



Employee Performance Influenced By Work Motivation

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Abstract

Performance is an ability that must be owned by every individual who works. The purpose of this study is to determine the effect of work motivation on employee performance. This research methodology is associative causal with the Quantitative Approach. Respondents in this study were 40 employees of PT Tirta Kencana Tata Warna (Avian Brands) Bengkulu who were taken by total sampling technique. Methods of data analysis in research using regression analysis. The results of the study are as follows: work motivation has a positive and significant effect on employee performance, work motivation affects employee performance by 27.7% and 72.3% is influenced by variables outside this study.

Keywords: *Work Motivation; Employee Performance*

Introduction

Performance is something that must be owned by a company. Performance is significantly influenced by work motivation (Efendi et al, 2020). Another study conducted by Panastuti et al (2020) found that performance is also positively and significantly influenced by work motivation. Exan (2019) also found a similar thing where work motivation has a positive and significant effect on the performance of employees who are working.

Based on the phenomena that occur and some of the results of research on employee performance playing an important role in a company, when a company has improved the performance of its employees, it is easier for the company to influence people to buy its products because every individual or community has impulsiveness (Efendi, Indartono, & Sukidjo, 2019).

In this way, it can be seen that work motivation has a relationship with employee performance. So the purpose of this study was to determine the effect of work motivation on employee performance. So that in the future it can contribute to decision-making for a private or government agency in order to achieve good economic growth.

Work Motivation

Work motivation is an encouragement from the company to improve performance and meet the needs of an employee (Efendi et al, 2020). According to Mulyadi and Syafitri (2019), motivation is the persistence of a person's work that arises because of encouragement from within a person as a result of personal needs, the influence of the physical environment, and the social environment. Motivation according to Mathis and Jackson (2006) is a desire within a person that causes one to act and achieve certain goals. Meanwhile, motivation according to Kreiner et al (2001) is a psychological process that arouses and directs behavior toward achieving goals. Based on these opinions it can be concluded that motivation is a force from within and outside that encourages and directs a person to achieve goals.

Work motivation is influenced by various factors, namely: new knowledge and learning opportunities (Gibson and Donnelly, 1994). According to Murgianto and Suhermin (2016) work motivation is influenced by several factors, namely as follows: 1). Organizational commitment, 2). Competence, 3). Job satisfaction. Work motivation also has several indicators such as 1). The direction of behavior, 2). Level of effort, 3). Level of persistence (Goerge et al, 2005). Meanwhile, according to Ivancevich et al. (2014) indicators of motivation are as follows: 1). Psychological need, 2). Safety needs, 3). Social needs, 4). Esteem need, 5). Need for self-actualization.

Employee Performance

Performance is an illustration of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision, and mission of the organization as outlined through the strategic planning of an organization (Lengkong et al, 2019). According to Efendi et al (2020) performance is a result of carrying out the duties and responsibilities of work that have been given by the organization. Performance is the fulfillment of tasks that shape employee attitudes (Byars and Leslie, 2000). Meanwhile, according to Efendi (2020) performance is a function of motivation and abilities that are displayed in the behavior of each individual.

Performance is influenced by various factors, namely: 1). Employee internal factors, 2). Organizational internal factors, 3). Organizational external factors (Wirawan, 2009). According to Kotur and Anbazhagan (2014) performance is influenced by educational factors. It is known that performance has several indicators, according to Mitchell and Larson (1987) state that there are five performance indicators, namely: 1). Quality of Work, 2). Communication, 3). Timeliness, 4). Ability, 5). initiative. While performance indicators according to Mathis and Jackson (2006) performance is measured based on quantity, quality, timeliness, attendance, and cooperation.

Research Framework and Hypothesis

The Effect of Work Motivation on Employee Performance

Research conducted by Panastuti et al (2020) found work motivation to have a positive and significant effect on employee performance. The results of research by Efendi et al (2020) found that work motivation has a positive and significant effect on employee performance. Similar research results were found by Jannah et al (2017), Antaka, (2018), and Ikhsan et al (2019) where work motivation has a positive and significant effect on employee performance. Meanwhile, Adeoye's research (2019) found work motivation to have a weak and insignificant effect on employee performance

H₁: work motivation has a positive and significant effect on employee performance

Based on various theoretical explanations and findings found regarding the effect of work motivation on employee performance. So the research framework in (Figure 1) is as follows:

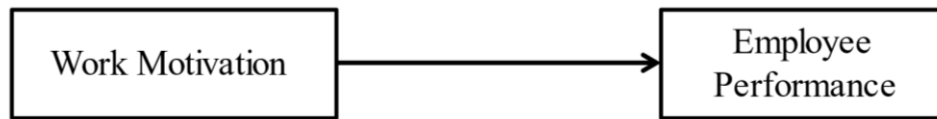


Figure 1. Research Framework

Methodology

This research uses a type of causal associative research with a quantitative approach, where causal associative is research that looks for the causes and effects of each variable in a study, according to Sugiyono (2015) Causal associative is research that looks for causes and effects between independent variables and dependent variable. while the quantitative approach is to transfer research data into the form of numbers or qualitative data that is numbered. The data analysis method used in this research is Multiple Regression. The population in this research is 40 employees of PT Tirta Kencana Tatawarna Bengkulu. The sampling technique uses total sampling, where the number of respondents below 100 is used as the research subject.

Findings

The analysis in this study is by using descriptive statistics and multiple regression. The results of data analysis in this study are as follows:

Table 1. Characteristics of Respondents

Variable	Characteristics	Frequency	Percentage (%)
Gender	Man	35	87,5
	Woman	5	12,5
Age	21-30 year	4	10
	31-40 year	34	85
	41-50 year	2	5
Personal Status	Single	35	87,5
	Marry	5	12,5
Education	SMA	8	20
	DIPLOMA	10	25
	S1	22	55
Work Experience	1-5 year	5	12,5
	6-10 year	15	37,5
	11-20 year	20	50

Source: Primary data processed

Table 2. Regression Analysis Results

Variable	Koef. Regression (B)	T Statistic	Sig
Work Motivation	0.383	3.820	0.000
Constant	11.144		
R	0.527		
R ²	0.277		
F Statistic	14.592		
Sig	0.000		

Source: Primary data processed

The Effect of Work Motivation on Employee Performance

Based on the results of the regression analysis, it is known that work motivation has a positive influence on employee performance, shown in the regression coefficient value of 0.383. At the 5% significance level, it is known that the t value is 3,820 with a significance of 0.000. With these results, the first hypothesis can be accepted that work motivation has a significant effect on employee performance.

Coefficient of Determination R Square (R²)

The coefficient of determination R Square is used to show how much the percentage of work motivation variables affects employee performance variables. The results of the regression analysis show that the coefficient of determination R² has a value of 0.277 or it can be said that 27.7% of employee performance is influenced by work motivation. While the remaining 72.3% is influenced by other variables.

Discussion

The Effect of Work Motivation on Employee Performance

Based on the results of the research that has been analyzed there is a significant influence between work motivation on employee performance. This is shown by the value of the regression coefficient of 0.383. At the 5% significance level, it is known that the t value is 3,820 with a significance of 0.000. So it can be concluded that the higher the motivation to work, the higher the performance of employees.

The results of this study are supported by research conducted by Efendi et al (2020) and Pangastuti et al (2020) which found that work motivation has a positive and significant effect on employee performance. The same results were also shown by research by Jannah et al (2017), Antaka, (2018), and Ikhsan et al (2019) where work motivation has a positive and significant effect on employee performance. Meanwhile, different results were shown by Adeoye's research (2019) where work motivation has a weak and insignificant effect on employee performance.

Coefficient of Determination R Square (R^2)

The results showed that there was a significant influence between work motivation on employee performance. This is indicated by the results of the test results with the F test which obtained a calculated F value of 14,592 with an F significance value of 0.000 or $F < 0.05$. The coefficient of determination R Square is used to show how much the percentage of work motivation variables affects employee performance variables.

The results of multiple regression analysis show that the coefficient of determination R^2 has a value of 0.277 or it can be said that 27.7% of work motivation affects employee performance. While the remaining 72.3% is influenced by other variables outside of this study. Based on this, it is also known that employee performance is one of the keys to company success, when a company is successful, the welfare of its employees will be guaranteed and can reduce poverty and increase economic growth (Efendi, Indartono, and Sukidjo, 2019).

Conclusion

Based on the results and discussion in the research, we can conclude that; 1). Work motivation has a positive and significant effect on employee performance. Work motivation affects employee performance by 27.7% and 72.3% is influenced by variables outside this study. Together with the limitations in this study, it is hoped that it can become a reference material for further research in the future.

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