauge of how well employees perform at work. Therefore, if the company's system is equitable for all workers, it will motivate them to perform better and take greater responsibility for every task assigned to them. PT Krisbow Indonesia will provide incentives to appreciate employee achievements that can be seen from the worker's effectiveness in performing their job. It is thought that if the corporation pays more attention to incentives, employees' abilities and motivation for their work would improve, which will boost employee performance. Employees with strong work motivation will be more devoted to their occupations, be able to perform effectively, and love their jobs more, all of which will improve work performance.

Work performance is the outcome of an employee's efforts in a firm, both in terms of quantity and quality. If all current employees have performed their jobs as assigned, the firm will be able to accomplish its objectives more easily. Work performance may also be used to characterize or evaluate how well an employee completes their job; high-achieving employees are those that take responsibility for their work and are enthusiastic about it. assigned to them. Several factors that can be used as standards for work performance, namely: Quality of work which includes accuracy, precision, skills, and quantity of work which includes non-routine output (extra), the ability to take the initiative and cooperation. Teamwork and motivation are important variables that can determine employee work performance in a company, teamwork can determine the course of roles, functions and goals in the company. Meanwhile, motivation can determine the extent to which employees are willing to try and work optimally to achieve the company's goals.

LITERATURE REVIEW

Teamwork

A team is a group in which there are individuals who have efforts to achieve better work results than opinions. (Robbin, 2017) According to Stott and Walker, the definition of Teamwork is a cooperative effort and coordination effort carried out by everyone who works together in a group with different backgrounds requiring members with personalities who have leadership souls in playing roles in a group. Bene and Seats (in Marpaung, 2019) state that a team or group is a group of people who work according to their duties as cooperative and productive individuals to achieve the results desired by the organization.

In a team, cooperation is a basic need that can support work performance. For those who have worked together on the team, cooperation can foster synergy. It is challenging to develop innovative and unique ideas without effective collaboration. According to Bachtiar (2019), cooperation is the synthesis of several people's strengths to accomplish a common objective. Collaboration will bring together the power of ideas that will make things happen.

Work Motivation

According to Siagian (2019:138), In order to accomplish goals and other organizational targets that have been previously established, motivation is the driving force that makes a member of an organization willing and ready to mobilize the ability to form expertise and skills of energy and time to carry out various activities that are his responsibility and fulfill his obligations.

Motivation is the supply of a driving force that generates an individual's job excitement so that they are eager to collaborate, work efficiently, and integrate all of their efforts to reach fulfillment, according to Hasibuan (2019:143).

Workplace motivation is one of the elements that also affects an individual's performance, claims Hamzah B. Uno (2012:71). The degree to which motivation is applied determines how much of an impact it has on an individual's performance.

Work Performance

Hasibuan (2019:25) explains that an employee's work performance is the outcome of their ability to complete the duties that have been allocated to them based on their abilities, experience, sincerity, and time. Maulana, T., Lesmana, & M.T. Arif, M. (2020:17) Employee performance is a skill, and workers may perform better if they have the skill relevant to their line of work. The degree of a person's proficiency in the tasks that comprise their work is known as their performance.

METHODOLOGY

The study was carried out at PT Krisbow Indonesia, which is situated in Jl. Puri Kencana No. 1 Meruya, Gedung Kawan Lama. The postcode is 11610. West Jakarta City is the city. Province: Jakarta DKI. This research was implemented between December 2024 and February 2025. The author employed a descriptive methodology and quantitative research in this work. The population employed as the object in this study is PT Krisbow Indonesia, which has 96 employees, according to the chosen research site. The author employed saturation sampling in this investigation. Thus, the author selected 96 participants for this investigation.

RESULT

Multiple Linear Regression Analysis

Results of Multiple Regression Testing of Teamwork Variables (X1) and Work Motivation (X2) on Work Performance (Y)

Table 3. Multiple Linear Regression Analysis

		Coefficients ^a		Standardized Coefficients		
Model		Unstandardized Coefficients	Std. Error	Beta	t	Sig.
		B				
1	(Constant)	13.476	3.620		3.723	.000
	Teamwork	.342	.057	.589	6.036	.000
	Work motivation	.083	.091	.089	.914	.363

a. Dependent Variable: Work performance

The regression equation $Y = 13.476 + 0.342 X_1 + 0.083 X_2$ may be derived from the regression calculation analysis findings in the preceding table. The following inferences may be made from the aforementioned equation:

- 1) The constant equation value of 13.476 indicates that there is a Work Performance (Y) value of 13.476 points in the absence of the Teamwork (X1) and Work Motivation (X2) variables.
- 2) The Teamwork (X1) value of 0.342 indicates that Work Performance (Y) will rise by 0.342 points for every unit increase in the Teamwork (X1) variable, in this instance Work Discipline.
- 3) The Work Motivation (X2) value of 0.083 indicates that Work Performance (Y) will rise by 0.083 points for every unit increase in the Work Motivation (X2) variable, in this instance Career Development.

Correlation Coefficient Analysis (r)

Findings from the Analysis of the Simultaneous Correlation Coefficient Between Work Motivation (X2) and Teamwork (X1) on Work Performance (Y)

Table 4. Correlation Coefficient Analysis (r)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.646 ^a	.417	.405	2.911

a. Predictors: (Constant), Work Motivation, Teamwork

b. Dependent Variable: Work performance

A correlation coefficient value of 0.646 was found based on the test findings in the above table, indicating a strong association between the Work Performance (Y) and the Teamwork (X1) and Work Motivation (X2) variables.

Analysis of Determination Coefficient (R Square)

Findings from the Concurrent Evaluation of the Determination Coefficient Between Work Motivation (X2) and Teamwork (X1) on Work Performance (Y)

Table 5. Analysis of Determination Coefficient (R Square)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.646 ^a	.417	.405	2.911

a. Predictors: (Constant), Work Motivation, Teamwork

b. Dependent Variable: Work performance

The R-Square value (determination coefficient) is 0.405, or 40.5%, based on the test results in the above table. This indicates that the Teamwork and Work Motivation variables have a 40.5% impact on Work Performance, with the remaining 59.5% (100% - 40.5%) being influenced by other factors not included in this study.

Partial Hypothesis Testing (t-Test)

Hypothesis Test Results (t-Test) of Teamwork Variable (X1) on Work Performance (Y)

Table 6. Partial Hypothesis Testing (t-Test)
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1 (Constant)	14.651	3.381		4.333	.000
Teamwork	.373	.046	.642	8.114	.000

a. Dependent Variable: Teamwork

Source: Processed Primary Data

On the test results in the table above, the t-test value is obtained $> t$ -table or $(8.114 > 1.985)$ Additionally, the ρ value $< \text{Sig}.0.05$ or $(0.000 < 0.05)$ supports this. PT Krisbow Indonesia's work performance is significantly influenced by teamwork, as seen by the rejection of H0 and acceptance of H1.

Findings from the t-Test of Work Performance (Y) and Work Motivation Variables (X2)

Table 7. Regression Coefficients of Work Motivation on Work Performance
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1 (Constant)	25.427	3.556		7.150	.000
Work motivation	.405	.087	.435	4.677	.000

a. Dependent Variable: Work performance

Source: Primary Data processed.

The tcount number is more than the ttable, or $(4.677 > 1.985)$, according to the test results in the preceding table. Additionally, the ρ value $< \text{Sig}.0.05$ or $(0.000 < 0.05)$ supports this. As a result, H0 is rejected and H2 is approved,

indicating that at PT Krisbow Indonesia, work motivation and performance have a strong partial effect.

Simultaneous Hypothesis Testing (F Test)

Results of the Hypothesis (F Test) on the Effects of Work Motivation (X2) and Teamwork (X1) on Work Performance (Y) at the Same Time

Table 8. Simultaneous Hypothesis Testing (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	563.930	2	281.965	33.276	.000 ^b
	Residual	788.028	93	8.473		
	Total	1351.958	95			
a. Dependent Variable: Employee performance						
b. Predictors: (Constant), Career Development, Work Discipline						

Source: Primary Data processed. Version 25

DISCUSSION

The Effect of Teamwork (X1) on Work Performance (Y)

Based on the results of the analysis, the regression equation value $Y = 14.651 + 0.373 X1$, the correlation coefficient of 0.642 means that the two variables have a strong relationship. The determination value or contribution of the influence of Teamwork (X1) on Work Performance (Y) is 0.406 or 40.6% while the remaining 59.4% is influenced by other factors. Hypothesis testing obtained a tcount value > ttable or (8.114 > 1.985) this is H0 is rejected and H1 is accepted, indicating that teamwork has a substantial impact on work performance at PT Krisbow Indonesia. This conclusion is supported by a probability significance of $0.000 < 0.05$.

An attitude that recognizes the value of discipline is one in which people willingly follow the rules and are conscious of their obligations. The goal of discipline is to minimize time and energy waste in order to maximize efficiency. Increasing discipline is a crucial component of human resource management and a key element in enhancing performance, according to Hariandja in Meilany et al. (2015). According to Raharjo in Pangarso (2016), employee performance factors are influenced by work discipline variables. Incompatibilities in values and attitudes can accompany variations in assessment amongst members of an organization.

2. How Work Performance (Y) Is Affected by Work Motivation (X2)

The statistical findings indicate a significant association between the two Work Motivation variables, as indicated by the correlation coefficient of 0.646 and the regression equation value $Y = 25.427 + 0.405 X2$. Work Motivation's (X2) effect on Work Performance (Y) has a determination value of 0.180, or 18.00%, while other factors account for the remaining 82.00%. Using hypothesis testing, a tcount value > ttable or (4.677 > 1.985) was produced. At PT Krisbow Indonesia, work motivation has a considerable impact on work performance, as evidenced by the probability significance of $0.000 < 0.05$, which rejects H0 and accepts H2.

3. How Work Motivation (X2) and Teamwork (X1) Affect Work Performance (Y)

Based on the results of the study, it shows that Teamwork (X1) and Work Motivation (X2) has a positive impact on work performance, and the correlation coefficient value is 0.646. Given that the R-Square value (determination coefficient) is 0.405, or 40.5%, and that the Teamwork (X1) and Work Motivation (X2) variables have a strong relationship with Work Performance (Y), it can be said that these variables have a 40.5% impact on Work Performance, with the remaining 59.5% (100% - 40.5%) being influenced by other factors not included in this study. The calculated F value > F table or (33.276 > 2.700). The p value < Sig.0.05, or (0.000 < 0.05), further supports this. Therefore, H0 is rejected and H3 is approved, demonstrating that teamwork and work motivation have a major impact on work performance at PT Krisbow Indonesia at the same time.

CONCLUSIONS AND RECOMMENDATIONS

The following are the findings from the analysis and discussion of the impact of work motivation and teamwork on job performance, as well as the description in the preceding chapters: The hypothesis test results, which showed a t count > t table or 8.114 > 1.985 and a probability significance of 0.000 < 0.05 with a regression equation value of $Y = 14.651 + 0.373 X1$, partially demonstrate that teamwork has a positive and significant impact on work performance at PT Krisbow Indonesia. At PT Krisbow Indonesia, work motivation has a positive and substantial impact on work performance. This is demonstrated by the hypothesis test results, which show that t count > t table or (4.677 > 1.985), and are supported by a regression equation with a probability significance of 0.000 < 0.05 value of $Y = 25.427 + 0.405 X2$, Simultaneously Teamwork and Work Motivation have a significant effect on Work Performance at PT Krisbow Indonesia, this can be proven by the value of F count > F table or (33.276 > 2.700), this is also moderated by p value < Sig.0.05 or (0.000 < 0.05) with the regression equation obtained $Y = 13.476 + 0.342 X1 + 0.083 X2$.

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