



MOTIVATION AS A DETERMINANT OF EMPLOYEE PERFORMANCE

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Abstract: In the background here, the problem is that the dependent variable is employee performance and the independent variable is motivation. The purpose of this study was to determine the effect of motivation on the employee performance of PT. Arta Boga Cemerlang Depo Sukabumi. This research uses quantitative methods. The population in this study was PT. Arta Boga Cemerlang Depo Sukabumi Employee and the sample used was 86 respondents. The data analysis technique used is simple linear regression analysis and the sampling technique used is the random sampling method. The results of this study indicate that motivation has a significant and positive influence on employee performance. The results of the T-test, namely the value of $T_{count} 3.276 > 1.989$ indicate that T_{count} is greater than T-table and the results of the correlation in this study have a medium value of 0,692, so it can be concluded that the variable motivation influences employee performance.

Keywords: Employee Performance; Motivation

INTRODUCTION

In this era of the industrial revolution, business competition is inevitable, be it companies that have a local, national or multinational scope. Factors that can help a company achieve an advantage in competition, such as capital, raw materials, machinery, and quality human resources (Sutrisno, 2019). The existence of human resource management is really important for an organization or company in managing, controlling, managing, and applying, which in turn can function productively, effectively, or efficiently to achieve the goals of an organization or company that has been set. Human resource management views that an employee is the main asset of an organization or company that should be managed properly (Sutrisno, 2019).

Human resources can function on target if maximized and supported by a fixed and unchanging company policy that supports the emergence of a commitment and as a result, an employee will develop to behave more flexibly according to the interests of a company to gain excellence (Sumardjo & Priansa, 2018). Every company will try to always improve the performance of its employees to achieve the goals set by the company (Ali & Agustian, 2018).

The increasingly fierce competition requires companies to improve employee performance to compete with other companies. Employee performance is a process of assessing the progress of work against predetermined goals and targets, including information on the efficient use of resources in producing goods and services, the quality of goods and services, the results of activities compared with the intended goals, and the effectiveness of actions in achieving the goals. (Adha et al., 2019). The demands of high employee performance have become a part of all companies. But the fact is that currently, not all employees have a high performance by company expectations. There are still many employees whose performance is low. (Laila & Asmarany, 2015).

Employees are the main wealth for the company, where they will become planners, implementers, and controllers who always play an active role in realizing the company's goals. Employees have thoughts, feelings, and desires that can affect their attitudes towards the work they do. (Kasenda, 2013). To achieve organizational goals, of course, employees are required to maximize their performance. Employee performance is an important thing for the organization to pay attention to because it can affect the



achievement of organizational goals and progress in a global competition that often changes (Tampi, 2014).

Performance is the level of success of employees in completing their work. Performance is not an individual characteristic such as talent or ability but is a manifestation of talent or ability itself in the form of real work. Performance is the result of work achieved by employees in carrying out tasks and jobs that come from the organization. Employee performance sometimes increases and sometimes decreases, even the decline can reach the point where the institution or company will lose its prestige in the eyes of the public (Anggreni & Suardhika, 2014).

Good human resource management, of course, cannot be separated from the roles of management and employees as workers in the company. The company is expected to be able to manage employees to be able to work well, have high productivity so that employees can continue to maintain and improve their performance. According to Robbins in Langoy et al. (2019) suggests that performance measurement can be done using the dimensions: Quality, Quantity, Punctuality, Effectiveness, Independence.

Work motivation as a driving wheel greatly affects work achievement. Without motivation, the employee will not succeed in completing the job optimally because no will comes from within the employee himself, there is only a back routine. (Ma'ruf & Choir, 2020). Organizational managers have a very important role in motivating and empowering employees and organizational needs. Work motivation cannot be observed or measured directly but can be inferred from the attitudes and behaviors that appear and are displayed by employees in carrying out their work (Sumardjo & Priansa, 2018). With the motivation given, the employees will also remain enthusiastic at work and increase their performance so that the company will also achieve the company's goals (Theodora O, 2015). Motivating employees can have an impact on the achievement of company goals. Employees who have high work motivation will have optimal work results so that the company can achieve what is targeted. (Luthfi et al., 2014).

The behavior of each individual is goal-oriented. In other words, individual behavior is generally driven by the desire to achieve goals. A person's motivation will be determined by the stimulus. Stimulus is an engine that drives a person's motivation so that it affects the behavior of the person concerned (Subariyanti, 2017). According to Anwar Prabu Mangkunegara on Fadillah & Budiarmo (2013). The dimensions of work motivation are as follows: Responsibility, Job Performance, Opportunities for Advancement, Recognition of Performance, Challenging work.

PT. Arta Boga Cemerlang Depo Sukabumi is a company engaged in the distribution sector and is the sole distributor of the products of PT. Orang Tua such as Tango, teacups, Kiranti, formula toothbrushes, etc. PT. Arta Boga Cemerlang Sukabumi has around 110 employees from various lines. Based on the results of interviews with several sales managers, PT. Arta Boga Cemerlang Depo Sukabumi found problems regarding employee performance.



Table 1. Product Distribution Target and Realization

Team	Target / Month	Target January-May	Real	Remaining Targets	Target Achievement (%)
C1HF-DON ESA ALDIANO	288	1.440	650	790	45.00%
C3AE-PRISILIA ALFREINI PALIT	288	1.440	936	504	65.00%
C1BE-DUMMY	288	1.440	845	595	58.68%
C3ZZ-HARYANTO	288	1.440	543	897	37.70%
C1BE1-WAN WAN RIDWAN	288	1.440	803	637	55.76%
C1CD7-M. RULY MAULANA	288	1.440	901	539	62.56%
C3AE3-DIAN NURDIANSYAH	288	1.440	896	544	62.22%
C3BF5-ALEXANDRA DENISE LUKITA	288	1.440	846	594	58.75%
C3BF3-AGNES DEBORA HUTABARAT	288	1.440	789	651	54.79%
C9GE2-RIVAL TRIVALDI	288	1.440	755	685	52.43%

Source: PT. Arta Boga Cemerlang Depo Sukabumi (2021)

From the results of the table above, it can be seen that there is a problem regarding employee performance in quantity. There are 9 sales managers, each of which is in charge of several sales managers who do not achieve the product distribution target to shops. The problem is caused by factors in terms of product distributors to shops.

Based on the background above, this study uses motivation as the independent variable and employee performance as the dependent variable. This study aims to determine the effect of motivation on employee performance. So the purpose of this study is to measure how much influence motivation has on employee performance.

METHODS

The location in this study is PT. Arta Boga Cemerlang Depo Sukabumi which is located on Jl. Babakan, Cibeurem, Sukabumi City. The research method used in this study is to use an associative descriptive method with a quantitative approach, meaning that this research tries to explain the value of the independent variable without comparing or linking it with other variables and this study also aims to determine the causal relationship between the independent variable and the dependent variable.



The population in this study were employees of PT. Arta Boga Cemerlang Depo Sukabumi, with 110 employees and the sampling method used is the random sampling method by randomly selecting samples from members of the population and all members of the population have the same opportunity to be selected as samples, the number of samples is determined using the Slovin formula so that obtained the number of research samples as many as 86 people.

This study uses data sources in the form of primary data, namely interviews, observations, and questionnaires. Secondary data in the form of company notes and literature reviews related to this research. This study uses a questionnaire with a Likert scale as follows:

- Strongly disagree : Score 1
- Disagree : Score 2
- Neither agree nor agree : Score 3
- Agree : Score 4
- Strongly agree : Score 5

The data analysis technique in this study used simple linear regression analysis with the help of the SPSS version 25 calculation tool. The tests for this research include Validity Test, Reliability Test, Normality test, Simple Linear Regression Test, Coefficient of Determination, Partial Test (t-test),

RESULTS AND DISCUSSION

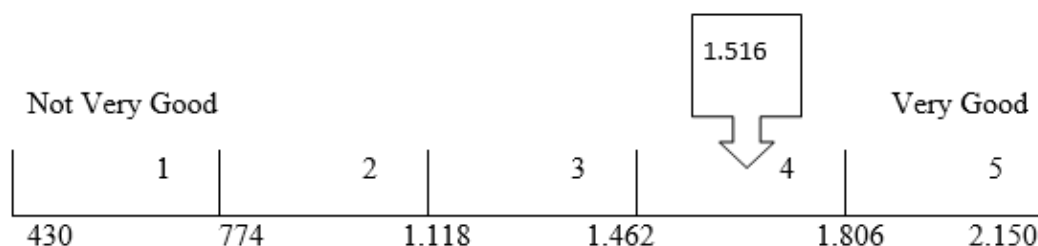


Figure 1. Total Score of Motivation Variable Responses

Source: data that has been processed by the author (2021)

Based on the figure above, the calculation of data categorization shows that the motivation value which includes 5 indicators of motivation (Responsibility, Job Performance, Opportunities for Advancement, Recognition of Performance, Challenging work) is in a good category. This shows that the motivation of employees at PT. Arta Boga Cemerlang Depo Sukabumi is fairly good, but to improve employee motivation, the company needs to pay attention to several indicators of employee motivation carried out by the company.

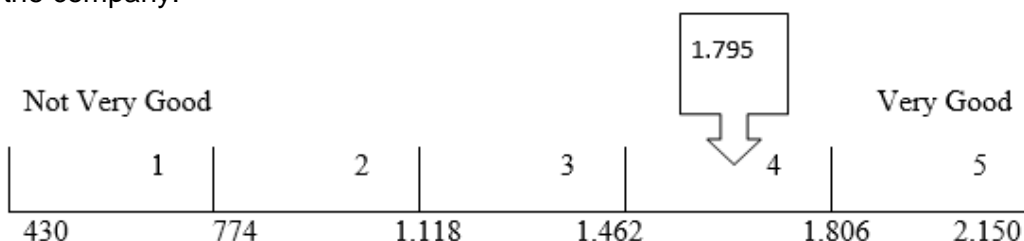


Figure 2. Total Score of Employee Performance Variable Responses

Source: data that has been processed by the author (2021)



Based on the figure above, the calculation of data categorization is known that the value of employee performance which includes 5 indicators of employee performance (Quality, Quantity, Punctuality, Effectiveness, Independence) 1,795 is in a good category. This shows that the performance of employees at PT. Arta Boga Cemerlang Depo Sukabumi is fairly good, but to improve employee performance, the company needs to pay attention to several employee performance indicators carried out by the company.

Table 2. Validity Test

Statement	rValue	rCritical	Information
X.1	0,796	0,300	Valid
X.2	0,736	0,300	Valid
X.3	0,763	0,300	Valid
X.4	0,737	0,300	Valid
X.5	0,793	0,300	Valid
Y.1	0,643	0,300	Valid
Y.2	0,717	0,300	Valid
Y.3	0,622	0,300	Valid
Y.4	0,681	0,300	Valid
Y.5	0,692	0,300	Valid

Source: Output SPSS 25 (2021)

Based on the results of the validation test, it can be seen that the calculated r-value is greater than the critical r, which is 0.3, which means that all research instruments are declared valid.

Based on the calculation of the reliability test that has been carried out using SPSS version 25 with the Cronbach's Alpha approach, the following results are obtained:

Table 3. Reliability Test (X)

Cronbach's Alpha	N of Items
.836	6

Source: Output SPSS 25 (2021)

The results of the reliability test on the dependent variable can be seen in the table as follows:

Table 4. Reliability Test (Y)

Cronbach's Alpha	N of Items
.693	5

Source: Output SPSS 25 (2021)

The reliability test is said to be reliable if the Cronbach's alpha value in each variable is greater than 0.6. The results of the calculation show that Cronbach's alpha value in each variable is greater than 0.6, which means that the research instrument is declared reliable or consistent.



Table 5. The Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1 ^a	.337	.113	.103	2.64317

Source: Output SPSS 25 (2021)

From the calculation results, it can be seen that the R Square value is 0.113. This shows that the percentage contribution of the influence of independent variables or motivation on employee performance is 13.3% while the remaining 86.7% is influenced or explained by other variables not examined in this study.

The results of this simple linear regression test are used to measure the influence of motivation on employee performance at PT. Arta Boga Cemerlang Depo Sukabumi. The results of simple linear regression calculations are as follows:

Table 6. Simple Linear Regression Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	15.001	1.867		8.033	.000
	Motivation	.242	.074	.337	3.276	.000

Source: Output SPSS 25 (2021)

Based on the results of the regression test, it can be seen that the regression equation is as follows:

$$Y=15,001+0,242X.$$

The equation shows that the value of the motivation coefficient or independent variable is 0,242, it can be interpreted that if motivation is increased by 1 unit then employee performance will increase by 0.242 units.

Table 7. Partial Test (T-Test)

No	Variable	T _{Count}	Sig.
1	X	3.276	0.000

Source: Output SPSS 25 (2021)

Based on table 7 above, it can be seen that the t count of the motivation variable is 3.276 which is greater than the t table of 1.989. So it can be interpreted that there is a positive influence between motivation on employee performance at PT. Arta Boga Cemerlang Depo Sukabumi.

CONCLUSION

The results of research based on descriptive analysis show the state of motivation and performance of employees at PT. Arta Boga Cemerlang Depo Sukabumi is in the good category. There is a positive influence between the independent variable motivation on the dependent variable, namely employee performance.



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