

The Effect of Motivation and Appraisal on Employee Performance Competency Training Center of The West Java Provincial Manpower and Transmigration Office

Fadli Febriadi¹, Junensih², Supriyadi³

Universitas Pertiwi

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Abstract

Work motivation is the best performance effort given by an employee to achieve maximum standards to the company. Performance appraisal is a management activity to evaluate employee performance behavior and determine subsequent policies. The method used in this research is a survey method, which will collect data from the company by distributing questionnaires or conducting structured interviews as part of the data collection process. This aims to make it easier for respondents to answer than statistical analysis methods. Based on the simple linear regression analysis technique, the influence of performance appraisal (X) on employee performance (Y) can be explained by the following simple linear regression equation: $Y = 2.945 + 1.075X$. This can be interpreted as follows: if there is no performance appraisal (X0), the value of employee performance is 2.945. If there is a performance appraisal of one unit (X1), the employee's performance will increase by 1.075X. In this study, the author created 20 questionnaire statements for the performance appraisal variable (X), and the calculated r-value from the questionnaire was greater than the r-table value, so the questionnaire was concluded to be valid, with the highest calculated r-value being from questionnaire no. 3, which had a calculated r-value of 0.498.

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Corresponding Author:

Fadli Febriadi

Universitas Pertiwi

Email: 22120115@pertiwi.ac.id

1. INTRODUCTION

Performance appraisal is the process by which individual performance is measured and evaluated.[1] Furthermore, according to, management or supervisors are people who carry out performance evaluations. Ac, performance evaluation is a report card given by superiors to their subordinates to determine whether they are working professionally and satisfactorily or not.[2]

Work motivation is a state that encourages employees to carry out certain activities in order to achieve organizational goals effectively and efficiently. [3] In organizations, motivation is often influenced by the work environment, reward systems, and interpersonal relationships between employees. High motivation allows employees to make optimal contributions to the success of the organization. [4]

Performance is what happens when someone uses their skills and actions in a particular situation to achieve their goals. [5] that performance is the result of how effort, ability and task perception relate to each other. high performance as the first step towards achieving organizational goals. As a result, efforts are needed to boost performance. [6]

On the other hand, revealed that aggressiveness, high creativity, self-confidence, self-control, ability to control oneself, quality of workers, as well as issues of innovation and initiative are factors that can influence a person's performance. [7]

Explains that performance is feedback from various factors, including ability, fatigue, shortcomings, potential, and potential, which is useful for setting goals, paths, and career development plans. for individuals and organizations in particular. [4]

[8] says that the word "performance" comes from the words "work performance" or "actual achievement" in the workplace.

2. METHOD

The method used in this research uses survey research, which will later obtain data from companies by circulating questionnaires or questionnaires in carrying out the structured interview stage for the data collection process. This aims to make it easier for respondents to answer, when compared to using statistical analysis methods. [9]

Population is a generalization area which includes: objects or subjects that have been chosen by researchers to be studied in order to arrive at conclusions. A total of 60 people live in Competency Training Center of The West Java Provincial Manpower and Transmigration Office.

Part of the number and characteristics of the population is defining the sample.[10] Researchers use the number of contract workers at the Uptd Office of the Bekasi City Cleaning Service, if the population is larger and the researcher cannot study every member of the population due to limited funds, energy or time. Consequently, 60 individuals form a saturated sample.

Saturated Sampling is a sampling method used when all members of the population are relatively small or when the research aims to make generalizations with very small errors and all samples are part of the number and characteristics of that population. [11] The author uses a sample taken from this population because of the large population and limitations of the author's time, money and energy. A total of 60 contract employees from the Competency Training Center of The West Java Provincial Manpower and Transmigration Office in this research. Therefore, the author chose a sample of 60 people from the entire population.

The mechanism that researchers must use to collect data is related to the data collection method. Researchers will not be able to obtain data that meets predetermined data standards if they do not know how to collect it. In this case, the author uses data collection methods.

3. RESULT AND DISCUSS

Based on quantitative frequency distribution data analysis techniques with the analysis results, namely the average value of the performance assessment variable is **4,10** with class intervals **4,05 – 4,41**, then the author concludes that the performance assessment in the Competency Training Center of The West Java Provincial Manpower and Transmigration Office level **Good**

Based on quantitative frequency distribution data analysis techniques with the results of the analysis, namely the average value of employee performance variables is **4,14** with class intervals (**4,09 – 4,46**) Thus, it can be concluded that the performance of employees in the pesapon section Competency Training Center of The West Java Provincial Manpower and Transmigration Office level. **Good**

Based on simple linear regression data analysis techniques, the influence of performance appraisal (**X**) on employee performance (**Y**) can be explained by a simple linear regression equation, namely: **$Y = 2.945 + 1.075$** Which can be interpreted as follows:

If there is no performance assessment ($X = 0$), then the value of the employee's performance is **2.945**. If there is a performance assessment of 1 unit ($X = 1$), then the employee's performance will increase by **1.075 X**

Based on correlation coefficient data analysis techniques *pearson* with the results of manual calculations and using *Statistical Product and service Solution* (SPSS) version 21 then produces the **valuer = 0,899**, it can be seen that the relationship between performance appraisal and employee performance is very strong based on the correlation coefficient interpretation table (a value of 0.899 is in the coefficient interval 0,80 – 1,000, Sugiyono (2014:287).

Based on the coefficient of determination analysis technique by carrying out manual calculations and using a program *Statistical Product and service Solution* (SPSS) version 26 then the result of the r square value is 80,8% and 19,2% influenced by several factors that were not studied.

Based on the t test by calculating manually and using SPSS version 26, the results of the application of performance assessment to employee performance are: $(15,64) > t$ table (1,672) So, H_0 is rejected and H_a is accepted, this explains that performance appraisal has a significant influence on employee performance

4. CONCLUTION

By looking at the calculations carried out manually and calculations using SPSS version 21, the results obtained from both methods are the same, namely $a=2.945$ $b=1.075$, thus the results above can be interpreted as follows: If the Performance Assessment or ($X=0$), then Employee Performance is worth 2,945 units.

Based on calculations using the two methods mentioned above, namely the manual calculation method and the calculation method using the SPSS version 21 program, where the results obtained for the Pearson Correlation Coefficient from the application of the Performance Assessment variable to employee performance obtained a Pearson Correlation Coefficient value of 0.899, this value shows the level The close relationship between Performance Appraisal (X) and Employee Performance (Y) is very strong at 88.9%.

The t test (Hypothesis Test) was carried out to determine the magnitude of the significant influence of the Performance Assessment variable on the Performance of Contract Workers in Competency Training Center of The West Java Provincial Manpower and Transmigration Office, so the author carried out the t Test (Hypothesis Test) manually. If the level of error $\alpha = 5\%$ (0.05) and a two-tailed test with degree of freedom (df)= $n-2$ ($60-2= 58$), then the t table value is (1.672) so, H_0 is rejected and H_a accepted, this explains that performance appraisal has a significant influence on employee performance.

5. SUGGESTION

By looking at the questionnaire statement regarding the performance assessment "Employees always arrive on time" the value is low, due to the low assessment regarding this perception, so the author suggests that the company needs to improve the work discipline that should be carried out by every individual in the company.

By looking at the questionnaire statement regarding performance appraisal, the author suggests that companies provide material regarding matters related to discipline in work that is interesting and not boring so that participants can play an active role in participating in the training.

By looking at the questionnaire statement regarding performance "Employees are able to overcome a problem in the field without having to rely on each other" with a low value, due to the low assessment regarding this perception, the author suggests that field supervisors always provide direction and supervise employee activities

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