

# Motivation and Productivity of Santripreneurs: Is It Correlated?

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## Abstract

Problems related to productivity are often found in factory employees in any company, including factories located in Islamic boarding schools. One of the factors that can affect productivity is the motivation factor. This study aims to determine the relationship between motivation and productivity in the santripreneur salt processing business unit in an Islamic boarding school. The research was carried out using quantitative research with a Likert scale as a measuring tool. The research subjects were 25 people with an age range of 20-30 years who were obtained using a saturated sampling technique. This study used the *Spearman correlation test* with  $r = 0.903$  ( $\rho = 0.000$ ;  $\rho < 0.05$ ). These results indicate that there is a significant positive relationship between motivation and productivity in the salt processing business unit santripreneur in an Islamic boarding school.

**Keywords:** motivation, productivity, santripreneur

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## Introduction

The independence of the pesantren, which is the concept promoted by the Sunan Drajat Islamic Boarding School (PPSD), Lamongan, is in accordance with the current strategic issues. Departing from the basis of Law number 18 of 2019 concerning Islamic Boarding Schools, currently, Islamic Boarding Schools function not only as educational institutions and da'wah institutions but also function as community empowerment institutions. The number of business units managed by Islamic boarding schools has had a major impact, on the economy of the Islamic boarding schools, students, and the surrounding community. Economic development is an effort to achieve pesantren independence. For this reason, PPSD has also expanded its business units. With business units owned, Islamic boarding schools are not only places of practice for students, but also help finance the education of students. By having these units, they can become practice institutions for students and become profit-oriented, whose profits are then channeled for the benefit of Islamic boarding schools. Islamic boarding schools function not only as educational and da'wah institutions but also as community empowerment institutions.

In this context, the concept of santripreneur emerges. The santripreneur program's purpose is to grow and develop industrial units and new industrial entrepreneurs in Islamic boarding schools. The benefits of santripreneurs are that students are skilled at entrepreneurship, increased production capacity can meet the internal and external needs of Islamic boarding schools, broad market networks, increased number of entrepreneurs, and industrial students from Islamic boarding schools. Industrial students focus on developing existing industrial units and human resources in the Islamic boarding school environment which consists of students and alumni students.

Santripreneur is a term that comes from a combination of the words "student" with "entrepreneur". According to the Big Indonesian Dictionary, the word "Santri" is a person who is studying. What is Entrepreneur? Entrepreneur comes from the English word which means entrepreneur or someone who becomes an entrepreneur. Entrepreneurs are activities or people who have entrepreneurial activities with the characteristics of someone who is good at seeing new product opportunities and has innovation and development. From the explanation above, an entrepreneur has been known by the public for a long time, but this term will change according to the times. From the above understanding, we can conclude that a santripreneur is someone who studies and lives in a boarding school and is capable of entrepreneurship with new and innovative products.

Because santripreneurs also aim to become productive entrepreneurs, labor productivity is a barometer of how far workers are used effectively in a production process to achieve the expected output. Employee productivity in a company is very important. This is no exception in the Lamongan Islamic boarding school which has a salt factory business. Employees in this company are students who are empowered as well as professional workers. Productivity is the comparison between the results achieved with the participation of labor per unit of time. Or a number of goods/services that can be produced by a person or group within a certain period of time (Sutrisno, 2015).

Productivity according to Sutrisno (2015) is very important for employees in the company. To measure work productivity, an indicator is needed, as follows: (1). Ability, Having the ability to carry out the task. The ability of an employee is very dependent on the skills possessed and their professionalism at work. (2) Improving the Results Achieved, Trying to improve the results achieved. The result is one that can be felt by both those who do and those who enjoy the results of the work. So steam takes advantage of work productivity for each

involved in work. (3) Work Spirit, This is an effort to be better than yesterday. This indicator can be seen from the work ethic and results achieved one day later compared to the previous day. (4). Self- Development, Always develop yourself to improve your work skills. Self-development can be done by looking at challenges and expectations with what is being faced. Because the stronger the challenge, self-development is absolutely necessary. Likewise, the hope to be better will in turn greatly impact the desire of employees to improve their abilities. (5). Quality, Always trying to improve quality better than before. Quality is the result of work that can show the quality of work of an employee. So, improving quality aims to provide the best results which in turn will be very useful for the company and itself. (6). efficiency. Comparison between the results achieved with the overall resources used. Input and output are aspects of productivity that have a significant influence on employees.

Tiffin and Cormick ( in Sutrisno, 2009) explained that there are two groups of factors that influence work productivity, namely: 1) Factors that exist in the individual, namely age, temperament, individual physical condition, fatigue, and motivation. 2) Factors that exist outside the individual, namely physical conditions such as sound, lighting, rest time, length of work, wages, a form of organization, social environment, and family.

From these two opinions, motivation is a factor that affects productivity. According to Herzberg (in Robbins and Judge, 2011), intrinsic motivation is the motivation that grows from within a person without being influenced by other people to do something to achieve certain goals. While extrinsic motivation is the motivation that comes from outside a person's self such as solicitation, orders, or coercion from other people in the hope of achieving a goal that can benefit him.

Previous studies related to these 2 variables have been carried out by Rahmawati ( 2013) the role of managers in motivating employees' work by providing Salaries, Bonuses, and Promotions has affected employee work productivity. In addition, when the research was conducted on freelance workers at the Environmental Management Agency of North Minahasa Regency, it also proved that there is a relationship between work motivation and work productivity ( Rodonuwu, 2016 ). Likewise, the results of Laksmiari's research ( 2019) show that work motivation has a significant effect on the work productivity of employees of the Lotus Flower Tea company by 50.8%. The results of a correlation of 0.795 between work motivation and employee work productivity at the Depok Branch of Employment BPJS are also shown from the results of Lestari's research ( 2019). For employees who work in agencies (Samsat) Sidrap Regency also shows that motivation influences work productivity. This is marked by the realization of regional income, orderliness, accountability, and innovation as part of the agency's vision (Mukhtar, 2020) Some of these studies show that motivation has a significant relationship with productivity.

## Method

There are two variables examined in this study, namely productivity as the dependent variable and motivation as the independent variable. The productivity variable refers to the theory developed by Sutrisno (2015). Meanwhile, motivation refers to the theory developed by Herzberg (in Robbins and Judge, 2011). This research involved 25 employees. This research method uses a quantitative approach. The data collection method used was a questionnaire in the form of a Likert scale, namely the productivity scale and the motivation scale. This scale contains 5 choices of agreement from Strongly Agree (score 5) to Strongly Disagree (score 1). Productivity is measured using a productivity scale of 30 items developed by Sutrisno (2015) which is based on 6 dimensions, namely (1) Ability, (2) Improving results achieved (3) Morale (4) Self-development (5) Quality (6) Efficiency. The productivity score is obtained based on filling out the productivity scale by respondents. The results of the productivity scale show the level of productivity in respondents according to the score obtained, the higher the total score on the productivity scale obtained, the level of productivity possessed by a person is higher. Vice versa, the lower the total score on the productivity scale which obtained so level of productivity which owned somebody the lower. Motivation is measured using a motivation scale developed by researchers referring to the motivation theory developed by Herzberg (in Robbins and Judge, 2011) which consists of two dimensions, namely intrinsic motivation and extrinsic motivation. The motivational scale consists of 12 items based on these two dimensions. The results of the motivation scale show the level of motivation in the respondents. If the total score of the motivation scale obtained is higher, then the level of motivation a person has is increasing tall. So also on the contrary, if the more low score scale motivation is obtained \_ so the level of motivation owned by somebody the lower. This research is a correlational study, which aims to determine the relationship between the two variables. In this study, data analysis was carried out by testing measuring instruments and testing hypotheses. The measuring instrument test includes validity and reliability tests. Test the hypothesis using analytical techniques Spearman correlation. To process the research data, SPSS 20.0 for windows software was used.

## Results

The description of the research respondents based on the data obtained is as follows:

Table 1.  
*Description of Research Respondents*

Information	Details	Amount
Education	Junior High School	48%
	Senior High School	4%
	S1	48%
Marital status	Marry	20%
	Not married	80%
Age	20-30 years	100%
Years of service	0-16 months	68%
	17-33 months	4%
	34-50 months	16%
	51-67 months	0%
	68-74 months	4%
	NA	8%

Based on data in Table 1 is known that respondents in the study 48% have a junior high school education, the same number as those with a bachelor's degree. Meanwhile, the number of those with high school education is the saat me 4 %. The dominant respondents were not married, namely 80%. While those who are married are 20%. They all have an age range of 20-30 years. The majority of them have worked for 0-16 months, namely 17 people (68%). There were 2 people who did Not Answer (NA)

The results of the calculation of the productivity scale measuring tool show that in the first stage there are two items dropped because the correlation is below 0.3. The second stage shows that all items (28 items) are valid, moving from a score of 0.489 to 0.975. While the reliability of measuring instruments shows a score of 0.980. While the results of the calculation of the motivational scale measuring instrument show that all items are valid because the correlation is above 0.3. Validity shows a score of 0.514 to 0.945. The reliability of the measuring instrument shows a score of 0.967. This means that both the productivity scale and the motivation scale are valid and reliable measurement tools.

The next table will explain the relationship between motivation and productivity, as follows

Table 3:

*The results of research on the relationship between motivation and productivity*

Variable	N	R	r 2	p.s
Motivation* Productivity	25	0.903	0.815	0.00 (p<0.05)

Figures in Table 3 show that there is a significant correlation between the variables of motivation and productivity in santripreneurs, indicated by the Spearman correlation value of 0.903 with p=0.00 (p<0.05). The results of the analysis indicate that the hypothesis is accepted. The relationship between the two variables is directed positively, so it can be interpreted that the higher the motivation, the higher the productivity, conversely the lower the motivation, the lower the productivity.

## Discussion

The results obtained based on the data analysis that has been carried out are  $r = 0.903$  and  $p=0.00$  ( $p<0.05$ ). This shows that there is a very strong positive relationship between motivation and productivity. The higher a person's motivation, the person has the high level of productivity. Conversely, if someone has a low level of motivation then that person has a low level of productivity as well. These results are in accordance with the opinion of Tiffin and Cormick (in Sutrisno, 2009) that motivation is one of the factors that influence productivity.

Motivation makes a significant contribution to the productivity of santripreneurs . If a person can develop the character of motivation within himself both from within and from outside then he can produce good productivity as well. This internal motivation is an encouragement that grows from within a person without being influenced by other people to do something to achieve certain goals. Meanwhile, external motivation can include invitations, orders, or coercion from other people in the hope of achieving a goal that can benefit them. This could include a higher position, commission, or bonus. All of these motivations make the santripreneur try to improve the results achieved. The result is one that can be felt by both those who do and those who enjoy the results of the work. They are able to carry out tasks that depend on the skills possessed and their professionalism at work. They also try to be better than yesterday which can be seen from the work ethic and results achieved one day later compared to the previous day. They try to improve quality better than before because they have the principle that quality is the result of work that can show the quality of an employee's work. So, improving quality aims to provide the best results which in turn will be very useful for the company and itself. For himself, he always develops himself to improve his workability. Self-development is done by looking at challenges and expectations with what is faced. Because the stronger the challenge, self-development is absolutely necessary.

Likewise, the hope to be better will in turn greatly impact the desire of employees to improve their abilities. This is also in accordance with the results of the open-ended questionnaire which resulted in the finding that students who also work as employees at Islamic boarding schools feel they have more value. Among them there are those who think that there is self-maturity in the form of dedication, and they still act professionally; feeling better than before; provide more experience; be more disciplined in doing work, be more thorough, and pay attention to tasks (work); can read the Koran, can go to college and can work; feel himself getting better.

In addition, productivity is also influenced by the characteristics of the workforce. This is in accordance with the opinion of Utami (2015) that labor productivity can be influenced by several factors such as age, level of formal education, and others. All santripreneurs as respondents are aged 20-30 years. The age level is very influential on labor productivity because it is related to the physical abilities of a worker. Age worker's productive people tend to be physically stronger than workers of non-productive age. This is because in old age the strength or physical exertion will tend to decrease. Young age reflects a strong physique so that it can work fast so that the resulting output also increases, and on the contrary.

In addition, education will not only add insight and knowledge but can also improve work skills so that it will increase work productivity. Education provides knowledge for work completion. The higher the level of education, the higher the level of labor productivity. Conversely, the lower the level of education, the lower the level of labor productivity. Respondents have a balanced level of education between junior high school and bachelor's degree, namely 48% each, while the rest are high school level. A level of education is needed to form quality human resources because education can create a workforce mindset so that they are able to compete in the world of work. The higher the education of a worker, the wider his knowledge and insights, and the more directed his thinking can be so that in the end his productivity tends to be higher.

The results of research related to individual characteristics were also shown by Ukkas (2017) which showed that education level, age, work experience, and gender had a significant positive effect on the productivity of the small industrial workforce in Palopo City.

The weakness of this study is that researchers cannot control the various factors that affect productivity in respondents. The weakness of correlational quantitative research is that it is unable to explain in depth the concept of motivation in each individual which is then linked to productivity. The second weakness, researchers realize that productivity is not a simple thing to do. Filling using a productivity scale has weaknesses in measuring the actual level of productivity, not to mention the existence of *faking good* in filling out the scale. In further research, it is necessary to use research methods and a better and more specific selection of respondents.

## Conclusion

Based on the results of data analysis and discussion, it can be concluded that the level of productivity can be explained significantly by motivation. The results of the analysis explain that the higher the motivation, the higher the productivity of the santripreneur.

## Suggestion

Suggestions for future researchers, for future research that will raise the same topic or develop the topic of productivity or motivation, can add or link it with other variables such as training, or with different research methods such as motivational training experiments or other methods, and development tool measuring which reliability and its validity better

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