

Factors Influence Agents' Work Motivation At PT. Herbal Penawara Al Wahidah Indonesia (HPAI) Pekanbaru Branch 2

Zulfadli Hamzah, Tri Purnama Sari, Putri Nuraini, Fichamelina, Afni Iryani

Abstract: This study is sparked by the growing potential of halal industry that is instrumental in engendering the development opportunity of halal herbal products in Indonesia, one of which is produced by PT. Herbal Penawar Alwahidah Indonesia (HPAI). Each year, the number of agents in PT. Herbal Penawar Alwahidah (HPAI) Pekanbaru Branch 2 steadily grows, attracting the researcher to study the factors influencing agents' motivation to work at PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2. This is a quantitative study. The population in this study is all agents of PT. HPAI amounting to 388 individuals. Sample collection technique in this study is random sampling with total sample of 80 individuals (using Slovin formula), while data collection technique used is questionnaire method. This study uses multiple regression analysis with hypothesis testing using T Test and F Test. The result of the study shows that job security factor, Opportunities for Advancement Factor, Pleasant Working Condition Factor, Good Working Companion Factor, and compensation factor both partially or simultaneously have a significant effect on agents' work motivation at PT. HPAI Pekanbaru Branch 2. Therefore, it is suggested for PT. HPAI Pekanbaru Branch 2 to maintain and even improve agents' work motivation by paying close attention to these five factors.

Index Terms: Agents' Work Motivation, Job Security Factor, Opportunities for Advancement Factor, Pleasant Working Condition Factor, Good Working Companion Factor, Compensation Factor. Halal Product.

1. INTRODUCTION

Pekanbaru is a city that currently experiencing growth in economic sector including trade and services. As a city with high rate of growth, migration and urbanization, Pekanbaru is rapidly evolving into a trade city helped by multi-ethnic diversity, which is the social capital in achieving shared interest to be utilized for public welfare. In regard to the development and fierce competition in business world, company's policies and strategies saw more and more innovations and creativities. Agents' trust and loyalty is without a doubt valuable to companies and with the sale, companies strive for maximum profit or gain. All companies have targets to go further in continuous manner. Innovations and creativities develop from various business aspects, including health aspect. This is evidenced by the alarming number of new companies offering various health products both chemical-based or herbal natural products. PT. Herbal Penawar Alwahidah Indonesia (HPAI) located in the city of Pekanbaru which was inaugurated in 2012 ago.

The opening of branches in the city area of Pekanbaru represents the commitment of PT. Herbal Penawar Alwahidah Indonesia (HPAI) to the economic development of the Ummah this era, especially with halal products of the highest quality that will be marketed throughout the city of Pekanbaru and outside the city of Pekanbaru. Given that the majority of the population of Pekanbaru City is Muslim, PT. Herbal Penawar Alwahidah Indonesia (HPAI) believes that the public needs health herbal products that are guaranteed in terms of quality, naturalness and halalness. The products of PT. Herbal Penawar Alwahidah Indonesia (HPAI) is guaranteed 100% halal because their herbal products are supervised directly by people who have the competence and understanding of the halal product. In addition, PT. Herbal Penawar Alwahidah Indonesia (HPAI) also has with them the National Sharia Board (DSN) and the Indonesian Ulama Council (MUI) which always proactively monitors, evaluates and provides input and keeps its business within the Islamic Sharia corridor. Consuming halal products indirectly influences the agent's decision in choosing products. According to the results of the author's interview with the Head of Business Center (BC) of PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2, we only manufactures, provides, markets and distributes quality products based on the Natural, Scientific and Divine Principles, so that it is healthy and safe to be used and/or consumed by every consumer and agent. PT. Herbal Penawar Alwahidah Indonesia (HPAI) succeeds in achieving the target as evidenced by the number of agents who work so that they could gain revenue, reaching the target even exceeding the determined target. From this explanation and further strengthened by the results of the author's interview with one of the users of PT. Herbal Penawar Alwahidah Indonesia (HPAI) products that mentioned one of them, products manufactured by PT. Herbal Penawar Alwahidah Indonesia (HPAI) are halal and tayyibah, affordable, and without negative side effects or adverse drug reaction. Based on field observations, the development of the number of agents of PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2 from 2014 to 2018 can be seen in the following table:

- Zulfadli Hamzah is currently Senior Lectuer at Islamic Banking Departement, Faculty of Islamic Studies, Universitas Islam Riau, Indonesia.
E-mail : zulfadlihamzah@fis.uir.ac.id
- Tri Purnama Sari is currently Senior Lecture at Medical Record and Health Information Departement, STIKES Hang Tuah Pekanbaru, Indonesia.
E-mail : tripurnamasariayi@gmail.com
- Putri Nuraini is currently Junior Lecture at Islamic Banking Departement, Faculty of Islamic Studies, Universitas Islam Riau, Indonesia.
E-mail : putrinuraini92@gmail.com
- Fichamelina is currently Junior Lecture at Islamic Banking Departement, Faculty of Islamic Studies, Universitas Islam Riau, Indonesia.
E-mail : fichamelina@fis.uir.ac.id
- Afni Iryani is currently fresh graduate from Islamic Economic Departement, Faculty of Islamic Studies, Universitas Islam Riau, Indonesia. E-mail : afni.iryani@gmail.com

Table 1: Active Agents Number Growth from 2014-2018

No.	Year	Agent Numbers	Active Agents That Work 60%
1	2014	300	180
2	2015	318	190
3	2016	342	205
4	2017	352	211
5	2018	388	232
Total		1,700	1,018

Sources : PT. Herbal Alwahidah Indonesia (2018)

In the table above, it can be seen that the number of active agents of PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru has increased every year. In 2014 there were 300 agents, in 2015 there were 318 agents, in 2016 there were 342 agents, in 2017 there were 352 agents and in 2018, the number rose to 388 agents. It can be concluded that the number of agents of PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru on the data continues to steadily increase. From the explanation above, it appears that the agent's motivation is very influential in choosing/using certain PT. Herbal Penawar Alwahidah Indonesia (HPAI) products. The cause of the yearly increase in the number of agents is because their products are guaranteed to be halal by the National Sharia Board (DSN) and the Indonesian Ulama Council (MUI). Therefore, the researchers are interested in conducting research based on the background above and putting it in the form of scientific work entitled "Factors Influencing Agents' Work Motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2".

2 LITERATURE REVIEW

Agents' Work Motivation

Motivation is a collection of behaviors that provide a foundation for someone to act in a way that is directed towards certain specific goals [1]. Meanwhile, according to [2], motivation can be defined as everything that encourages demanding behavior or encourages someone to meet needs. At this point, motivation becomes the driving force (the energizer) as well as a determinant of the behavior. Motivation is the willingness to carry out high efforts to achieve the goals of coordination which are conditioned by the potentiality of efforts to meet the needs of certain individuals [3]. One motivational theory is the need as stated by Abram Maslow. The basic needs defined by Maslow, in order of importance, are as follows:

a. Psychological Needs

Psychological factors include [4]:

1) Motivation

Some needs are biogenetic. This need arises from certain physiological conditions, such as hunger, thirst, anxiety and discomfort.

2) Perception

Perception is when someone chooses, organizes, interprets information input to create a meaningful picture of this world.

3) Learning Process

The process of learning explains changes in a person's behavior which is driven by experience.

4) Belief and Attitudes

Trust is a descriptive idea a person has of something.

b. Security Motive

Security motives include several needs which can also be grouped according to the psychological needs of existence, health, and power, but the description is given a more specific emphasis towards meeting and satisfying job security needs such as:

- 1) Sense of security from termination of employment;
- 2) Sense of security from work accident;
- 3) Sense of security regarding career and future;
- 4) Sense of security regarding corporate survival.

c. Social and Affection Motives

These social and affection motives include several needs that are grouped into the needs of self-esteem, growth, motivator, and achievement, but the description is given an emphasis that leads to the fulfillment and satisfaction of the recognition and appreciation needs from others such as:

- 1) Good acceptance;
- 2) Sense of belonging toward the organization;
- 3) Work relations between management level;
- 4) Dynamic interaction and friendship between people.

d. Reward Motive

This reward motive includes several needs that are grouped into the needs of self-esteem, growth, motivator, and achievement, but the description is given an emphasis that leads to the fulfillment and satisfaction of the recognition and appreciation needs from others such as:

- 1) Award for achievement;
- 2) Appropriateness of awards with achievements;
- 3) Authority delegation in accordance with the employee competencies and attention of leaders/superiors.

e. Self-Actualization Motive

This self-actualization motive includes several needs that are grouped into the needs of self-potential, growth, motivator, and achievement, but the description is given an emphasis that leads to the fulfillment and satisfaction of the needs to actualize self-potential such as:

- 1) Self-improvement opportunity;
- 2) Promotion opportunity;
- 3) Supporting policies for optimal performance [5].

Factors Influencing Agents' Work Motivation

Work is something that is needed by humans. Needs can vary, develop and change, often not even realized by the actor, and people expect that the work activities carried out will bring them to a more satisfying state than before. According to Anoraga [6], five factors that influence the motivation of working agents are as follows:

a. Job Security

Job Security is when the agent considers that the job he holds is safe and permanent, not a job or position or a task that is easily shifted, leveraged, and so forth. The knowledge needed so that there is a sense of security within the agent include:

- 1) Knowledge of what is expected by the company, by the office, by the employer, by other agents at work. So, here agents need to have real knowledge about what people expect from them.
- 2) Agents need to gain knowledge or need to learn general policies in everyday language from the company.
- 3) Agents need to know the procedures and "rules". What it means is the rules of a good game and the right or applicable company regulations. This is usually referred to as systems and procedures

in the work environment and knowledge of the assessment of activities. So, here the intended work evaluation is an assessment of the position of the agent in the work environment. Appropriateness or inappropriateness or sensibility or insensibility of the agent is observed from daily activities through the eyes of superiors physically behind or outside the work environment.

b. Opportunities for Advancement

This factor is important because it is related to the human need for appreciation, attention to himself and also his achievements. The indicators are:

- 1) Loyalty, which means an agent's loyalty to his job, position and organization.
- 2) Honesty, which is seen from honesty in carrying out its duties.
- 3) Discipline, which is an assessment of compliance with existing regulations and carrying out work in accordance with instructions.
- 4) Creativity, which is the agent's ability to develop creativity in work.
- 5) Cooperation, which is seen from an agent's ability to excel and cooperate with other agents.
- 6) Personality, which is evaluated from behavior, politeness, as well as a sympathetic and natural appearance.
- 7) Responsibility, which is the assessment of the agent of his responsibility and work behavior.

c. Pleasant Working Condition

Fresh, bright, and inclusive work environment is a requirement for the arousal of work motivation. The factors for a pleasant working environment are as follows:

- 1) Cleanliness. A clean work environment will lead to a healthy workforce because a clean work environment can create a sense of pleasure and comfort at work, which in turn will induce one's passion and enthusiasm for work.
- 2) Work Safety. The protection given to workers who operate certain equipment that poses risk of causing accidents is a matter that must be taken into account. Protection will lead to sense of calmness, which in turn will promote the enthusiasm and work of the agent. Security of oneself is defined as work safety.
- 3) Work Equipments. In an order to improve work fluency, equipment that can support and facilitate workers is needed, so that the implementation of work can take place as well as possible and meet work requirements.
- 4) Human resources (HR) quality improvement. Employees are given the opportunity to improve their excellence by sending them to training and seminars [7].
- 5) Welfare is the fulfillment of economic, physical and spiritual needs, both inside and outside of work relationships that can directly or indirectly increase work productivity in a safe and healthy work environment.

d. Good Working Companion

Social relationship between agents is an important factor that may evoke work enthusiasm. Therefore, in this integration function we try so that agents are not only able to work

together but must also be willing to cooperate. Factors that may lead to good co-workers are as follows:

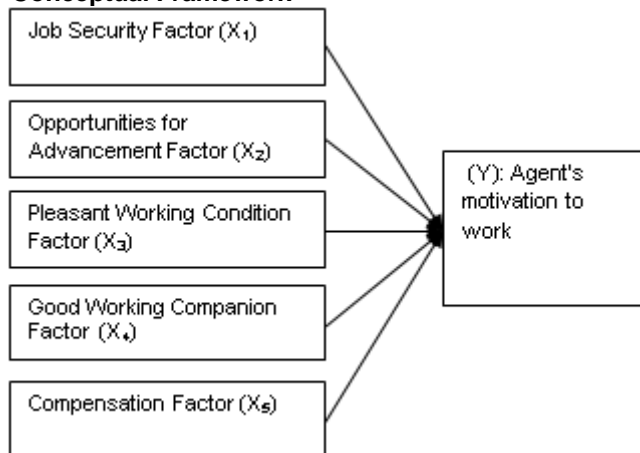
- 1) Relationship between superiors and subordinates. To create a good work environment, leaders must be able to create good relationships with subordinates. A leader must be humble and unselfish and understand his subordinates. In turn, subordinates will not hesitate to show loyalty to their superiors and the company.
- 2) Relations with fellow workers. Fellow workers should be able to create a comfortable atmosphere between fellow workers for the fluency and continuity of company activities.
- 3) Work relationship is the establishment of a harmonious relationship between superiors and subordinates as well as between one member and other members in an organization.
- 4) According to HPAI, communication in every activity must take place in a friendly manner because in communication, all participants are referred to as partners, so there is no status difference between one another. [8]

e. Compensation Factors

Compensation is the company's expenses and cost. The company expects the compensation paid will be returned with greater work performance from the agent. Compensation can be divided into 2, namely:

- 1) Direct compensation. Direct compensation is all income in the form of money, and direct or indirect goods received by agents in return for services provided to companies, which can be in the form of salaries, wages and incentives.
- 2) Indirect compensation. Indirect compensation is additional compensation given to all agents in an effort to improve their welfare. Examples are holiday allowances, pensions, official uniform, mushalla, cafeterias, sports facilities and excursions [9]. According to Rusby [10], job compensation is an effort to provide compensation for achievements that have been given by workers.

Conceptual Framework



3 RESEARCH METHOD

This study was a quantitative research that explained the factors that influenced the motivation of agents working at PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2. The population in this study were all agents of PT. HPAI amounting to 388 people. The sampling technique used was random sampling with a total sample of 80 people (using the Slovin formula).

Data analysis tests used were as follows:

1. Data Quality Test
 - a. Validity Test
 - b. Reliability Test
2. Classical Assumption Test
 - a. Normality Test
 - b. Multicollinearity Test
 - c. Auto Correlation Test
 - d. Heteroscedasticity Test

In this research, hypothesis testing was carried out by: Multiple Linear Regression. The following was a multiple linear regression equation, where the dependent variable was Agent Motivation (Y) and the independent variables were Job Security Factor (X1), Opportunity for Advancement Factor (X2), Pleasant Working Condition Factor (X3), Good Working Companion Factor (X4), Compensation Factor (X5):

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + b_5 X_5$$

Description:

Y = Agent Motivation

a = Constant

b = Regression Coefficient

X₁ = Job Security Factor

X₂ = Opportunity for Advancement Factor

X₃ = Pleasant Working Condition Factor

X₄ = Good Working Companion Factor

X₅ = Compensation Factor

To test the hypothesis, this study used T test (partially) and F test (simultaneously).

4 RESULTS AND DISCUSSION

- a) Validity Test

Table 2 : Validity Test Results

Variables	Statement Items	Corrected item-total correlation (r count)	R table α=0,05	Result Description
X	Item 1	0.489	0.18	Valid
	Item 2	0.750	0.18	Valid
	Item 3	0.694	0.18	Valid
	Item 4	0.871	0.18	Valid
	Item 5	0.303	0.18	Valid
	Item 6	0.248	0.18	Valid
	Item 7	0.453	0.18	Valid
	Item 8	0.373	0.18	Valid
	Item 9	0.410	0.18	Valid
	Item 10	0.558	0.18	Valid
	Item 11	0.345	0.18	Valid
	Item 12	0.633	0.18	Valid
	Item 13	0.366	0.18	Valid
	Item 14	0.555	0.18	Valid
	Item 15	0.430	0.18	Valid
	Item 16	0.687	0.18	Valid
	Item 17	0.733	0.18	Valid
	Item 18	0.776	0.18	Valid
	Item 19	0.810	0.18	Valid
	Item 20	0.810	0.18	Valid
	Item 21	0.517	0.18	Valid
	Item 22	0.745	0.18	Valid

Source : Processed data of SPSS version 23.0

The table above showed that statement items had higher correlation value that t table. Thus, all variable items were declared valid and fit to be analyzed.

- b) Reliability Test

Table 3

Variables	Statement Items	Cronbach's Alpha	Reliable 0.6	Result Description
X	Item 1	0.926	0.6	Reliable
	Item 2	0.923	0.6	Reliable
	Item 3	0.924	0.6	Reliable
	Item 4	0.922	0.6	Reliable
	Item 5	0.931	0.6	Reliable
	Item 6	0.933	0.6	Reliable
	Item 7	0.927	0.6	Reliable
	Item 8	0.927	0.6	Reliable
	Item 9	0.927	0.6	Reliable
	Item 10	0.925	0.6	Reliable
	Item 11	0.932	0.6	Reliable
	Item 12	0.924	0.6	Reliable
	Item 13	0.928	0.6	Reliable
	Item 14	0.925	0.6	Reliable
	Item 15	0.927	0.6	Reliable
	Item 16	0.924	0.6	Reliable
	Item 17	0.924	0.6	Reliable
	Item 18	0.924	0.6	Reliable
	Item 19	0.924	0.6	Reliable
	Item 20	0.923	0.6	Reliable
	Item 21	0.926	0.6	Reliable
	Item 22	0.923	0.6	Reliable
	Item 23	0.922	0.6	Reliable
	Item 24	0.922	0.6	Reliable
	Item 25	0.924	0.6	Reliable
Y	Item 26	0.928	0.6	Reliable
	Item 27	0.924	0.6	Reliable
	Item 28	0.922	0.6	Reliable
	Item 29	0.926	0.6	Reliable
	Item 30	0.925	0.6	Reliable

Based on the validity test using moment correlation and reliability testing using Cronbach's alpha above, it could be concluded that 30 statements items about the factors that influence the agents' motivation to work at PT. HPAI Pekanbaru Branch 2 were declared valid and reliable for measuring variables.

- c) Classical Assumption Test

1. Normality Test

Table 4: Normality Test

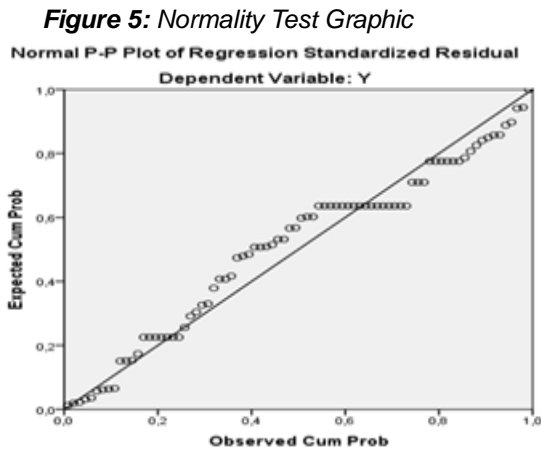
		Unstandardized Residual
N		80
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	,74089920
Most Extreme Differences	Absolute	,110
	Positive	,097
	Negative	-,110
Test Statistic		,110
Asymp. Sig. (2-tailed)		,018 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Based on the output result of the above table, the asymp. Sig value was 0.018, higher than 0.05, leading to conclusion that the data distribution was normal.



The figure above showed that the dots followed and were close to diagonal line. Thus, it could be concluded the multiple linear model was normally distributed.

2. Multicollinearity

Table 6: Multicollinearity Test Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	7,381	2,361		3,126	,003
X1	,397	,176	,440	2,253	,027
X2	,988	,257	1,071	3,838	,000
X3	,185	,073	,219	2,538	,013
X4	,747	,193	,897	3,871	,000
X5	,352	,102	,373	3,467	,001

Based on the table output result above, the tolerance value of each variable was >0.1 and the VIF value was >10. Thus, it could be concluded that each variable was limited by multicollinearity.

3. Autocorrelation Test

4. Heteroscedasticity Test

Table 7 : Autocorrelation Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,758 ^a	,575	,546	,766	2,000

Based on the table above, it is known that the Durbin - Watson value was 1.586, where that number was between -2 to 2, meaning that no autocorrelation was found

Figure 6 : Heteroscedasticity Test

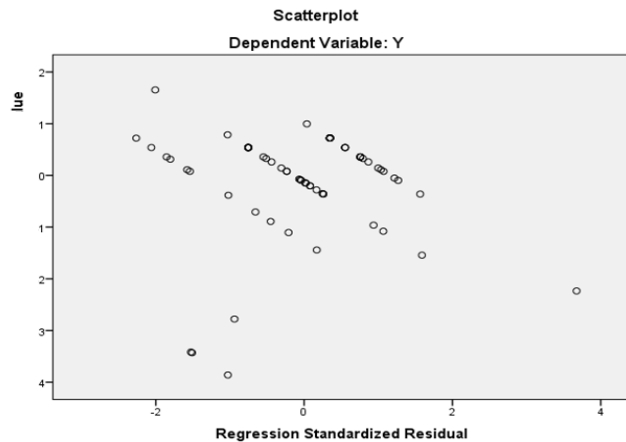


figure above showed that the scattered dots did not form particular pattern. This means that no heteroscedasticity found.

5. Multiple Regression Analysis

Table 8 : Multiple Regression Analysis & T-test

Variables	Statement Items	Cronbach's Alpha	Reliable 0.6	Result Description	
X	Item 1	0.926	0.6	Reliable	
	Item 2	0.923	0.6	Reliable	
	Item 3	0.924	0.6	Reliable	
	Item 4	0.922	0.6	Reliable	
	Item 5	0.931	0.6	Reliable	
	Item 6	0.933	0.6	Reliable	
	Item 7	0.927	0.6	Reliable	
	Item 8	0.927	0.6	Reliable	
	Item 9	0.927	0.6	Reliable	
	Item 10	0.925	0.6	Reliable	
	Item 11	0.932	0.6	Reliable	
	Item 12	0.924	0.6	Reliable	
	Item 13	0.928	0.6	Reliable	
	Item 14	0.925	0.6	Reliable	
	Item 15	0.927	0.6	Reliable	
	Item 16	0.924	0.6	Reliable	
	Item 17	0.924	0.6	Reliable	
	Item 18	0.924	0.6	Reliable	
	Item 19	0.924	0.6	Reliable	
	Item 20	0.923	0.6	Reliable	
	Item 21	0.926	0.6	Reliable	
	Item 22	0.923	0.6	Reliable	
	Item 23	0.922	0.6	Reliable	
	Item 24	0.922	0.6	Reliable	
	Item 25	0.924	0.6	Reliable	
	Y	Item 26	0.928	0.6	Reliable
		Item 27	0.924	0.6	Reliable
		Item 28	0.922	0.6	Reliable
		Item 29	0.926	0.6	Reliable
		Item 30	0.925	0.6	Reliable

Based on the table above, following multiple regression equation could be formulated:

$$Y = 7.381 + 0.397X_1 + 0.988X_2 + 0.185X_3 + 0.747X_4 + 0.352X_5$$

Description:

- 1) The value of the constant (a) was 7.381. This means that if Job Security, Opportunity for Advancement, Pleasant Working Condition, Good Working Companion and Compensation were assumed to be zero (0), then Agent Motivation (Y) would have a value of 7.381.
- 2) The regression coefficient value of the Job Security variable (X_1) was 0.397. This means that each increase in the Opportunity for Advancement Factor by 1 would increase Agent Motivation (Y) by 0.397, assuming that the variables X_2 , X_3 , X_4 and X_5 were fixed.
- 3) The regression coefficient value of the Opportunities for Advancement variable (X_2) was 0.988. This means that each increase in the Opportunity for Advancement Factor by 1 would increase Agent Motivation (Y) by 0.988, assuming that the variables X_1 , X_3 , X_4 and X_5 were fixed.
- 4) The regression coefficient value of the Pleasant Working Condition variable (X_3) was 0.185. This means that each increase in the Pleasant Working Condition Factor by 1 would increase Agent Motivation (Y) by 0.185, assuming that the variables X_1 , X_2 , X_4 and X_5 were fixed.
- 5) The regression coefficient value of the Good Working Companion variable (X_4) was 0.747. This means that each increase in the Good Working Companion Factor by 1 would increase Agent Motivation (Y) by 0.747, assuming that the variables X_1 , X_2 , X_3 and X_4 were fixed.
- 6) The regression coefficient value of the Compensation variable (X_5) was 0.352. This means that each increase in the Compensation Factor by 1 would increase Agent Motivation (Y) by 0.352, assuming that the variables X_1 , X_2 , X_3 , X_4 and X_5 were fixed.

6. Partial Test (t test)

From the processing result in Table 8, it can be seen that:

- 1) The tcount value of job security variable (X_1) was 2.253 and the ttable value was 1.992 with a significant level of 0.05 and a degree of freedom of 80 ($dk = nk-1$ (80-5-1)), which would look like: $t_{count} > t_{table}$ or $2.253 > 1.992$. This showed that H_0 was rejected and H_a was accepted, so it could be said that job security factor influenced agent's work motivation.
- 2) The tcount value of opportunities for advancement variable (X_2) was -3.838 and the ttable value was 1.992 with a significant level of 0.05 and a degree of freedom of 80 ($dk = nk-1$ (80-5-1)), which would look like: $t_{count} > t_{table}$ or $3.838 > 1.992$. This showed that H_0 was rejected and H_a was accepted, so it could be said that opportunities for advancement factor influenced agent's work motivation.
- 3) The tcount value of pleasant working condition variable (X_3) was 2.538 and the ttable value was 1.992 with a significant level of 0.05 and a degree of freedom of 80 ($dk = nk-1$ (80-5-1)), which would look like: $t_{count} > t_{table}$ or $2.538 > 1.992$. This showed that H_0 was rejected and H_a was accepted, so it could be said that pleasant working condition factor influenced agent's work motivation.
- 4) The tcount value of good working companion variable

(X_4) was 3.871 and the ttable value was 1.992 with a significant level of 0.05 and a degree of freedom of 80 ($dk = nk-1$ (80-5-1)), which would look like: $t_{count} > t_{table}$ or $3.871 > 1.992$. This showed that H_0 was rejected and H_a was accepted, so it could be said that good working companion factor influenced agent's work motivation.

- 5) The tcount value of good working companion variable (X_5) was 3.467 and the ttable value was 1.992 with a significant level of 0.05 and a degree of freedom of 80 ($dk = nk-1$ (80-5-1)), which would look like: $t_{count} > t_{table}$ or $3.467 > 1.992$. This showed that H_0 was rejected and H_a was accepted, so it could be said that compensation factor influenced agent's work motivation.

7. Simultaneous Test (f test)

Table 11 : F test Calculation

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	58,622	5	11,724	20,007	.000 ^b
	Residual	43,366	74	.586		
	Total	101,988	79			

Table 11 showed that the Fcount was 20.007, while Ftable was at a significant level (α) 5 with df 1 of 5 ($k-1=5-1$), df 2 of 80 ($nk-1=80-5-1$), thus, the Ftable obtained was 2.34. So, Fcount $>$ Ftable or $20.007 > 2.34$, which means that H_0 was rejected. This means that there was a very significant influence from the job security factor, the opportunities for advancement factor, the pleasant working condition factor, the good working companion factor, the compensation factor to the agents' work motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2.

FINDING & DISCUSSION

Job security means that the agent perceives that the job he holds is safe and permanent, not a job or position or a task that is easily shifted or leveraged. Knowledge that gives rise to a sense of security in the agent includes knowledge about what the company expects, about general policies, regulations and company regulations. The consideration of agents in choosing PT. Herbal Penawar Alwahidah Indonesia (HPAI) is job security, which makes them feel convenient due to flexible time, study existing general policies, know the systems and procedures in the work environment, knowledge assessment of work activities, get training about products. The study found that the job security factor had a significant influence on the agents' working motivation at PT. Heral Penawar Alwahidah Indonesia (HPAI) with a t_{table} value of 2.253 and a significance level of 0.027. This happens because the agent feels safe and confident with the regulations, systems and work procedures that are made by the company. The second factor is opportunities for advancement that is related to the need of an agent to get attention and appreciation. For agents of PT. Herbal Penawar Alwahidah Indonesia (HPAI), the opportunity for advancement can be obtained by being loyal to the company, doing something on the basis of an attitude of honesty and discipline, creativity, cooperation, and

responsibility so that the company's goals can be achieved and agents get an award. The study found that the opportunity for advancement had a significant effect on agents' work motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) with a value of 3.838 and a significance level of 0,000. This happened due to agents' honesty in carrying out duties and their ability in developing creativity in doing their work. The third factor is pleasant working condition that can arise from a clean, fresh work environment that does not induce a sense of alienation and boredom, complete work facilities, various business partners, and ease of communication with business partners. There are also factors of good partners such as friendly acceptance by business partners, harmonious relationships with business partners, sharing of ideas between business partners, supportive business partners, and friendly bosses. The study found that the pleasant working condition factor had a significant influence on the agents' work motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) with a t_{table} value of 2.538 and a significance level of 0.013. This happened due to fresh and clean working atmosphere, thus inducing passion and enthusiasm of the agent, and consequently, agents feel happy and comfortable at work. The fourth factor is good working companion. Social relations that exist between agents are quite an important factor that can lead to morale. The study found that the good working companion had a very significant influence on agents' work motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) with a t_{table} value of 3,871 and a significance level of 0,000. This happened because in communication, all participants are referred to as partners, so there is no implication of difference in status between one another. The fifth and final factor is compensation, which means expenses incurred by the company in hopes of obtaining rewards in the form of greater achievements or as expected by the company. Compensation is divided into two, namely directly and indirectly. Direct compensation includes wages and bonuses. Indirect compensation includes THR (Religious Holiday Allowance), guidance and direction from mentors, royalties in accordance with performance, agency inheritance to heirs, and field trips. The study found that the compensation factor had a significant effect on the agents' work motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) with a t_{table} value of 3.467 and a significance level of 0.001. This happened because the expenses and costs make the company expect that the compensation paid is returned with greater work performance from the agent.

CONCLUSIONS

Conclusions that can be drawn from the study is as follows:

1. Job security factor has a significant influence on the agents' work motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2.
2. Opportunities for advancement factor has a significant influence on agents' work motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2.
3. Pleasant working condition factor has a significant influence on agents' work motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2.
4. Good working companion factor has a significant influence on agents' work motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru

Branch 2.

5. Compensation factor has a significant influence on agents' work motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2.
6. Job security, opportunities for advancement, pleasant working condition, good working companion and compensation factors simultaneously has a significant effect on agents' work motivation at PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2.
7. It is suggested for PT. Herbal Penawar Alwahidah Indonesia (HPAI) Pekanbaru Branch 2 to keep improving agents' motivation by paying close attention to those five factors.

REFERENCES

- [1] Fahmi, Irham. Manajemen, Teoritis, Kasus dan Sosial. Albeta. Bandung. 2011.
- [2] Shaleh, Abdul Rahman. Psikolog Suatu Pengantar dalam Perspektif Islam. Kencana. Jakarta. 2019.
- [3] Winardi. Motivasi dan Pemativasian. Rajawali Pers. Jakarta. 2008..
- [4] Nugroho J. Setiadi. Perilaku Konsumen (edisi revisi). Kencana Perdana Media Grup. Jakarta. 2013.
- [5] Wijono, Sutarto. Psikolog Industri dan Organisasi. Kencana. Jakarta. 2010.
- [6] Anoraga, Pandji. Psikolog Kerja. Rineka Cipta. Jakarta. 2016.
- [7] Rusby, Zulkifli. Manajemen Sumber Daya Manusia. PT. Raja Grafindo Persada Jakarta. 2017.
- [8] Putra, Dewi & Surya, Surya. Komunikasi Persuasif PT. Herbal Penawar Alwahidah Indonesia (HPAI) dalam Membangun Jaringan di Kota Pekanbaru. Jurnal Ilmu Komunikasi. Vol. 5. No.1. 2018.
- [9] Hasibuan, Malayu. Manajemen Sumber Daya Manusia. Bumi Angkasa. Jakarta. 2013
- [10] Rusby, Zulkifli. Pemikiran Ekonomi Keuangan Syariah. Pusat Kajian Pendidikan Islam Fai Uir Pekanbaru. 2015.