



Employee Performance And Motivation

Harun Samsuddin¹, Rasty Yulia², Soni Suharmono³, Syamsu Rijal⁴, Arief Yanto Rukmana⁵

Universitas Sereho Lahat¹, Institut Maritim Prasetya Mandiri², Universitas YPIB Majalengka³, Universitas Negeri Makassar⁴, Sekolah Tinggi Ilmu Ekonomi STAN IM⁵

harunsamsudin@yahoo.co.id¹, rasty.yulia@imp.ac.id², fathan.farm.358@gmail.com³,
syamsurijalasnur@unm.ac.id⁴, ariefyantorukmana@gmail.com⁵

Abstract

This research approach is quantitative. The types of data used in this research are primary data and secondary data. Employees of PT Lotus Lingga Pratama receive questionnaires to collect primary data. Secondary data are collected indirectly, except from others or documents and journals related to this researcher. The population in this study is the entire permanent employee base of PT Lotus Lingga Pratama, which totals 153 employees. Motivation has a positive and significant influence on the performance of employees at PT. Lotus Lingga Pratama. Motivation is crucial and serves as a driving force for effort and goal achievement. Someone's doing something because of motivation. It can be understood that the higher the motivation, the higher the employee's performance.

Keyword: Motivation, Employee Performance, Lotus Leopard

INTRODUCTION

Every organization always expects resources that can work effectively and efficiently in order to achieve the company's goals. Human resources are a central factor in an organization. Whatever its form and purpose, the organization is created on the basis of various visions for the benefit of man, and in the execution of its mission, it is managed and cared for by man. So, human beings are a strategic factor in all organizational activities. In addition, human resources are also a driving factor in determining the path of an organization in achieving its success or goals.

Employee performance is the result of an employee's work (Saepudin, 2023). The result of such work must be proportionate to the share and responsibility of the employee in the process of achieving the goals of the organization as best as possible, in accordance with the rules, goodwill, and virtue (Kurhayadi et al., 2020).

One of the factors that influences employee performance is motivation to work. Motivation is a personal condition that drives an individual's desire to undertake certain activities in order to achieve a goal. And every company always wants the performance of each of its employees to increase. To do that, the company must provide good motivation to all its employees in order to improve performance.

Motivation is a process that explains the intensity, direction, and perseverance of an individual in achieving a goal. Having motivation will encourage them to actively complete the various tasks in accordance with the responsibilities assigned. A motivated employee will have a high level of job satisfaction and performance, as well as a strong desire to succeed. Performance in an organization is the answer to whether or not the organization's goals have been set. The performance of an employee is an individual thing because each employee has a different level of ability to do his job. Employee performance can be improved by setting a good example as a leader, motivating employees, and always paying attention to their work.

1) Motivation

Motivation is defined as the impulse of a person's mental movement and behavior. Motivation is very important because the manager distributes the work to his subordinates to do well and to be integrated with the goal that will be achieved. (Kushendar et al., 2022). Rahmad (2022) defines motivation as the desire that arises within an employee by being inspired, encouraged, and motivated to do the activity with integrity, happiness, and seriousness so that the results of the activity that he does get good and quality results.

2) Employee Performance

Performance is derived from the word job performance or actual performance which means the actual work achievement or performance achieved by someone. Performance is the quality and quantity of work achieved by an employee in carrying out his or her functions in accordance with the responsibilities assigned to him. (Sahromi, 2022).

Performance is the ability of an employee to accomplish his or her job. Performance employee uses the responsibility of work to determine the quality and quantity of the work given (Rosadi et al., 2022). Saputra et al. (2022), stated that employee performance is a work achievement or the result of a job seen in terms of quality and amount achieved by the employee with the length of time exclusive in carrying out his/her list of jobs in accordance with the responsibilities and the workload agreed. The result of such work is equal to the share and responsibility of all employees, in the process of achieving the goals of the organization as best as possible, in accordance with the rules, employment, and virtue (Yusuf et al., 2023).

RESEARCH METHOD

This research approach is quantitative. The types of data used in this research are primary data and secondary data. Employees of PT Lotus Lingga Pratama receive

questionnaires to collect primary data. Secondary data are collected indirectly, except from others or documents and journals related to this researcher. The population in this study is the entire permanent employee population of PT Lotus Lingga Pratama, which totals 153 employees.

RESULT AND DISCUSSION

Data instruments are declared to be of high quality and can be held accountable once their validity and reliability have been proven. A validity test is a test used to show how far a measuring instrument actually measures what is measured. The validity test is then measured by comparing r -computers with r -tables; if r -calculates \geq r -table, then the question is valid, or if each item of the question has a positive and significant correlation coefficient with the total score (Sig. < 0.05), then it is considered valid. The validity test compares the r count and r table with $(df) = n - 2$, then $153 - 2 = 151$, obtaining an r value of 0.2287. If the results of the calculation of the correlation coefficient of the whole question element have the significance of Pearson correlations r -calculated \geq r -table, then it can be concluded that all the details of the questions X and Y are correctly valid and can be used as a measuring instrument.

Reliability Test Results

Table 1. Determination Coefficient Test Results

Model Summary				
Model	R	R Square	Adjusted RS quare	Std. Error of the Estimate
1	,534a	,285	,281	2.31693
a. Predictors: (Constant), Motivation Source: SPSS (2023, data processed)				

1. Results of simple linear regression analysis

Multiple analysis are used to determine or predict the magnitude of the influence of motivation on the performance of PT Lotus Lingga Pratama employees. The results of data processing with SPSS version 23.0 obtained the regression equation:

$$Y = 9.515 + 0.605 + e$$

The results of the above equation can be interpreted as follows:

The value of a (constant) is 9.515, meaning that if there is no motivation variable (X) or it is equal to zero, employee performance will increase by 9.515. The motivation variable coefficient is 0.605, meaning that every time the motivation variable increases by one unit, employee performance increases by 0.605 units. To test the level of relationship between the independent variable (X) and the dependent variable (Y), the t test and f test are used. Test to determine whether the independent variable or independent variable (X) partially influences the dependent variable (Y), and the f test to determine whether the independent variable simultaneously influences the dependent variable. The t test is carried out by comparing the calculated t with the t table using the following criteria:

H₀ is accepted if t count < t table (no effect). H_a is accepted if t count > t table (has effect).

2. The Effect of Motivation on Employee Performance

Hypothesis testing (H₁) can show the influence of motivation on employee performance. The calculation results show that the t-count value is 5.991, which is greater than the t-table 1.6531, which means that the hypothesis in this study accepts H_a and rejects H₀. This test statistically proves that motivation has a positive and significant influence on employee performance at PT Lotus Lingga Pratama

CONCLUSION

Motivation has a positive and significant effect on the performance of PT employees. Lotus Lingga Pratama. Motivation is very important and functions as a driver of effort and the achievement of goals. A person undertakes an effort because of motivation. This can be interpreted as saying that the higher the motivation, the higher the employee's performance.

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