

Effect of Existence Needs, Relatedness Needs, and Growth Needs on Employee Work Productivity

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Abstract

The purpose of this study was to determine the effect of Motivation (E.R.G Needs) on Employee Work Productivity, either partially or simultaneously, on employees of the National Aeronautics and Space Agency (LAPAN) Garut Selatan Office. The research method used is descriptive and verification research methods with a quantitative approach. The sampling technique in this study used a non-probability sample with a saturated sample technique, namely 100 employees of the South Garut South Garut National Aeronautics and Space Agency (LAPAN). In the t-test, $t_{count} > t_{table}$ equals $2.209 > 1.9847$, with a significance level of $0.005 < 0.05$, and t_{table} equals $2.209 > 1.9847$. To sum up, personal needs have an impact on the amount of work people are able to get done $t_{count} > t_{table}$ is $2, > 1.9847$ and $0.000 < 0.05$ is significant, therefore it may be argued that Relatedness Needs impact Work Productivity. To conclude that growth affects work productivity, we can look at the data and see that the values of $t_{count} > t_{table}$ are $2, > 1.9847$ and $0.000 < 0.05$. This shows that Existence Needs, Relatedness Needs, and Growth Needs all have an impact on Work Productivity, and the significant value of $0.000 > 0.05$ can be deduced from the results of the F test. An R square of 0.299, or 29.9 percent, was derived from the coefficient of determination analysis. Existence, Relatedness, and Growth Needs Affect Work Productivity by 29.9%, whereas Variables Not Examined Affect Work Productivity by 70.1% the remaining.

Keywords

motivation; existence needs
relatedness needs; growth
needs; work productivity



I. Introduction

An organization has several essential elements to move the wheel of rotation, one of which is Human Resources (HR) (Nasution 2017). Human Resources are a source of strength that comes from humans that organizations can utilize (Primayana, 2016). With the existence of a very mature Human Resource planning, the work productivity of the existing workforce can be further improved. This can be realized through adjustments. For example, the increase in motivation is outstanding so that every employee can produce something directly related to the interests of the organization or company (Alif, 2015).

Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020). Human resources in the company are employees. Employees are an inseparable part of the company because employees are the implementers or those who run the company's operations (Muizu & Sari, 2019). It can be said that employees determine the

achievement of company goals. Employees are one of the assets for the company in achieving company goals. Employees are the driving force of the company's activities, which is different from the leaders in the company who are more concerned with management and planning (Wicaksono, 2016). For this reason, companies need to retain the best employees they have this is because to prevent these employees from moving to other companies, so it is necessary to understand the needs of employees and their ability to create a conducive work environment that can make employees feel motivated internally and later employees will not have a desire to work in other companies (Setiawan & Lestari, 2016).

In doing and choosing a job, employees have a goal, namely to meet their needs. Human needs consist of physical conditions (such as food, shelter, clothing) and non-physical needs such as interacting with others (Setiani, 2013). In addition, humans work because there is something they want to achieve, and people hope that the work activities will bring them to a more satisfying state than the previous state (Winata, 2019). Employees will have a very productive attitude if their energy is highly valued. Employees need recognition for their work and also a good motivator. Therefore, an organization should have an excellent strategy in motivating employees to have maximum productivity (Putra, 2015).

To create good productivity, this is not only by having self-efficacy but also by supporting employees. Motivation is a person's tenacity in achieving goals and becoming better (Prayitno, 2017). Giving work motivation to employees is one approach to foster employee morale at work. According to Hasibuan (2007), the purpose of providing motivation (motivation) is to maintain employee loyalty and stability. In order to achieve the company's goals, employees must be motivated (Sutanto et al., 2010). Most significantly, the organization expects people that are eager to work hard and achieve maximum outcomes. Inability to work hard and use one's abilities, skills, and skills is useless for the organization (Jatmiko, 2015). This highlights the importance of workplace motivation.

Human Resources who have motivation is one of the determinants of success in achieving organizational goals. The success of an organization or company depends on how we attract employee motivation and must keep it at the high performance (Diana, 2012). In addition to having motivation, an employee also has products to uphold in carrying out his work. Productivity must be associated with an ability for success and definition in carrying out work activities. Increasing knowledge, skills, and skills will obtain high-performance results (Rohida, 2018). In his expectancy motivation theory, Vroom states that motivation leads to a decision on how much effort to expend for a particular work situation (Kreitner & Kinicki, 2014). When employees feel that the resulting performance will not impact various aspects, namely their rights as employees, then the employee will make a little effort to achieve the work productivity expected by the organization. The things that have been disclosed above need to be followed up by the authorized department so that employees and the organization achieve the desired goals (Susanty, 2012).

The National Institute of Aeronautics and Space (LAPAN) is an Indonesian non-Ministerial government agency tasked with carrying out government duties in the field of research and development of aviation and space technology as well as its utilization and space management following the Law (UU) of the Republic of Indonesia Number 21 of 2013 concerning Space. LAPAN's primary task and function as the principal supervisory agency in carrying out a national aerospace development in Indonesia. LAPAN is expected to positively contribute to national development targets in various fields, such as

economics, education, social affairs, politics, and law. LAPAN is also likely to support the activities of the public works sector, defense, security, tourism, mapping, the environment in the form of data and information services needed for planning and monitoring activities related to the processing of natural resources and the environment.

The placement of employees in the LAPAN office is also often not based on the existing educational background. The completion of their duties does not match the scientific experience of the employees. In addition, the training that is followed does not refer to the potential possessed by employees. This shows that finding the right people for the right places is one of the biggest challenges for organizations. Based on this, it can affect employee motivation in various ways. Namely, employees feel that whatever performance they produce will not affect the salary they get. In addition, employees do not have the ambition to improve their abilities because they think the organization will not facilitate this. As previously explained, the placement of employees is not based on the available educational background, so the tasks given are not following the scientific experience of the employee.

Based on initial observations made by researchers, it appears that employees need motivation in doing their work. Motivation is a positive effort and stimulus to move or encourage the potential and power to achieve the desired task as stated by Hasibuan (2002) argues that motivating people to desire to work together productively to reach and fulfill predetermined goals necessitates knowing how to direct their power and potential. And from several previous studies that the author reads, there are many variables of motivation that use A. Maslow's hierarchy of needs theory and Herzberg's two-factor theory draw a lot of criticism from each approach's weaknesses. The author found a gap and decided to use the idea of ERG Needs, which was popularized by Clayton Alderfer (1972) because this theory has not been widely studied in three different dimensions and is following life to motivate an individual towards work productivity.

II. Review of Literature

2.1 Alderfer's ERG Needs

Clayton P. Alderfer's ERG (Existence, Relatedness, Growth) theory of motivation, according to Wilson (2012), is a motivation theory. It turns out, according to Alderfer's idea, that there are three fundamental human needs: existence, relatedness, and growth (ERG). However, according to ERG theory, there is no set hierarchy in which lower wants must be met before moving on to more important ones (Alderfer, 1969). A person can work for the level of growth even though the requirements for existence and Relatedness have not been satisfied, or it could be that the three groups of needs run simultaneously (Yang et al., 2011).

a. Existence Needs

Existence Needs, or the need for existence, will live following Maslow's low level of requirements, which is about physiological needs and the need for security and Hygiene Factors from Herzberg.

b. Relatedness Needs

Relatedness Needs or related needs related to the need to interact with other people. This need is also in line with Maslow's social needs and Herzberg's hygiene factors.

c. Growth Needs

Growth needs are the driving needs for a person to have a creative and productive influence on himself and the environment. Realization of the need for esteem and self-realization from Maslow and motivation factors from Herzberg. ERG theory also often

involves a frustration-regression dimension. ERG theory says that when a higher level of need is blocked, a person's desire to increase his satisfaction is lower than it will be more passionate. The inability to fulfill social interactions, for example, will increase the desire to earn more money or want to improve working conditions that are better than before. Thus, the obstacle or frustration can lead to a decline or regression to a lower need (Alderfer, 1972). This ERG theory also states that those who have lower-ranking needs that have been satisfied will lead to a desire to meet higher-ranking needs. However, multiple needs can act as motivators simultaneously, and the frustration of trying to help a higher-ranking need can lead to a decline in a lower-ranking need.

2.2 Work Productivity

There is philosophical knowledge in productivity, as well as work definition and operational technicians. Productivity has a life view and mental attitude that aims to increase the standard of living for everyone involved (Andika, 2019). Things must be considerably better today than they were yesterday, and things will be better tomorrow than they are today. This way of looking at life is also psychological, and it encourages people to not be pleased with their jobs too quickly and to keep working to improve them. Individual and organizational productivity can both be viewed from different perspectives when discussing the notion of productivity at work. When it comes to productivity, the individual dimension considers things like mental attitudes and the desires and efforts of people who are always looking for methods to better their quality of life as well as their overall well-being (Liana, 2020).

Meanwhile, the organizational dimension can be seen from productivity within the technical relationship between output (output) and income (input). To make things simpler, productivity measures the difference between actual results (output) and total resources (input), which are often used per unit of time; this work definition contains a method or method of measurement, although in theory, it can be done in practice it is challenging to implement, the wrong one is because the input resources used generally consist of many kinds and in very different proportions (Ashary, 2019)

III. Research Methods

The quantitative method was employed in this investigation. With the use of this method, the researcher tests a theory based on the results of prior studies that we used as a literature review in authoring this research by employing a descriptive verification strategy (Sugiyono, 2014). In this study, the participants are employees of the Office of the National Aeronautics and Space Agency (LAPAN), which is located in South Garut. Using non-probability sampling and a saturated sample technique, the researchers determined the sample size for this study. A total of 100 participants from the South Garut Lapan office population participated in the study, which resulted in a sample size of 100 people. When it comes to testing the results of the study using multiple regression analysis methods, which can be used to determine how much influence several independent variables have on the dependent variable and can also predict the value of the dependent variable if all of the independent variables have known values, the SPSS statistical software version 25 is used to accomplish this.

IV. Results and Discussion

4.1 Results

a. Instrument Test Results

A validity test is used as a measuring tool that is often used in research. Instruments that can be said to be valid can be used to measure what should be measured. The decision-making used in this validity test is to compare the values of r count and r table with a significance level of 95%. If the value of r count r table, then the item is declared valid, and if the value of r count r table, then the item is declared invalid. To find out the r table with the magnitude of the level of significance used is $= 0.05$ and the value of r table with $N = 100$, the r table is 0.196.

A reliability test is used to see whether the measuring instrument used shows the respondents' answers' consistency in the questionnaire. A reliable benchmark for a variable is if it has a Cronbach's Alpha value > 0.60 . The results of testing the validity and reliability can be seen in the image below:

Table 1. Validity and Reliability Test Results

Variable	Indicator	r count	Cronbach's Alpha
Existence Needs	1	0.629	0.196
	2	0.683	
	3	0.498	
	4	0.579	
	5	0.533	
	6	0.562	
	7	0.623	
	8	0.467	
Relatedness Needs	1	0.622	0.196
	2	0.502	
	3	0.767	
	4	0,595	
	5	0.643	
	6	0.715	
Growth Needs	1	0.639	0.196
	2	0.538	
	3	0.641	
	4	0,596	
	5	0.368	
	6	0.506	
Productivity	1	0.606	0.196
	2	0.633	
	3	0.671	
	4	0.702	
	5	0.670	
	6	0.607	
	7	0,6	

Source: Data processed by Researchers (2021)

Given the data shown here, it's safe to say that the total research instrument employed has a more significant rcount value than a rtable value (0.196). This means that based on the findings of the data shown in the table above, all of the instruments used in the research are reliable. Because the Cornbach's alpha value for the four variables is higher than 0.60, the overall variable mechanism is also dependable.

b. Hypothesis Test Results

An study known as multiple linear regression measures the influence of two or more independent variables on a single dependent variable and uses those results to forecast the dependent variable. Using SPSS 25's multiple linear regression results, the following conclusions can be drawn:

Table 2. Multiple Regression Test Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.129	3.655		1.677	.007
	TOTAL_X1	.215	.097	.215	2.209	.000
	TOTAL_X2	.356	.124	.301	2.865	.005
	TOTAL_X3	.258	.127	.190	2.023	.005

a. Dependent Variable: Produktivitas Kerja

Based on the table above, it can be described as follows:

- a. The constant 6.129 states that if (X1), (X2), and (X3) are all 0, then Work Productivity (Y) will be 6.129 as well. As a result, if the value of each of the three needs is 0, the Work Productivity Level will be 6.129.
- b. Existence Needs (X1) has a positive regression coefficient of 0.215, which indicates that if the Existence Needs value is increased by one point in comparison to another value of 0 (zero), the Work Productivity value is 0. Existence Needs has a significant value of 0.000 because $0.000 > 0.05$ indicates that Existence Needs have a significant positive effect on Work Productivity for South Garut LAPAN Office personnel.
- c. Relatedness Needs (X2) has a positive coefficient of regression of 0.356. If the importance of Relatedness Needs grows by one point when another value of 0 (zero) is used, then Work Productivity equals zero. Because $0.005 > 0.05$, Relatedness Needs has a significance value of 0.005. Relatedness Requires test results to have a major effect on the work productivity of personnel at the South Garut LAPAN Office.
- d. Growth Needs (X2) has a positive regression coefficient of 0.356, indicating that if the value of growth Needs increases by one point in comparison to another value of 0 (zero), the value of Work Productivity is 0. Growth Needs has a significance value of 0.005, indicating that $0.005 > 0.05$ indicates that growth Needs testing has a significant effect on Work Productivity in South Garut LAPAN Office employees.

c. Partial Test (T Test)

Partial testing compares t count to t table. The partial hypothesis testing criteria are: If t count > t table, Ho wins t count > t table rejects Ho, Ha accepts. Table 2 shows the significance level of the influence of Existence Needs (X1), Relatedness Needs (X2), and

Growth Needs (X3) variables on Work Productivity (Y). In this case, the value of t table is 1.9847 (DF = 97, 95% confidence level):

1. Effect of Existence Needs on Work Productivity

It is known that the value of sig, $0.000 < 0.05$, then the Ha hypothesis is accepted, meaning that it rejects the Ho hypothesis, that is, partially the Existence Needs (X1) variable has a positive and significant effect on the Work Productivity variable (Y). Provided that the level of the significance level of significance is 5% or = 0.05. The degree of freedom or DF = n-k-1 or DF = 100-2-1 = 97. Then the t table is 1.9847. So t count $2.209 > t$ table 1.9847, it can be concluded that Existence Needs affect Work Productivity.

2. The Effect of Relatedness Needs on Work Productivity

It is known that the sig value, $0.005 < 0.05$, then the Ho hypothesis is rejected, meaning that it accepts the Ha hypothesis, that is partially the Relatedness Needs (X2) variable has a positive and significant effect on the Work Productivity variable (Y). Provided that the level of the significance level of significance is 5% or = 0.05. The degree of freedom or DF = n-k-1 or DF = 100-2-1 = 97. Then the t table is 1.9847. So t count $2.865 > t$ table 1.9847, it can be concluded that Relatedness Needs (X2) has a positive and significant effect on the variable of Work Productivity.

3. The Effect of Growth Needs on Work Productivity.

It is known that the sig value, $0.005 < 0.05$, then the Ho hypothesis is rejected, meaning that it accepts the Ha hypothesis, which is partially the growth Needs variable (X2) has a significant effect on the Work Productivity variable (Y). Provided that the level of the significance level of significance is 5% or = 0.05. The degree of freedom or DF = n-k-1 or DF = 100-2-1 = 97. Then the t table is 1.9847. So t count $2.023 > t$ table 1.9847, it can be concluded that Growth Needs (X2) has a positive and significant effect on the Work Productivity variable.

d. Simultaneous Test (F Test)

The F test examines the relationship between the independent variables Existence Needs (X1), Relatedness Needs (X2), and Growth Needs (X3) and the dependent variable, Work Productivity (Y). This study used SPSS version 25. The F test results are as follows:

Table 3. F Test Results

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	331.675	3	110.558	13.619	.000 ^b
	Residual	779.315	96	8.118		
	Total	1110.990	99			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X3, TOTAL_X1, TOTAL_X2

Based on the data above, the value of Fcount = 13.619, while Ftable with the following conditions is 3.09. Because the value of Fcount 13.619 > Ftable 3.09, it can be concluded that Existence Needs, Relatedness Needs, and Growth Needs (X1, X2, and X3) simultaneously (together) have an effect on Work Productivity (Y) at the South Garut LAPAN Office.

e. Coefficient of Determination Test

Table 4. Output Results of the Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.546 ^a	.299	.277	2.849

a. Predictors: (Constant), TOTAL_X3, TOTAL_X1, TOTAL_X2

It can be seen from the data above that the number R² (R Square) is equal to 0.299 in this case. This demonstrates that the percentage contribution of the independent variable (Variable X) to the influence of the dependent variable (Variable Y), namely Work Productivity, is 29.9 percent. It is possible to deduce that the level of association between the independent variable and the dependent variable is relatively strong between the two variables.. At the same time, the remaining 70.1% is influenced or explained by other variables not included in this study.

4.2 Discussion

a. Effect of Existence Needs on Work Productivity

Based on the results of data regarding the effect of Existence Needs on work productivity in table 4, which is also described in more detail by Figure 2, it can be concluded that $t_{count} > t_{table}$, which is 1.9847 and a significance value of 0.000 < 0.05, it can be supposed that H_0 is accepted said that the X₂ Existence Needs variable had a significant influence on the Y variable or the Work Productivity of the employees of the South Garut LAPAN Office. From the above statement, it is also said that the existence of the Needs variable positively influences work productivity. That is when existence Needs increase or are met, employee productivity will increase.

According to the theory of motivation, E.R.G needs put forward by Clayton Alderfer in Winardi (2004) reveals three needs that underlie the emergence of inspiration in a person: Existence Needs or the need for existence. These needs include primary material to stay alive. An individual who works daily among others wants to meet the requirements to survive. According to the theory, when these basic needs have been met, other provisions related to an individual will appear. Therefore, human necessities will continue to exist over time and increase individual productivity to meet their existing needs.

Employees of the South Garut LAPAN Office work according to their abilities and achieve the targets set by the company every month and will receive a salary from the company. Employees can meet their basic needs such as food, bathing, comfortable housing, and others with the wage earner. Employees are moved to work to meet basic needs that ensure their existence. These needs will continue to be repeated every time to continue to be productive and provide the best for the company. The results of this study are strengthened by previous research by Irvan Adiwinata and Eddy Sutanto (2014) in the Effect of Job Satisfaction and Work Motivation on Employee Work Productivity CV. Intaf Lumajang that the study results stated that job satisfaction and work motivation had a positive and significant effect on the work productivity of CV employees. Intaf Lumajang partially or simultaneously. Employees showing high cause will increase work productivity, so it is essential to maintain employee motivation with the encouragement or enthusiasm given to work optimally.

b. The Effect of Relatedness Needs on Employee Performance

From the exposure of the results of research on the effect of Relatedness Needs on work productivity in table 4, which is also explained in more detail in Figure 3, it is obtained that t_{count} is $2.865 > t_{table}$, which is 1.9847 and a significance value of $0.005 < 0.05$, it can be concluded that H_a is accepted which says that the X2 Relatedness Needs variable has a significant influence on the Y variable or the Work Productivity of the South Garut LAPAN Office employees. From the above statement, it is also said that the Relatedness Needs variable positively influences work productivity. That is when Relatedness Needs increase or are met, employee productivity will increase.

According to the theory put forward by Clayton P. Alderfer regarding ERG's theory of motivation, one of which is relatedness needs or the need for interaction with other people. Of course, humans as social beings who cannot live alone will need social interaction so that life will run as usual. Individuals are required to relate to other people in the environment in which they are located to create the expected reciprocity of each individual. Good social interaction is undoubtedly needed in the realm of work for a comfortable and conducive work environment. So social interaction has a close relationship with employee productivity to achieve maximum results and achieve company goals.

Employees of the South Garut LAPAN Office feel-good social interactions with co-workers and with superiors. With good social interaction at work, there will be no awkwardness between fellow employees. This can be a source of encouragement for someone to stay productive even though sometimes the situation becomes difficult at work because good co-workers and superiors will encourage each other and even work hand in hand in getting the job done. In position, tasks are following each individual's ability, and good cooperation is needed so that targets are achieved following what has been set. Because it is common in a company to have good teamwork so that employee productivity for the company will increase, even by collaborating between teams in a company will produce good performance beyond what is expected. That is why the need for social interaction is also essential in increasing employee productivity. The results of this study are in line with previous research conducted by Difa Alif Putri Wijaya (2016) in her journal *The Relationship of Social Interaction with Work Productivity of Civil Servants at the Pamekasan Department of Transportation, Communication and Informatics*. His research states that there is a positive relationship between social interaction and work productivity. In increasing employee productivity, the right strategy is needed by maximizing social interaction between employees to create good relationships and a conducive work environment.

c. Effect of Growth Needs on Work Productivity

Based on the research results presented in table 4 and also in more detail in Figure 4. The effect of growth Needs on work productivity, getting t_{count} of $2.023 > t_{table}$, which is 1.9847 and a significance value of $0.005 < 0.05$. So it can be concluded that H_a is accepted, which says that the X2 Growth Needs variable has a significant influence on the Y variable or the Work Productivity of the South Garut LAPAN Office employees. From the above statement, it is also said that the growth Needs variable has a positive influence on work productivity. That is when growth Needs increase or are met, employee productivity will increase.

According to Clayton P. Alderfer's theory of three needs derivatives of Abraham Maslow's motivation theory and Frederick Herzberg's two-factor motivation theory, one of these needs is Growth Needs or the need to develop. In Abraham Maslow's approach and the theory of two-factor motivation, Growth Needs are the culmination of all human needs.

After all the basic needs are met, then the need for growth will emerge. However, the above theories are widely opposed by scientists because basically all these needs affect human life simultaneously, not in stages as proposed by the approaches above. But it is undeniable that humans have common sense as they get older, the wider their thoughts and insights will be. The need for growth is included in an individual's working life and affects a person's productivity in doing his job.

In this study, employees of the South Garut LAPAN Office responded that employees need appreciation from co-workers and superiors at work. Because when an individual receives appreciation from others, it will increase his self-confidence, ultimately motivating someone to do their best in their work. It's as simple as when employees get praise from superiors for their work, thereby increasing employee work productivity on the next assigned job, and the resulting performance will be maximized. In addition, self-development in work is needed to stimulate employee morale at work. Like a salary increase, promotion to a higher position will undoubtedly increase employee productivity and bring up new innovative and creative ideas to meet their needs. Companies can also provide training for employees who want to improve their abilities. This can boost employee motivation and improve the efficiency of human resources, which can have a wide range of implications for the business as a whole. In line with earlier research by Nurnaningsih & Tabe (2019), namely the Effect of Motivation on Employee Work Productivity of PT. Telkom Tbk Makassar Branch, external motivation has a favorable and significant impact on employee work productivity. The reward of receiving compliments from superiors and the potential to expand the capabilities of the business are the two primary external motivations.

d. Effect of Existence Needs, Relatedness Needs, and Growth Needs on Work Productivity

According to the research findings on the effect of Existence Needs, Relatedness Needs, and Growth Needs on job productivity, $F_{count} > F_{table}$, which equals 3.09 and has a significance value of 0.000 0.05. Thus, H_a is accepted, implying that the X2 Existence Needs, Relatedness Needs, and Growth Needs variables all have an effect on the Y variable, or the South Garut LAPAN Office employees' Work Productivity.

This is consistent with the theory of the E.R.G Needs concept's founder, Clayton P. Alderfer, that employee job productivity is affected by existence requirements, interaction needs, and development needs. The findings of this study were then corroborated by Vincent Ferreria and Moehammad Soe'oed (2017), who discovered that Existence Needs, Relatedness Needs, and Growth Needs all affect employee productivity concurrently.

V. Conclusion

According to the researcher's presentation of the research findings and discussion in the preceding paragraph, it was concluded that the Existence Needs (X1) variable had a partially positive and substantial effect on the Y variable, or Work Productivity, of South Garut LAPAN Office personnel. Meanwhile, the Relatedness Needs (X2) variable has a partially positive and significant effect on the Y variable, or the South Garut LAPAN Office employees' Work Productivity. The Growth Needs Variable (X3) has a partially positive and considerable effect on the Y variable, or the South Garut LAPAN Office employees' work productivity. Additionally, the study's findings indicate that the Existence Needs (X1), Relatedness Needs (X2), and Growth Needs (X3) variables all have a concurrent effect on the Y variable, or Work Productivity, of South Garut LAPAN Office personnel.

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