

The Influence of Motivation and Job Satisfaction on Employee Performance in the Personnel and Human Resources Development Agency of North Musi Rawas Regency

Welli Yunita¹⁾, Hamid Halin²⁾

^{1),2)} Universitas Indo Global Mandiri, Indonesia

Email: welliyunitaa17@gmail.com¹⁾, hmidhalin@uigm.ac.id²⁾

Abstract

This study aims to determine the effect of motivation and job satisfaction on employee performance at BKPSDM Musi Rawas, South Sumatra. This study utilized primary data and secondary data. Data collection techniques utilized a questionnaire. Respondents in this study were 53 employees. The method of analysis in this study utilized multiple linear regression. The results show that motivation and job satisfaction simultaneously have a significant positive effect on employee performance. This research is expected to be useful for companies to improve employee performance through motivation and job satisfaction.

Keywords: motivation, job satisfaction, employee performance

1. Introduction

Human resources are one element that really determines the success of an organization in achieving its goals. What an organization needs to do to achieve its goals is to provide a driving force that results in, channels and maintains employee behavior so that they are willing to work in accordance with what the organization desires. This driving force is called motivation. Motivation is a process that shows an individual's intensity, direction, and persistence of effort toward a goal (Robbins, 2000). In addition, according to Vroom (2002), motivation refers to a process of influencing individual choices regarding various forms of desired activities.

2. Literature Review

2.1 Definition of Motivation

Motivation originate from say Latin “*Movere*” Which means encouragement, Powerthe driving force or force that causes an action or deed. Say “*Movere*” in Language English often matched with *Motivation* Whichmeans giving motives, generating motives, or things that give rise to encouragement or circumstances Which creates encouragement (Donni June Priansa, 2018).

2.2 Job Satisfaction

According to Veithzal Rivai, et al (2009), Satisfaction Work on basically is something Which nature individual. Every individual own level

2.3 Employee Performance

Performance in English is called *job performance* or *actual performance*, which is the level of employee success in completinghis job. Performance is not an individual characteristic, like talent or ability, However is embodiment from talent or ability That Alone. Performance is embodiment from ability in form workreal. Performance is the result of work achieved by

employees in carrying out their duties task And work Which comes from the organization. satisfaction Which different _ in accordance with system mark Which applies on himself. More and more tall evaluation to activity felt in accordance with individual desires, the higher their satisfaction with the activity. Thus satisfaction is an evaluation that describes a person based on his feelings of happiness or displeasure, satisfaction or dissatisfaction within Work

3. Research methods

In study This writer will discuss problem about The Influence of Motivation and Job Satisfaction as an independent variable towards Employee performance as a dependent variable for the Personnel Agency and Development Resource Regency Man Musi North Rawas . The research objects studied were employees at the Civil Service Agency and Development Resource Regency Man Musi North Rawas. Place study This implemented at the Personnel and Human Resources Development Agency Regency North Musi Rawas.

4. Findings and Discussions

Before do discussion results study, on chapter This started by explaining the results validity test and reliability test normality test results, multiple regression analysis, correlation coefficient analysis, and results hypothesis testing.

4.1 Validation Test Results

The validity test in this research was submitted to 53 respondents as a test h *Correlation Person* with $N = 53$ and $r_{table} = N-2 = 51$ (confidence level 5%) $= 0.279$. After carrying out a validity test using SPSS 24.00 *Correlation Person* so test validity instruments on all variable in This research was declared valid because of the calculated r value on each question item more big or the same with r value $_{table}$ or $r_{count} \geq r_{table}$. As for results test validity in full can seen on table following:

Table 1. Validation test results

Statement Item No	r_{count}	r_{table}	Description
Motivation (X_1)			
1	0,612	0,279	Valid
2	0,773	0,279	Valid
3	0,571	0,279	Valid
4	0,684	0,279	Valid
5	0,722	0,279	Valid
6	0,618	0,279	Valid

Job satisfaction (X ₂)			
1	0,536	0,279	Valid
2	0,516	0,279	Valid
3	0,514	0,279	Valid
4	0,622	0,279	Valid
5	0,442	0,279	Valid
Employee Performance (Y)			
1	0,637	0,279	Valid
2	0,590	0,279	Valid
3	0,541	0,279	Valid
4	0,502	0,279	Valid
5	0,640	0,279	Valid
6	0,656	0,279	Valid
7	0,488	0,279	Valid

Based on results test validity table 1. on can is known that each statement item for each variable has r count > from r table (0.279) And worth positive. With thereby item statement the declared valid on the motivation variables (X₁), job satisfaction (X₂) and performance employee (Y).

4.2 Test Results Reliability

Test reliability aim For show so far where something results measurements are relatively consistent, if the measurements are repeated two or more times. So, in other words, reliability is an index that shows the extent of something tool gauge can trusted or reliable. Testing reliability on instrument study This with use formula *alpha cronbach* with use SPSS 24. Results testing reliability on instruments study This is declared reliable because the alpha value of each variable is above 0.60. As for test result can be seen on following table This In study This writer will discuss problem about The Influence of Motivation and Job Satisfaction as an independent variable towards Employee performance as a dependent variable for the Personnel Agency and Development Resource Regency Man Musi North Rawas All were declared reliable because the alpha value of each variable was above 0.60. As for test result can be seen on following table This

Table 2. Test reliability

Variable	Cronbach Alpha	Criteria	Information
Motivation (X ₁)	0.762	> 0.60	Reliable
Satisfaction Work (X ₂)	0.684	> 0.60	Reliable
Performance Employee (Y)	0.735	> 0.60	Reliable

4.3 Test Normality

The Normality Test in the regression model is used to test whether the value the residuals resulting from the regression are normally distributed or not. Test residual normality in the *test of normality table* using *KolmogorovSmirnov* (KS) basis for decision making is that if the sig

value is > 0.05 , then the data study distribute normal, on the contrary If mark sig < 0.05 so data research is not normally distributed. The normality test in this research is as following:

Table 3. Mark test normality kolmogorov-smirnov

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		53
Normal Parameters ^{a, b}	Mean	,0000000
	Std. Deviation	1.98824320
Most Extreme Differences	Absolute	,101
	Positive	,101
	negative	-,061
Statistical Tests		,101
Asymp. Sig. (2-tailed)		,200 ^{c, d}

4.4 Coefficient Determination

From coefficient determination, can is known How many big contribution variable independent that is motivation (X_1) And satisfaction Work (X_2) to variables dependent Employee Performance (Y) Personnel and HR Development Agency North Musi Rawas Regency. The results of testing the coefficient of determination can be seen from adjusted R square value on following table This :

Table 4. Results test coefficient determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,507 ^a	,257	,228	2,028

Based on table 4 above, it can be seen that the R Square value (R^2) as big as 0.507 (50.7%), number the describe that percentage contribution of the influence of the independent variables, namely motivation (X_1) and job satisfaction (X_2) to variables dependent Performance Employee as big as 50.7% whereas the remaining 49.3% was influenced by other variables not examined in the research This like Wages employee, environment Work, incentive, compensation And Still Lots Again variable other Which can influence performance employee in company or within this research Agency Staffing and Development HR North Musi Rawas Regency.

4.5 Test Result Hypothesis

Test results Simultaneous (Test F)

Test F done For know is all variable independent that is variable motivation (X_1) And environment Work (X_2) in a way simultaneous or together influential to variable performance employee (Y) Body Staffing And Development HR Regency Musi Rawas North. Staffing And Development HR Regency Musi Rawas North.

Table 5. Results test simultaneous (Test F)

ANOVA^a

	Model	Sum of Squares	D f	Mean Square	F	Sig.
1	Regression	71,193	2	35,596	8,658	.001 ^b
	Residual	205,562	50	4,111		
	Total	276,755	52			

In this study, the results of the F test (Test Simultaneous) namely with F test calculation which shows a value of 8,658 which is greater than the F value table that is 3.18 alongwith level probability ($0.001 < 0.05$) based on criteria testing with level significant $\alpha = 5\%$, so can stated that H_0 is rejected and H_a is accepted, meaning motivation (X_1) and job satisfaction (X_2) own influence in a way simultaneous or together – The same to Performance Musi Rawas Regency Personnel and Human Resource Development Agency employee North.

Test results Partial (t test)

Test t known with test Partial , that is test Which used For find out how each independent variable influences eachalone or partially on the dependent variable. This test can be done with compare t count by t table or by looking column significant on each t count, like on table 6 below This:

Table 6. Results test partial (Test t)

Coefficients^a

	Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	Q	
1	(Constant)	10,844	4,574		2,371	,022
	Motivation	,240	,120	,256	2,505	,040
	Job satisfaction	,592	,205	,368	2,882	,006

Based on table 6 on study test Partial Which done on motivation variable (X_1) then the calculated value is obtained $2.505 > 2.009$ from t_{table} or testing using a significant level of $\alpha = 5\%$ (0.05) for research results shows a sig value of $0.040 < 0.05$, so it can be stated that H_0 rejected and H_a is accepted, meaning that the motivation variable (X_1) has a positive effect And significant to variable performance employee (Y). Then variable Job satisfaction (X_2) was also obtained the calculated value is greater than the t_{table} ($2.885 > 2,009$ or testing with measure level significant $\alpha = 0.05$ Whichshows the sig value of the job satisfaction variable (X_2) which is $0.006 < 0.05$ so it can be stated that H_0 rejected and H_a accepted, meaning the Satisfaction variable Work (X_2) has a positive and significant effect on performance variables employee (Y).

5 Conclusion

Study This aim For know influencemotivation Work And job satisfaction on employee performance at the Personnel and Development Agency Human Resources of North Musi Rawas Regency. Based on research results and discussion then the researcher can conclude that all the variables in this study, namely work motivation and job satisfaction have a significant influence both simultaneous or Partial to performance employee in Body Staffing And Source Development Human Resources of North Musi Rawas Regency, Sumatra

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