

Work Enthusiasm in Supporting Employee Productivity (A Literature Review)

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Abstract. *Work enthusiasm is one of the dominant factors influencing the level of work productivity. Factors affecting work enthusiasm include the level of work motivation, work intensity, work stress, work environment, compensation, leadership style, and other variables. This research aims to explore the relationship between work enthusiasm and the level of work motivation, work intensity, work stress, work environment, compensation, and leadership style. The research method applied is library research by collecting literature-related data on factors influencing work enthusiasm. This study is descriptive, presenting findings narratively through various literature sources, including books, encyclopedias, scientific journals, newspapers, magazines, and documents. The results show that the level of work motivation, work intensity, work stress, work environment, compensation, and leadership style significantly influence work enthusiasm. High motivation tends to increase work productivity, while low motivation can hinder the level of employee productivity.*

Keywords: *work enthusiasm, work productivity, literature review*

1. Introduction

An organization is significantly determined by the roles assigned to its human resources. Among other production factors such as machines, capital, materials, and methods, human resources have a highly dominant influence because they can balance all other production factors. Therefore, human resources are expected to continue serving as the driving force of the organization, required to work more enthusiastically to face competition and sustain the organization's existence. One of the factors that can demand the role of human resources is through work enthusiasm.

Work enthusiasm is an effort to perform tasks diligently so that work can be completed more quickly and efficiently. It is an attitude characterized by self-confidence, strong self-motivation to continue working, joy, and good organization.

Work enthusiasm is not a fixed potential but is more situational. It can fluctuate, influencing work productivity. When work enthusiasm is high, tasks are completed more quickly and efficiently. Conversely, damages, losses, absenteeism increase, and there is a possibility of employees leaving the company if the organizational situation is not conducive to fostering work enthusiasm.

Several factors influence the rise of work enthusiasm in individuals, including: (a) the existence of a harmonious relationship between leaders and subordinates, especially leaders who work daily and directly interact with subordinates; (b) the satisfaction of officers with their tasks and jobs because they fully enjoy the assigned tasks; (c) the presence of a friendly work atmosphere and climate within the organization, especially for those who have daily interactions with their work; (d) a sense of contribution to achieving organizational goals, which are common goals that must be achieved together;

(e) the existence of economic satisfaction and other value satisfactions perceived as fair rewards for the effort given to the organization; (f) a sense of inner peace, assurance of certainty, and protection against anything that could endanger personal well-being and career in the journey.

2. Method

The research method employed in this study is literature or library research. This method involves collecting data from various literary sources related to factors influencing work enthusiasm. The research is descriptive, presenting data systematically and explaining it in a narrative form. The research objects are extracted from various literary sources, including books, encyclopedias, scientific journals, newspapers, magazines, and documents. The focus of the library research is to discover theories, ideas, principles, laws, and concepts aimed at analyzing and solving research problems

3. Results and Discussions

Based on the literature study and references from several previous research journals, it is found that work enthusiasm is greatly influenced by several factors that contribute to the increase in employee productivity. This is supported by the results of research conducted in several companies, as shown in Table 1.

Table 1. Previous Research

No	Author	Title	Variables	Description
1	Yordy Wisnu Kusuma	The Impact of Work Motivation and Incentives on Employee Enthusiasm at CV. F.A Management	The Work Motivation and The Incentives on Employee Enthusiasm	The findings of the study suggest that work motivation has a positive and significant influence on employee enthusiasm. Similarly, incentives also have a positive and significant impact on employee enthusiasm at CV. F.A Management. Furthermore, the study indicates that work motivation is the dominant variable influencing employee enthusiasm in this particular company. In summary, the research reveals a positive correlation between work motivation, incentives, and employee enthusiasm in CV. F.A Management, with work motivation being identified as the more dominant factor contributing to enhanced employee enthusiasm. Top of Form
2	Asri Hidayat	The impact of Work Stress and Work Conflict on Employee Enthusiasm in a Factory	The Work Stress and The Work Conflict	The results of the study suggest that work stress and work conflict when considered simultaneously, have a significant impact on employee enthusiasm. When analyzed individually, work stress exhibits a negative and significant

				influence on enthusiasm, while work conflict also demonstrates a negative and significant impact on employee enthusiasm. In summary, the research indicates that work stress and work conflict, both collectively and individually, play a crucial role in influencing the enthusiasm of employees in a factory setting. The findings highlight the negative effects of work stress and work conflict on employee enthusiasm in this context.
3	Chandra, D. A.	The Influence of Work Environment and Organizational Climate on Employee Enthusiasm at PT. Diantri	The Work Environment and The Organizational Climate	The findings of the study suggest that both work environment and organizational climate significantly influence employee enthusiasm at PT. Diantri. The study further indicates that these factors have a direct and positive impact on employee enthusiasm in the organization. In summary, the research highlights the positive correlation between work environment, organizational climate, and employee enthusiasm at PT. Diantri. The results underscore the importance of fostering a conducive work environment and a positive organizational climate to enhance employee enthusiasm in the company.
4	Fajarrini P. Danti	The Influence of Compensation on Employee Enthusiasm (A Study on Employees of CV. Sejahtera, Pakisaji, Malang	The Compensation	The study's findings suggest that both direct and indirect compensation, when considered collectively, significantly influence the enthusiasm of employees. Among these variables, indirect compensation was identified as the dominant factor influencing employee enthusiasm. In summary, the research emphasizes that both direct and indirect compensation play a crucial role in influencing the enthusiasm of employees at CV. Sejahtera. The study's results underscore the importance of effective compensation strategies in fostering and sustaining employee enthusiasm in the organization.

5	Andi Tarlis	The Influence of Leadership Style on Employee Enthusiasm at Bank Mandiri Branch Langsa	The Leadership Style	The findings of the study suggest that leadership style significantly influences employee enthusiasm at Bank Mandiri Branch Langsa. The research highlights the crucial role of effective leadership in shaping and fostering the enthusiasm of employees in the organization. In summary, the study underscores the importance of leadership style in influencing employee enthusiasm at Bank Mandiri Branch Langsa. The results emphasize the need for leadership practices that contribute positively to the overall work environment and employee morale in the organization.
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The Relationship between Motivation and Employee Enthusiasm at Work

Motivation is a state or condition that drives and propels someone to engage in activities, enabling them to achieve their goals. It serves as an effort to influence employees by providing them with something they desire, encouraging them to act in line with the expectations of their leaders. More importantly, motivation aims to instill enthusiasm in employees, driving their commitment to tasks and responsibilities.

The connection between motivation and work enthusiasm lies in the impact of work motivation on employee performance. High work motivation has a positive effect on both the individual and the company. It is a crucial factor in achieving quality performance, as employees with high motivation contribute positively to the organization's goals. Work motivation is vital in realizing high-quality performance, and individuals with a strong work ethic can significantly impact a company's success.

Furthermore, work enthusiasm is essential in supporting the execution of tasks with a conscious effort and without coercion. Enthusiastic work results in activities carried out with full awareness, leading to quick and accurate task completion, aligning with the expectations of the relevant organization. High motivation and work enthusiasm from employees have a profoundly positive impact on an individual's performance within a company.

There are three elements in motivation as follows:

1. Motivation begins with a change in energy within oneself. Changes in motivation arise from specific changes in the neurophysiological system within the human organism.
2. Motivation is characterized by the emergence of affective arousal. This emotional atmosphere is what triggers motivated behavior. These changes can only be observed in actions. For example, someone engaged in a discussion because they are interested in the topic may speak rapidly and confidently.
3. Motivation is marked by reactions to achieve a goal. A motivated individual produces responses directed toward a goal. Each response is a step toward achieving the desired goal.

There are several ways a leader can enhance the motivation of their employees, such as:

1. **Provide Inspiration:** Great leaders can inspire their employees. Offer a visionary perspective on the business and the achievable goals with reference to the success of other businesses. This can generate interest and motivation among employees.
2. **Give Them Opportunities:** Micromanagement is often seen as inhibiting creativity and killing motivation. Give employees the chance and power to express themselves. Start with simple steps, like accepting and implementing one of the suggestions made by employees.
3. **Set Achievable Goals:** Everyone needs personal goals to stay consistent and loyal to their responsibilities. Provide clear goals for employees to achieve, such as domestic and international travel, a house, physical objects, etc.
4. **Avoid Excessive Criticism:** Not all mistakes are equal. Recklessness and negligence need immediate attention, but if an error occurs after an employee has worked hard, praise their efforts. Failure to appreciate their hard work is equivalent to stifling creativity, innovation, and employee initiative.
5. **Provide Recognition:** Even if it's simple, recognizing and appreciating their efforts is crucial. Many studies show that recognizing and appreciating employees' efforts by saying thank you when they do something good and useful is one of the best things a leader can do.
6. **Offer Constructive Feedback:** Employees need positive feedback to stay motivated, but they also need negative feedback delivered constructively. This shows that you care about them and won't abandon them during difficult times.
7. **Communicate Business Development and Progress:** Create a greater sense of urgency among employees by providing information about the development and progress of the business, especially in financial aspects. Allow them to be concerned about the company's finances and motivate them to work harder to stabilize the company's financials and provide bonuses to employees.
8. **Reward High-Performing Employees:** Try to provide bonuses from the company's profits to employees. This will motivate them to continue improving their performance.
9. **Don't Let Employees Work Beyond Their Abilities:** Don't force a job on employees if they can't handle it, whether it's about working hours or workload. Understand their capabilities and lives outside the office, as pushing them too hard can result in a decline in productivity.
10. **Pay Attention:** Employees need to feel that their presence in the company is crucial. They must know that their position and job results are essential to the company. Ensure that senior managers and CEOs pay attention to these employees.

The Relationship between Incentives and Employee Morale

Incentives are defined as adequate rewards to employees whose performance exceeds the established standards. Incentives serve as a motivator for employees to work better, thereby enhancing employee performance. Providing monetary bonuses to employees is intended to increase work productivity and boost employee morale. For employees working under a bonus incentive system, their work performance determines their bonuses. This system ensures that employees receive bonuses commensurate with the effort and ability they put in. Consequently, employees tend to exhibit a more professional attitude by working earnestly and making various efforts to achieve better

results, thereby improving their overall performance. Incentives can be categorized into several aspects, including: cash bonuses, social security benefits, recognition awards, job promotions, and provision of job attributes.

The Relationship between Job Stress and Employee Morale

Job stress refers to pressure obtained accidentally or intentionally, imposed for a specific purpose. Employee stress can result from issues occurring outside the organization. Causes of job stress include (a) financial worries, (b) issues related to children, (c) physical problems, (d) marital problems (e.g., divorce), (e) changes in residence, and (f) other personal issues such as the death of a family member (Rivai, 2008).

In the short term, unaddressed stress without serious intervention from the company can lead to employees feeling pressured, demotivated, and frustrated, resulting in suboptimal work and disrupted performance. In the long run, employees who cannot cope with job stress may become unable to work in the company. In more severe cases, stress can make employees sick or even resign (turnover)."

The Relationship between Work Environment and Employee Morale

The work environment refers to the surroundings of employees as they collaborate to achieve common goals. Several factors influence the work environment, including:

1. Physical Environment:
 - a. Lighting
 - b. Air temperature
 - c. Noise level
 - d. Unpleasant odors
 - e. Necessary workspace
 - f. Workplace safety
2. Non-Physical Work Environment:
 - a. Employee relationships with superiors
 - b. Employee relationships with colleagues

A positive work environment strongly supports increased morale, while an inadequate work environment negatively impacts morale.

The Relationship between Compensation and Employee Morale

Compensation is the reward provided by an organization to its employees for fulfilling their duties and responsibilities. Compensation can be financial or non-financial. According to Veithzal Rivai (2011), direct financial compensation indicators include:

- a. Salary: Salary is a monetary reward received by employees for their contributions of effort and thought toward achieving the company's goals. It can be considered a fixed payment to an individual for their membership in a company.
- b. Bonus: Bonus is a one-time payment given for achieving performance targets or as a reward for work that surpasses the set standards. It is additional compensation beyond the regular salary. Bonuses can be used to appreciate specific achievements set by the company or for an individual's dedication.
- c. Incentives: Incentives are direct rewards paid to employees for performance that exceeds established standards. They are another form of direct payment outside of

regular wages and salaries, known as performance-based compensation (pay-for-performance plan).

- d. Indirect Compensation (Fringe Benefits): Indirect compensation is additional compensation provided to all employees by the company to improve their well-being. Examples include facilities such as insurance, allowances, retirement funds, and others.

Adequate compensation is crucial for organizations to obtain, create, maintain, and retain productivity. Insufficient compensation may lead to employee dissatisfaction, higher absenteeism, low discipline, and other issues.

The Relationship between Leadership Style and Employee Morale

Leadership style is an individual's ability to control upcoming issues by considering various functions. According to Rizky (2022), leadership style depends on various factors such as employee motivation, satisfaction, compensation, training and development, job security, organizational structure, and more.

Saif (2020) defines job satisfaction as an employee's attitude during their employment. Job satisfaction dimensions (payment, supervision, promotion, the job itself, and working conditions) significantly influence leadership style.

Olabinri et al. (2013) state that employee motivation is an effective strategy to enhance the leadership style of employees in an organization. Anyim et al. (2012) suggest that employee motivation is one of the effective strategies to improve the leadership style of employees in the organization.

4. Conclusions

Work enthusiasm is the effort to carry out tasks diligently, enabling tasks to be completed more quickly and efficiently. Numerous factors influence the emergence of work enthusiasm among employees, including work motivation, work intensity, job stress, work environment, compensation, leadership style, and others.

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