

The Influence of Motivation on the Performance of SOPS MAKO KOARMADA II Employees

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Abstract

This research aims to determine the effect of work motivation on employee performance at SOPS MAKO KOARMADA II. The sample was from the population of SOPS Koarmada II employees, totaling 48 people using saturated sampling techniques. Our main data was obtained through surveys using Google Forms as a research instrument, while secondary data refers to data collected for purposes other than solving the problem under study. Our data analysis was performed using the SPSS software, which involved a normality test and then followed by a paired T-Test. The results of the normality test obtained a p value > 0.00, which indicates that the data is normally distributed. Paired T-Test obtained a Sig value of 0.000, this value is <0.05. This proves that there is a significant influence of motivation on employee performance. Recommendations based on the results of this study that it is necessary to give gifts and punishments to attract employees in increasing work motivation. Prizes are usually in the form of increasing the employee's career path and/or can be in the form of providing additional salary bonuses.

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi bekerja terhadap kinerja pegawai di SOPS MAKO KOARMADA II. Sampel dari populasi pegawai SOPS Koarmada II yang berjumlah 48 orang dengan menerapkan teknik sampling jenuh. Data utama kami diperoleh melalui survei menggunakan Google Form sebagai instrumen penelitian, sementara data sekunder merujuk pada data yang dikumpulkan untuk tujuan selain menyelesaikan masalah yang diteliti. Analisis data kami dilakukan dengan menggunakan perangkat lunak SPSS, yang melibatkan uji normalitas dan kemudian dilanjutkan dengan paired T-Test. Hasil uji normalitas didapatkan nilai $p > 0,00$ yang menunjukkan bahwa data berdistribusi normal. Paired T-Test didapatkan nilai Sig 0,000, nilai tersebut $< 0,05$. Hal tersebut membuktikan bahwa terdapat pengaruh yang signifikan motivasi terhadap kinerja pegawai. Rekomendasi berdasarkan hasil penelitian ini bahwa diperlukan pemberian hadiah dan hukuman menjadi daya tarik pegawai dalam meningkatkan motivasi bekerja. Pemberian hadiah biasanya dalam bentuk peningkatan jenjang karir pegawai dan atau bisa dalam bentuk pemberian bonus tambahan gaji.

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SOPS MAKO KOARMADA II

1. INTRODUCTION

Employee performance is one of the key elements that can be improved, especially when employees have a clear understanding of what is expected of them, when they need to contribute, and how they will be assessed based on the results of their work (Harahap & Tirtayasa, 2020). The performance of each individual employee varies, because performance is a very personal matter. This performance is measured through work performance which is evaluated based on standards or criteria set by the organization. Performance also reflects the results of individual efforts that utilize their abilities and actions in a particular context. To achieve optimal performance, continuous efforts are needed to develop the human resource potential of employees, so that the organization can achieve its goals with positive results. Apart from that, organizations must also pay attention to various factors that can influence employee performance, including the role of the organization in increasing motivation and creating a supportive work environment, so that it can encourage professional behavior in completing tasks in accordance with their respective fields and responsibilities. (Sembiring, 2020). Optimal performance is often driven by motivation (Sinaga & Hidayat, 2020). Employees who are always motivated will feel appreciated, and their hard efforts at work will be recognized by the organization. The impact is increased employee performance and more effective achievement of organizational goals (Sembiring, 2020).

Motivation is a process that involves providing encouragement to employees in such a way that they are able to improve their performance with full dedication. Motivation reflects a person's internal forces that influence the direction of their actions, the intensity of effort exerted, and persistence in achieving mutually established goals (Sinaga & Hidayat, 2020). Motivation is a process that describes the extent to which a person has the desire and determination to achieve his goals, and determines the direction of his actions (Sembiring, 2020). Motivation can be defined as changes in an individual's energy that indicate the emergence of certain feelings, which are usually followed by a response to certain goals. Motivation is a fundamental impulse that drives a person or their desire to commit and exert maximum effort to achieve certain goals (Septiadi et al., 2020). With existing motivation, employees will be more motivated to make maximum efforts and achieve higher levels in supporting organizational goals, as long as they continue to pay attention to personal needs and get satisfaction from their achievements. (Saputra & Fernos, 2023).

Previous research found that motivation had no effect on the performance of PT employees. Indonesian Railways Rantau Prapat branch (Sinaga & Hidayat, 2020). Previous studies at PT Brawijaya Utama Palembang showed that there was a significant influence of motivation on employee performance (Septiadi et al., 2020). Motivation influences employee performance during the pandemic, this is in accordance with the results of research conducted at PT. CS2 Palembang Healthy Patterns during the COVID-19 pandemic (Hustia, 2020). Based on the results of previous research, it shows that there are those who show that motivation has an influence on employee performance and there are those who show that motivation has no effect on employee performance. This shows that each workplace requires its own analysis. Initial study analysis of employees at SOPS KORADMADA II is still rarely given motivation to complete their work well, apart from that there are still many employees who lack motivation at work so that their work is less than optimal. Therefore, this research aims to determine the influence of motivation on employee performance at SOPS KORADMADA II.

2. RESEARCH METHOD

In this research, we carried out a quantitative study with the aim of investigating the impact of work motivation on employee performance. We took samples from the population of SOPS Koarmada II employees, totaling 48 people, using saturated sampling techniques. This technique was used to select samples from the entire population of SOPS Mako Koarmada II employees, totaling 48 people in this study. Our primary data was obtained through a survey using Google Form as a research instrument, while secondary data refers to data collected for purposes other than solving the problem under study. Our data analysis was carried out using SPSS software, which involved a normality test and then continued with a paired T-Test.

3. RESULTS

Table 1 Characteristics of the Research Sample

No.	Characteristics	Frequency	Percentage (%)	
1	Gender	Man	37	77.1
		Woman	11	22.9
2	Age (Years)	<20	2	4.2
		21 – 30	5	10.42
		31 – 40	15	31.25
		41 – 50	24	50
		>50	2	4.2
3.	Years of service (years)	<1	1	2.1
		1 – 5	2	4.2
		6 – 10	3	6.3
		> 10	42	87.5

	IDR 500,000 – 1,000,000	0	0
3	Income	1	2.1
	IDR 2,000,000 – 3,000,000	3	6.3
	>Rp 3,000,000	44	91.7

Table 1 shows that the distribution of sample characteristics is dominated by samples with male gender (77.1%), aged 41-50 years (50%), working period of more than 10 years (87.5%), and income above IDR 3,000,000 (91.7%). The characteristics of the sample indicate that the sample who took part in the research were SOPS Koarmada II employees who had worked there for a long time and were familiar with or followed the work environment culture in accordance with the command leadership of a particular leader.

Table 2. Normality test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		48
Normal Parameters, b	Mean	,0000000
	Std. Deviation	5.24994885
	Most Extreme Differences	
	Absolute	,088
	Positive	,088
	Negative	-,066
Statistical Tests		,088
Asymp. Sig. (2-tailed)		,200c,d
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Table 2 shows the results of data distribution analysis using the Kolmogorov Smirnov test (because the research sample was more than 30 people). All variables have a normal distribution ($p > 0.05$).

Table 3 Paired T-Test

Variable	Sig.
Motivation on Employee Performance	,000

Based on table 3, it shows that the sing value is 0.000, this value is <0.05 . This proves that there is a significant influence of motivation on employee performance.

4. DISCUSSION

The research results showed that $p < 0.05$ so there is a significant influence of motivation on employee performance. In line with previous research, motivation has a significant effect on employee performance (Sembiring, 2020). Research on employees at Ar Risale Padang City also found that motivation has a significant effect on employee performance (Saputra & Fernos, 2023). There is a significant influence of motivation on employee performance at SOPS KOARMADA II, possibly because the performance given by employees at SOPS KOARMADA II comes from individuals themselves who have the motivation to work for the family so that they provide good

performance, apart from that it is also supported by the motivation provided by the leader at SOPS KOARMADA II, It is also possible that the work environment at SOPS KOARMADA II has a positive influence so that it can provide special motivation for employees at SOPS KOARMADA II. Matter. This is confirmed by Nurdin's research(2018)which proves that the contribution of factors that influence motivation comes from 87.3% of employee work performance, 59.4% of work enthusiasm, 77.1% of the leader's leadership style, 68.6% of personal relationships, and 84.6% of needs. Research by Anggreini et al.,(2019)strengthens the finding that the dominant motivation factor comes from the performance achievements achieved by employees in addition to other motivation factors such as recognition of performance, responsibility, actualization of individual abilities. The findings of this research show that an employee's work motivation is to achieve work performance or assigned work targets. When an employee is able to complete or exceed the assigned work targets, the employee's performance is automatically appreciated by the work environment. Because motivation at work is one of the important things in efforts to start employee performance productivity in the work environment. The results of previous research showed that the influence of motivation on employee performance, namely motivation, includes less efficient employee motivation in terms of realizing the agency's vision and mission, employee work ability is also less efficient.(Sembiring, 2020).

Performance basically reflects employee contributions in the form of production results and services they provide to the company. Performance plays an important role in determining the quality and long-term success of a company, which is built by the contribution of human resources in accordance with established work standards. Low performance conditions are a common challenge faced by many companies. When employee performance is at a low level, this can reflect the company's failure to develop employees according to company standards to achieve goals. This can be a serious threat to the company if no improvement efforts are made (Farisi et al., 2020). A higher level of work motivation possessed by employees will have a positive impact on their performance (Harahap & Tirtayasa, 2020).

Employees will feel more motivated to work harder when leaders understand what is needed and how to meet their needs. This can be an incentive for employees to direct their behavior towards achieving work agency goals (Sembiring,2020).It should be noted that individual work motivation is often triggered by personal needs, including conscious and unconscious needs, both in material and non-material forms, including physical and psychological needs. Efforts to provide motivation to employees can vary, such as providing fair compensation, promotion opportunities, and so on. The aim is so that employee needs can be met, so that it is hoped that employees will work with full dedication and feel satisfied with their work. When employees feel satisfied with their work, they tend to respect the rights and obligations of fellow employees, creating a conducive work environment. As a result, employees will try to give their best in carrying out their duties and responsibilities, which in turn will create superior performance. Motivated employees will continue to excel, and they expect recognition for their achievements (Arianto & Kurniawan, 2020).

It is necessary to provide rewards and punishments to attract employees to increase work motivation. Prizes are usually in the form of increasing the employee's career path and/or can be in the form of providing additional salary bonuses. Research by Indrasari et al(2019)shows that good organizational communication and career level compensation have a significant simultaneous effect on employee performance. This shows that one of the determinants of increasing employee performance is the stimulus of providing career advancement and/or additional salary. Nikijuluw & Indrasari Research(2021)stated that giving gifts could take the form of increasing employee performance competency.

5. CONCLUSION

There is a significant influence of work motivation on employee performance at SOPS Koarmada II. Recommendations based on the results of this research are that it is necessary to provide rewards and punishments to attract employees to increase work motivation.

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