

## **EMPLOYEE PERFORMANCE: The Effect Of Motivation And Job Satisfaction**

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### **ABSTRACT**

Performance is the need of all parties. For employees, performance is a way of self-preservation and well-being. As for the company, performance is an indicator of goal achievement. Therefore, performance has always been a major concern in the organization. Performance is a standardized work process and quality work, so that performance has a significant impact on the existence of the company. Departing from this phenomenon, this study is interested in analyzing employee psychological factors that are thought to have a correlation with performance. This research was conducted quantitatively with the method of statistical analysis, namely regression. The research subjects were Candika Wastu Pramathana employees. A total of 35 respondents were involved in this study, which was conducted purposively. The results of the study explain that the employee's internal factor that best explains performance is motivation. Work motivation in question is self-motivation in carrying out tasks and a sense of pleasure in many things about the organization. This attitude contributes greatly to the achievement of maximum performance.

**Keywords:** Internal Factors, Work Spirit, Satisfaction, Process and Quality Work Results

### **INTRODUCTION**

In the current era of globalization, every company is required to have high effectiveness and efficiency, because it can be an advantage to survive in the midst of increasingly rapid competitive conditions. In the competitive world of business, it is companies that can produce quality goods and services that can enter the global market. Because of this pressure, in the formation of a highly competitive company, there are several factors that must be met by the company in order to keep pace with the external changes that are rapidly occurring in the current era of globalization. One of them is the leader must know the organizational system applied in the company by paying attention to good motivation and job satisfaction so that employees feel satisfied at work and can improve employee performance in the company (Hidayat, 2021).

Human Resources is one element that has an important role in the company, because a company is very dependent on the role played by the people in it. Human Resources in this case are employees who have high performance, play an active role in carrying out their work and achieve the goals set by the company. Human Resources are the assets of the company that must be maintained and developed so that they can contribute optimally to the continuation of the company it self (Rahmawani, & Syahrial, 2021).

Every manager needs to predict the efforts to develop managerial skills and abilities to motivate his subordinates. Managers have a responsibility to help and influence the behavior of their subordinates so that they can carry out their duties effectively and efficiently. Thus the success of managers in motivating their subordinates depends on how managers understand the motives of their employees. In this case, the company not only expects employees to be capable, capable and skilled, but most importantly they are willing to work hard and are willing to achieve maximum performance results (Harahap, & Tirtayasa, 2020).

Employees who have high motivation to occupy a higher position in the organization are likely to be able to increase work productivity in order to achieve organizational goals and vice versa. By understanding the role played in motivation, a manager will be able to increase the work productivity of his subordinates and can further improve their performance. This can be seen when employees have completed a job, they get less appreciation from superiors, an employee who has high work motivation, he also tends to have good and high performance. Therefore, motivation is a very important factor in efforts to improve employee performance (Rivaldo, & Ratnasari, 2020).

One of the factors that affect job satisfaction is seen from the level of work, as the level of work at a higher level tends to feel more satisfied with their work. In practice in the company Candika wastu pramathana employees feel less satisfied with the compensai received, in this case related to the problem of salary that is felt to be still inadequate (Wahyudi, & Tupti, 2019). Therefore, job satisfaction is a very important factor in efforts to improve employee performance. Of these phenomena hint that job satisfaction can affect employee performance.

(Rosmaini, & Tanjung, 2019) argues that performance is the result of work in quality and quantity achieved by employees in carrying out their duties in accordance with the responsibilities given to them. If employees have high job satisfaction, then directly employees will be loyal to the organization and performance will increase. Employees become very important for the progress of the company in addition to innovative strategies and products. Good performance is influenced by job satisfaction obtained in the company. In other words, a quality company is a company that has a good quality of work life, can prosper employees so as to produce qualified and competent employees.

## **THEORETICAL BASIS**

### **Management**

Management comes from the English language "*to manage*" which means managing an activity to achieve predetermined goals. According to GR Terry (Rene, & Wahyuni, 2018) states that the notion of management is a distinctive process consisting of planning, organizing, moving and controlling actions to determine and achieve goals through the use of human resources and other resources. Understanding Management according to (Harahap, & Tirtayasa, 2020) suggests that "management is the science and art of regulating the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal".

### **Human Resource Management**

Human resources are one of the most important things in an organization. In general, an organization (in this case a company) cannot be separated from human resources. The success of a company in achieving its goals cannot be separated from the role of effective human resources. The effectiveness of employees' work really supports the company in achieving organizational goals and improving the company's performance (Sembiring, et, al., 2021). Efforts to continuously improve the effectiveness of employees' work must continue to be carried out by the company.

Human resources are employees who are able, ready and alert to achieve organizational goals. The emergence of the need to assist the function of the organization in carrying out its objectives is *professionalism* in work. The need for *professionalism* shows that the role of human resources in achieving organizational

success is increasing (Rahmawani, & Syahrial, 2021).

### **Motivation**

(Jufrizen, & Sitorus, 2021) explains that motivation is the driving force that causes a member of the organization to be willing and willing to do an activity that is his responsibility and fulfill his obligations(Lantara, 2018) explains that the word motivation comes from the basic word *motive* which means encouragement, cause, or reason for humans to do something. Thus, motivation means a condition that encourages or becomes a conscious cause. From the opinions of these experts, the researcher can conclude that motivation is an impulse that exists within a person to do or not to take an action in terms of activities to achieve company goals.

### **Job Satisfaction**

An explanation of job satisfaction needs to be preceded by an affirmation that the problem of job satisfaction is not a simple matter because satisfaction has various meanings. Job satisfaction according to (Rivaldo, et, al., 2020) is a person's perspective, both positive and negative, about his work. (Oktavianti, 2020) suggests that job satisfaction is the nature and feeling of loving the work done. From the expert opinion, the researcher can conclude that job satisfaction is someone who has a positive or negative personality towards his work activities.

### **Performance**

Performance comes from the word *job performance* or *actual performance* which means work performance or actual achievement achieved by someone. The definition of performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his functions in accordance with the responsibilities given to him. According to (Kurniawan, et, al., 2019) performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets, or targets and criteria that have been determined in advance and mutually agreed upon. . According to (Ardian, 2019) Performance is a translation of *performance* which means the work of a worker, a management process or an organization as a whole, where the results of the work must be shown concrete evidence and can be measured (compared to predetermined standards).

## **METHOD**

Population is a generalization area consisting of objects that have certain quantities and characteristics that are applied by researchers to be studied and then drawn conclusions (Prayoga, et, al., 2019). Based on the above understanding, the population of the research carried out is all 35 employees at PT Candika Wastu Pramathana. Sampling was carried out by saturated sampling, which is a sampling technique when all members of the population are used as samples. This is often done if the population is relatively small or the study wants to make generalizations with very small errors. In this study, because the number of tabulations is less than 100, the authors make the entire population into the research sample, namely the number of employees 35 people.

Data is data obtained from sources and is raw or unprocessed Primary data is data obtained directly from respondents (Prayoga, et, al., 2019). Respondent data is very necessary to determine the responsiveness of respondents regarding employee performance seen from the variables of motivation and job satisfaction. In this case the data is obtained directly with a questionnaire.

Secondary data sources are data sources that do not provide information directly to data collectors. This secondary data source can be the result of further processing of primary data presented by other people (Prayoga, et, al., 2019). In this case the secondary data used comes from library research which can provide a theoretical basis obtained from supporting text books, scientific journals, the internet and other sources.

## **RESULT**

### **Statistical Test**

Results t Statistical test results can be seen in Table 4.1, Partial hypothesis testing is carried out to determine whether or not there is a partial influence of independent variables on the dependent variable. If the significance value is  $<0.05$  or  $t_{count} > t_{table}$ , then  $H_a$  is accepted. And vice versa if  $sig > 0.05$  or  $t_{count} < t_{table}$ , then  $H_o$  is accepted. Based on the SPSS output, the regression equation is obtained as following:

$$Y = -5.752 + 1.153X_1 + 0.700X_2 + e$$

### **The Effect of Motivation on Performance**

The results of hypothesis testing 1 can be seen in the SPSS output, motivation has

a significance level of 0.000. It is indicated that the motivation variable has a positive and significant effect on performance because the significance level of the motivation variable is smaller than 0.05.

### **Job satisfaction on performance**

The job satisfaction variable has a significance level of 0.000. This indicates that job satisfaction has a positive and significant effect on performance because the significance level of the job satisfaction variable is less than 0.05.

### **Statistical F Test**

Test Simultaneous testing was carried out using the F test to determine whether all independent variables in the model have an effect on the dependent variable being tested simultaneously. Table 4.15 below describes the results of the F statistical test.

Based on the Anova test, the calculated F value is 362,134 with significance 0.000. Because the significance level is smaller than 0.05, the regression model can be said that motivation and job satisfaction have an effect on employee performance.

### **Determination Test**

The coefficient of determination ( $R^2$ ) is an indicator used to describe how much variation is described in the model. Based on the value of  $R^2$ , it can be seen the level of significance or the suitability of the relationship between the dependent variable and the independent variable in linear regression.

Multiple regression shows the Adjusted R Square value of 0.955 or 95.55%, this shows that the performance variable that can be explained by the motivation variable, and job satisfaction is 95.55%. While the rest of 0.045 or 4.5% is another variable that is not examined by the author.

## **CONCLUSION**

Based on the results of research and discussion on the effect of motivation and job satisfaction on performance, the following conclusions can be drawn:

1. The motivation variable (X1) partially shows that there is a significant influence on the employee performance variable (Y).
2. The job satisfaction variable (X2) partially shows that there is a significant effect on the employee performance variable (Y).
3. The two independent variables, namely motivation (X1) and job satisfaction (X2)

together (simultaneously) have a significant effect on the dependent, namely employee performance (Y).

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