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The Effect Of Facilities And Motivation On Work Productivity At The Prof. Dr. Moestopo University Dental Hospital (Beragama)

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh fasilitas dan motivasi terhadap produktivitas kerja di RSGM Prof. Dr. Moestopo (Beragama). Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian cross sectional. Dalam penelitian ini peneliti mengambil sampel dengan menggunakan probability sampling dengan pendekatan teknik simple random sampling. Teknik pengumpulan data melalui kuesioner kepada 82 mahasiswa Co-ass. Teknik analisis data menggunakan uji validitas, ujii reliabilitas, analisis deskriptif dan analisis data statistik inferensial. Data yang telah dikumpulkan dianalisis dengan bantuan program komputer. Hasil penelitian menunjukan bahwa fasilitas berpengaruh secara positif dan signifikan terhadap produktivitas kerja mahasiswa co-ass di RSGM Prof. Dr. Moestopo (Beragama). Motivasi berpengaruh secara positif dan signifikan terhadap Produktivitas Kerja mahasiswa co-ass di RSGM Prof. Dr. Moestopo (Beragama). Fasilitas dan Motivasi secara bersama-sama (simultan) berpengaruh secara positif dan signifikan terhadap Produktivitas Kerja mahasiswa co-ass di RSGM Prof. Dr. Moestopo (Beragama)

Kata Kunci: Fasilitas, Motivasi, Produktivitas Kerja, Rumah Sakit Gigi dan Mulut

Abstract

This study aims to analyze the simultaneous effect of Facilities and Motivation on Work Productivity at Prof. Dr. Moestopo (Beragama) Dental and Oral Hospital. This research employs quantitative methods with a cross-sectional approach. The sample was selected using a simple random sampling technique. Data collection was conducted through questionnaires distributed to 82 dental clinical clerkship students. The data were analyzed using validity tests, reliability tests, descriptive analysis, and inferential statistics. The results show that Facilities have a positive and significant effect on the dental clinical clerkship students' work productivity. Similarly, Motivation has a positive and significant effect on the dental clinical clerkship students' work productivity. Together, Facilities and Motivation simultaneously affect the dental clinical clerkship students' work productivity at Prof. Dr. Moestopo (Beragama) Dental and Oral Hospital

Keywords: *Facilities, Motivation, Work Productivity, Dental and Oral Hospital.*

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1. Introduction

Dental and oral hospitals are health care facilities that provide dental and oral health care services to individuals for treatment and recovery without neglecting health promotion and disease prevention services carried out through outpatient, emergency and medical treatment services (Permenkes, 2004).

In performing its functions in the fields of medicine, dentistry, and other health sciences, the educational hospital is tasked with providing integrated healthcare services by prioritising good clinical governance, the advancement of evidence-based science and technology in medicine, dentistry, and other health sciences, while

considering professional ethics and legal aspects health law, carried out in accordance with patients' medical needs, service standards, and prioritising patient safety (PPRI No. 93, 2015).

Dental and oral hospitals for dental professional education are a type of professional education aimed at mastering knowledge and applying it to the community in the field of dentistry to produce dentists (Perkonsil, 2014).

Although dental education is a type of professional education, education in the field of dentistry is a form of education that consists of an integrated whole, encompassing academic education and professional education, which is designed to produce graduates who have competence in medical and dental science and skills in the field of dentistry, with a holistic and humanistic approach towards patients, accompanied by a high level of professionalism and always grounded in ethical considerations (Perkonsil, 2014).

Prof. Dr. Moestopo (Beragama) Dental and Oral Hospital has medical service facilities consisting of an outpatient unit, an inpatient unit, and an emergency room. The outpatient unit provides dental and general health services for patients who come directly or are referred. Additionally, this unit provides facilities to support the dental medicine professional programme and dental medicine students participating in the Continuing Dental Medicine Education programme. For referred patients or patients wishing to be treated by a dentist or dental specialist, services are available at the hospital's specialised clinic RSGM.

In addition to general health services, the Prof. Dr. Moestopo (Beragama) Dental and Oral Hospital has eight laboratories for dental and oral patient services. These laboratories are Oral Surgery, Orthodontics, Oral Medicine, Periodontics, Paedodontics, Prosthodontics, Conservation, and Radiology. The public can receive treatments such as tooth extraction, braces, tartar removal, cavity treatment, and others.

Educational dental and oral hospitals must have facilities and physical educational equipment, services, and research for staff and students to enable the learning process. The role of educational dental and oral hospitals as a means of learning is crucial in achieving competence. Professional education programmes will be successful if they have clear learning objectives, structured and balanced activities, and a clear and objective evaluation system.

Workers can perform their duties effectively if there are adequate supporting facilities. Work facilities are tools for working or work equipment resources, including tools, materials, and facilities that can influence work performance, taking into account: 1. The users of work facilities or their physical quality. 2. Their intellectual aspects. 3. How they are used or operated.

Essentially, standard operating procedures regarding facilities in the workplace or clinical laboratories for students in professional education programmes are regulated by each dental institution and refer to the Medical Council (2006). Each institution or university is required to develop highly productive educational methods using available facilities so that students can engage in the educational process efficiently and enjoyably. Productivity is more than just science technology and management techniques; it also encompasses philosophy and fundamental attitudes based on a strong motivation to continuously strive for a good quality of life.

The drive that an individual possesses can generate, direct, and organise behaviour. This is part of the psychological process that an individual possesses, which describes an interaction between attitudes, perceptions, needs, and decisions. In pursuing professional education, motivation requires support and assistance from DPJP doctors (supervisors) when students encounter difficulties in performing clinical work, as well as nurses who assist in facilitating the clinical work of co-ass students. Co-ass students are medical personnel who play a crucial role in dental and oral hospitals. Their ability to utilise available facilities and resources effectively results in optimal outcomes, and potentially maximised results. If student productivity declines, it will affect the quality of service provided, which will impact the image of the dental and oral hospital. The availability of facilities that support clinical learning for co-ass students and motivation can assist students in clinical work, which can increase the work productivity of co-ass students so that the professional requirements can be achieved.

The University of Prof. Dr. Moestopo Dental and Oral Hospital (Beragama) is not exempt from shortcomings, which require the hospital to implement management policies that can improve the facilities needed by co-ass students to assist in carrying out their professional education and motivation to increase the productivity of co-ass students. This can be seen from several co-ass students expressing complaints about inadequate dental units, insufficient materials and tools, uncommunicative nursing staff, lack of communication when using facilities to treat patients, ineffective facility usage schedules, and insufficient DPJP doctors to effectively and efficiently guide co-ass students. Based on this, the researcher was interested in conducting a study on "The Influence of Facilities and Motivation on Work Productivity at the RSGM Univ. Prof. Dr. Moestopo (Beragama)".

2. Method

Based on these variable indicators, a conceptual framework for this research can be developed as presented in the following figure.

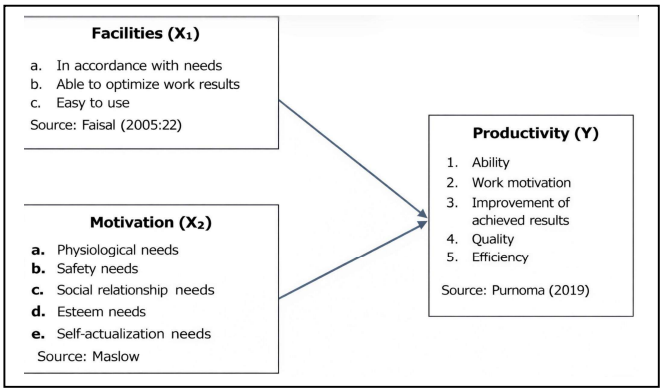

Figure 1. Research Framework
Source: Data processed by Author

Based on the conceptual framework that has been shown earlier, the hypothesis in this study is formulated as follows:

H1: There is an effect of facilities on work productivity at Prof. Dr. Moestopo Dental Hospital (Beragama).

H2: There is an effect of motivation on work productivity at Prof. Dr. Moestopo Dental Hospital (Beragama).

H3: There is an effect of facilities and motivation on work productivity at Prof. Dr. Moestopo Dental Hospital (Beragama).

The method used in the study on the "Effect of Facilities and Motivation on Work Productivity at the Prof. Dr. Moestopo (Beragama) University Dental Hospital" is quantitative research with a cross-sectional design. According to Sugiyono (2012): "Quantitative data is a characteristic of a variable whose values are expressed in numerical form." Based on its form and nature, quantitative data is data in the form of numbers or figures. In accordance with its form, quantitative data can be processed or analyzed using mathematical or statistical calculation techniques (Hartanto & Yuliani 2019).

This research design uses a cross-sectional approach. According to Sugiyono (2016), cross-sectional is a research design that involves measurement or observation at the same time or at one time. Sugiyono (2012) explains that a correlation study examines the relationship between two or more variables, namely the extent to which variations in one variable are related to variations in other variables. The selection of methods in this study was based on research that sought to examine and observe the influence of facilities and motivation on work productivity at the Prof. Dr. Moestopo (Beragama) University Dental Hospital.

The data analysis in this study was conducted through several stages to ensure the accuracy, validity, and reliability of the research findings. Prior to data collection, the research instrument in the form of a questionnaire was tested for validity and reliability using respondents with similar characteristics to the research sample at the Dental and Oral Hospital of Prof. Dr. Moestopo University. Validity testing was performed using the Pearson Product Moment correlation to measure the accuracy of each questionnaire item, while reliability was assessed using Cronbach's Alpha to evaluate the internal consistency of the valid items. Following instrument testing, descriptive statistical analysis was employed to describe respondents' perceptions of each research variable by analyzing minimum, maximum, and mean values. Inferential statistical analysis was then applied to examine the influence of facilities and motivation on work productivity and to generalize the results to the population. Prior to hypothesis testing, classical assumption tests were conducted to ensure the appropriateness of the regression model. These tests included normality testing using the Kolmogorov–Smirnov method, heteroscedasticity testing through scatterplot analysis, and multicollinearity testing using correlation matrices, Variance Inflation Factor (VIF), and tolerance values. Hypothesis testing was subsequently carried out using multiple linear regression analysis to examine the effects of facilities and motivation on work productivity. The partial effects of each independent variable were tested using the t-test, while the simultaneous effect was evaluated using the F-test

at a 5% significance level. These procedures ensured that the analysis adhered to established quantitative research standards and produced reliable and valid results.

3. Findings and Discussions

The data used in this study were primary data collected through the distribution of questionnaires to obtain information on the work productivity of co-assistant students at the Dental and Oral Hospital of Prof. Dr. Moestopo University (Beragama). The questionnaires measured variables related to facilities, motivation, and work productivity. The research sample consisted of 82 respondents. The results obtained from the field data are presented in the following section.

Validity test

The validity test was conducted to determine whether the data obtained from the research were valid and accurately measured by the research instrument in the form of a questionnaire.

Table 1. Validity Test of Facilities Variable (X1)

No Pertanyaan	r hitung	r tabel	Keterangan
F1	0.578	0.361	Valid
F2	0.671	0.361	Valid
F3	0.635	0.361	Valid
F4	0.689	0.361	Valid
F5	0.585	0.361	Valid
F6	0.735	0.361	Valid
F7	0.720	0.361	Valid
F8	0.735	0.361	Valid
F9	0.723	0.361	Valid
F10	0.765	0.361	Valid
F11	0.738	0.361	Valid
F12	0.794	0.361	Valid
F13	0.732	0.361	Valid
F14	0.685	0.361	Valid

Source: SPSS, data calculated by author

The table above indicates that all calculated correlation values (r-count) exceed the r-table value (0.361); therefore, all items of the Facilities variable are considered valid

Table 2. Validity Test of Motivation Variable (X2)

No Pertanyaan	r hitung	r tabel	Keterangan
M1	0.719	0.361	Valid
M2	0.740	0.361	Valid
M3	0.765	0.361	Valid
M4	0.792	0.361	Valid
M5	0.742	0.361	Valid
M6	0.812	0.361	Valid
M7	0.700	0.361	Valid
M8	0.750	0.361	Valid
M9	0.605	0.361	Valid

Source: SPSS, data calculated by author

The table above shows that all calculated r-values (Corrected Item–Total Correlation) are greater than the r-table value (0.361); therefore, all statement items for the Motivation variable are declared valid.

Table 3. Validity Test of Work Productivity Variable (Y)

No. Pertanyaan	r hitung	r tabel	Keterangan
PK1	0.548	0.361	Valid
PK2	0.557	0.361	Valid
PK3	0.574	0.361	Valid
PK4	0.618	0.361	Valid
PK5	0.655	0.361	Valid
PK6	0.576	0.361	Valid
PK7	0.564	0.361	Valid
PK8	0.616	0.361	Valid
PK9	0.578	0.361	Valid
PK10	0.540	0.361	Valid

Source: SPSS, data calculated by author

The table above shows that all calculated r-values (Corrected Item–Total Correlation) are greater than the r-table value (0.361); therefore, all items of the Work Productivity variable are considered valid.

Reliability Test

According to Simamora (2004:177), reliability refers to the consistency of a questionnaire. The reliability test measures the accuracy and stability of the research instrument. A questionnaire is considered reliable if respondents' answers remain stable over time. In other words, a reliable questionnaire will produce consistent results when tested repeatedly on the same group. In this study, reliability analysis was performed using SPSS, following procedures similar to the validity test, as both outputs are generated simultaneously.

Table 4. Reliability Test of Facilities Variable

Cronbach's Alpha	N of Items
.929	14

Source: SPSS, data calculated by author

The table above shows that the Cronbach's Alpha value (0.929) is greater than 0.6, indicating that all items of the Facilities variable are reliable.

Table 5. Reliability Test of Motivation Variable

Cronbach's Alpha	N of Items
.912	9

Source: SPSS, data calculated by author

The table above shows that the Cronbach's Alpha value (0.912) is greater than 0.6, indicating that all items of the Motivation variable are reliable.

Table 6. Reliability Test of Work Productivity Variable

Cronbach's Alpha	N of Items
.829	10

Source: SPSS, data calculated by author

The table above shows that the Cronbach's Alpha value (0.829) is greater than 0.6, indicating that all items of the Work Productivity variable are reliable.

Descriptive Statistical Analysis

Descriptive statistical analysis was conducted to summarize respondents' responses to the questionnaire items. The analysis involved calculating the minimum, maximum, and mean values for each variable. Each item was scored on a scale from 1 (lowest) to 5 (highest), and the range of item scores was determined by subtracting the minimum from the maximum, then dividing by the desired class interval to categorize the data.

Table 7. Descriptive Analysis

	n	Minimum	Maximum	Mean	Std. Deviation
Fasilitas	82	40	70	57.15	6.868
Motivasi	82	27	45	36.71	3.508
Produktivitas Kerja	82	34	50	42.73	3.925
Valid N (listwise)	82				

Source: SPSS, data calculated by author

The statements in the Facilities variable had a minimum score of 40, a maximum score of 70, a mean of 57.15, and a standard deviation of 6.868. The Motivation variable had a minimum score of 27, a maximum score of 45, a mean of 36.71, and a standard deviation of 3.500. The Work Productivity variable had a minimum score of 34, a maximum score of 50, a mean of 42.73, and a standard deviation of 3.925.

Multiple Linier Regression Analysis

Multiple linear regression analysis was employed to predict the changes in the dependent variable based on the manipulation of two or more independent variables as predictors. In this study, the dependent variable (Y) was Work Productivity, while the independent variables (X) were Facilities and Motivation.

Table 8. Multiple Linear Regression Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.535	3.827		4.320	.000
	Fasilitas	.329	.576	.576	5.365	.000
	Motivasi	.201	.101	.180	1.990	.050

Source: SPSS, data calculated by author

Based on the table above, the resulting regression equation is:

$$Y= 16.535 + 0.329X_1 + 0.201X_2$$

Where:

X_1 = Facilities, X_2 = Motivation, Y = Work Productivity

The constant value of 16.535 indicates that if both independent variables, Facilities (X_1) and Motivation (X_2), are equal to 0, the Work Productivity (Y) would be 16.535. The regression coefficient for Facilities (X_1) is 0.329, indicating a positive effect on Work Productivity: an increase of one unit in X_1 is expected to increase Y by 0.329, assuming other variables remain constant. Similarly, the regression coefficient for Motivation (X_2) is 0.201, indicating that a one-unit increase in X_2 is expected to increase Y by 0.201, assuming other variables remain constant.

Hypothesis Testing

The hypotheses in this study were formulated to determine whether there is a significant effect of the independent variables on the dependent variable. The alternative hypotheses represent the research predictions derived from the underlying theory being tested. The hypotheses are defined as follows:

Table 9. t-Test Analysis (Partial Effect)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.146	2.822		7.720	.000
	Fasilitas	.367	.049	.641	7.475	.000

Source: SPSS, data calculated by author

The t-test results for the Facilities variable show a calculated t-value of 7.475, which is greater than the t-table value of 1.664, with a significance level of 0.000. Since the significance value is less than 0.05, the first hypothesis (H1) is accepted, indicating that Facilities has a positive and significant effect on Work Productivity.

Table 10. t-Test Analysis (Partial Effect)

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	26.723	4.248		6.293	.000
	Motivasi	.436	.115	.390	3.783	.000

Source: SPSS, data calculated by author

The t-test results for the Motivation variable show a calculated t-value of 3.783, which is greater than the t-table value of 1.664, with a significance level of 0.000. Since the significance value is less than 0.05, the second hypothesis (H2) is accepted, indicating that Motivation has a positive and significant effect on Work Productivity.

F-Test Analysis (Simultaneous Effect / ANOVA)

The F-test was conducted to examine whether the independent variables simultaneously have a significant effect on the dependent variable. The criteria for interpretation are as follows if the calculated F-value > F-table, there is a significant simultaneous effect and If the calculated F-value < F-table, there is no significant simultaneous effect.

Table 11. F-Test Analysis (ANOVA)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	548.281	2	274.141	30.3947	<.001[a]
	Residual	699.816	79	8.858		
	Total	1248.098	81			

Source: SPSS, data calculated by author

The F-test results show a calculated F-value of 30.947, which is greater than the F-table value of 3.112. The significance level is less than 0.001, which is below the 0.05 threshold. These results indicate that the third hypothesis (H3) is accepted, meaning that Facilities and Motivation simultaneously have a significant effect on Work Productivity.

Coefficient of Determination (R^2) Analysis

The coefficient of determination (R^2) analysis was conducted to measure the proportion of variance in the dependent variable (Work Productivity) that can be explained by the independent variables (Facilities and Motivation). In other words, this analysis shows how much of Work Productivity is determined by Facilities and Motivation. The R^2 value is obtained by squaring the multiple correlation coefficient, providing an indication of the explanatory power of the regression model.

Table 12. Coefficient of Determination for Facilities on Work Productivity

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.641[a]	.411	.404	3.031

Source: SPSS, data calculated by author

The adjusted R^2 value is 0.404, indicating that 40.4% of the variation in Work Productivity can be explained by the independent variables, Facilities and Motivation. The remaining 59.6% of the variation in Work Productivity is influenced by other factors not included in this study.

Table 13. Coefficient of Determination for Motivation on Work Productivity

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.390[a]	.152	.141	3.638

Source: SPSS, data calculated by author

The adjusted R^2 value for the Motivation variable is 0.141, indicating that Motivation (X2) accounts for 14.1% of the variation in Work Productivity (Y). The remaining 85.9% of the variation in Work Productivity is influenced by other factors not examined in this study.

Table 14. Coefficient of Determination for Facilities and Motivation on Work Productivity

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.663[a]	.439	.425	2.976

Source: SPSS, data calculated by author

The adjusted R^2 value for the combined effect of Facilities (X1) and Motivation (X2) on Work Productivity (Y) is 0.425. This indicates that Facilities and Motivation together explain 42.5% of the variation in Work Productivity, while the remaining 57.5% is influenced by other factors not examined in this study.

4. Conclusion

The first hypothesis is supported, showing that facilities have a positive effect on work productivity. Adequate facilities are an important investment for the efficiency, effectiveness, and quality of clinical education for Co-ass students. Proper facilities create a conducive environment for learning and clinical practice, which directly improves the work productivity of Co-ass students at RSGM Prof. Dr. Moestopo (Beragama).

The second hypothesis is supported, showing that motivation has a positive effect on work productivity. Highly motivated Co-ass students achieve higher productivity. Without adequate motivation, students may not reach the expected outcomes, which can hinder the achievement of learning targets and affect patient care at RSGM Prof. Dr. Moestopo (Beragama).

Facilities and motivation simultaneously have a positive effect on the work productivity of Co-ass students. Both adequate facilities and high motivation are important and complementary factors that enable students to achieve optimal productivity during their clinical education.

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