

The Influence of Work Motivation on Employee Performance at Pt Interna Kawan Setia Karawang

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Abstract

The decline in employee performance at PT Interna Kawan Setia can be caused by several factors. Factors that influence performance include work motivation. Phenomena that occur include decreased employee performance, less supportive work motivation. The objectives of this research are 1. To find out the work motivation found at PT Interna Kawan Setia, 2. To find out employee performance at PT Interna Kawan Setia, 3. To find out whether or not there is an influence of work motivation on employee performance at PT Interna Kawan Setia, this research using quantitative methods with associative techniques was carried out at PT Interna Kawan Setia with a population of 32 employees with data collection techniques using questionnaires. Based on the results of statistical calculations, a correlation coefficient of $r = 0.787$ and a determination coefficient of $R = r$ is obtained² = 0.619. Testing the significance of the correlation obtained t_{count} (6,980 > t_{table} (1,697) on $\alpha = 0.05$, indicating that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between work motivation and employee performance can be accepted. This means that better work motivation will be followed by higher employee performance. Meanwhile, the coefficient of determination of 0.619 shows that 61.9% of the variation in employee performance can be explained by variations in work motivation, the remaining 38.1% is determined by other factors outside of work motivation.

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1. INTRODUCTION

Human resources (HR) play an important role in all business activities, even when employee roles and functions are replaced by increasingly sophisticated technology. The potential of every human resource in the company must be utilized as well as possible, so that it can provide maximum results. Companies need to manage and develop superior and quality human resources to achieve company goals. According to Hasibuan (2020), human resource management is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient, helping to realize company goals.

Employees are the most important company asset and have a strategic role in the company as thinkers, planners and managers of company activities. In order to achieve company goals, employees need motivation to work more diligently. To be able to provide quality and quality work results, an employee needs work motivation which will influence his work morale so that he can improve employee performance.

Increasing employee performance will bring progress for the company to be able to survive in unstable business motivation competition. Therefore, efforts to improve employee performance are the most serious management challenges because success in achieving company goals and survival depends on the quality of performance of the human resources within it. Both manufacturing and service companies need employee performance results to measure the company's success. However, to get high employee

performance, many factors influence it, including work motivation.

PT. Interna Kawan Setia Kawang is a company that has been engaged in the production of cleaning equipment since 1993. Ninety percent of its production is absorbed by the export market while the rest goes to the domestic market. The main products are various kinds of brooms, mops and brushes which can be made under the trademark of PT. Interna Kawan Setia, or specially designed for private labels.

The reason that researchers know about work motivation is that there is still a lack of attention from companies in motivating and giving appreciation with awards to employees who are diligent and diligent in terms of attendance and completing job desks quickly. In this company, employees sometimes prefer to spend their leave if they still have it and also deliberately do not come in using an MC (medical certificate) but the employee is not sick, then the data on the number of employees can be displayed as follows:

Employee Performance Assessment Data Table for 2020-2023

Year	Number of employees	Assessment criteria			
		Very good	Good	Enough	Not enough
2020	150	60	42	26	22
2021	148	55	37	30	26
2022	141	47	31	33	30
2023	132	40	30	20	42

Source: PT. Loyal Friend Interna

Based on table 1.1, it can be seen that employee performance assessment data that is not good increases every year. In 2020, 22 employees performed less well. In 2021 the poor performance assessment data increased to 26 people. In 2022, performance assessment data that is not good will reach 30 people. Then in 2023 the poor performance assessment data increased to 42 people. This shows that there is employee discomfort at work, so that employee performance in carrying out work is low.

One of the factors that influences the performance of PT employees. Kawan Setia's Internal Affairs is Work Motivation. If motivation is given correctly, employees will be more satisfied and motivated to achieve company goals. Maintaining employee motivation is very important because motivation is something that underlies every individual to act and do something. With high work motivation, employees will be more active in carrying out their work. On the other hand, with low work motivation, employees do not have the enthusiasm to work, give up easily, and have difficulty completing their work.

According to Afandi (in Gita and Riana 2023), motivation is a desire that arises from within a person or individual because he is inspired, encouraged and encouraged to carry out activities with sincerity, joy and sincerity so that the results of the activities carried out get good results. good and quality. Motivation is important for employees, motivated employees will feel happier, healthier and want to come to work. Lack of employee motivation can have a serious impact on absenteeism and employee engagement levels. Work motivation is related to performance because work motivation will show how enthusiastic employees are in achieving maximum results which will ultimately show how their work results.

According to Mangkunegara (2017) performance is the result of work in terms of quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. One way to achieve high performance is by providing motivation. Motivation is the work encouragement that arises in an employee to do a good job.

Taking this into account, the company continuously improves the quality of human resources so that it can improve performance. Human resources play a role in processing and utilizing resources and materials so that they become products. Performance refers to

employee work performance measured based on standards or performance that have been set by the company.

In addition, research conducted by Cion *et al*, (2018) with title "*The Influence of Work Motivation on Employee Performance at PT. Taspen (Persero) Manado Branch*" show that has a positive effect on employee performance, so it can be ensured that motivated employees are employees who are satisfied with the work they are carrying out.

Managing employee performance is not easy, employee performance often becomes a problem that companies have to face. One of the companies experiencing employee performance problems, conditions that are not yet ideal still exist at PT. Kawan Setia's internal staff, such as employees coming to work late, not working optimally, taking breaks early, achieving monthly targets is not optimal and the quality of work is still not good.

The performance of employees at PT. Interna Kawan Setia Karawang can be seen from monthly production data. Below is attached the production data of PT. Interna Kawan Setia Karawang.

Production Results Data Table

Year	Production Quantity			Annual Target
	Sweep	For	famous	
2021	2.077.200	2.041.200	2.104.800	2.150.400
2022	2.058.000	2.004.000	2.049.600	2.150.400
2023	2.042.400	1.934.400	2.034.000	2.150.400

Source: PT. Interna Loyal Friends in 2023

In table 1.2. above shows production data at PT. Kawan Setia's internal work experience decreases every month due to employees who are often absent, decreasing self-awareness of work responsibilities. This is caused by a lack of motivation, but high work targets. So that employee work is not completed on time. To be able to provide quality and quality work results, an employee needs work motivation which will influence his work morale so that he can improve performance. Motivation is important because with motivation every employee will be willing to work hard and enthusiastically to achieve higher performance.

Good employee performance can be seen from the final results of their work. Maximum performance will produce a large number of products but still high quality. Not only good results, processing time is also a factor that must be considered in assessing employee performance. The presence of employees will greatly influence the company's work processes. With good cooperation between employees, work results will reach the maximum point.

In relation to employee performance, this must of course be addressed immediately so that leaders and subordinates at PT. Interna Kawan Setia can provide optimal performance. This research was conducted to find out whether the influence of work motivation has a significant influence on employee performance in a company. This research is expected to provide benefits for companies in providing work motivation to employees so that company goals can be achieved. Based on the background description above, research can be proposed with the title "*The Influence of Work Motivation on Employee Performance at PT. Loyal Comrade Internal*"

2. RESEARCH METHOD

This type of research is a type of quantitative descriptive research, according to Sugiyono (2019:16) quantitative methods can be interpreted as research methods based on on positivism philosophy for researching certain populations or samples, collecting data using research

instruments, data analysis, quantitative/statistical in nature, with the aim of testing predetermined hypotheses

3. RESULT AND DISCUSSION

Based on the research findings presented previously were obtained from the following discussion:

1. Variable score Work Motivation is obtained based on measurement results using a questionnaire consisting of 32 questions. Theoretically, the score for the Work Motivation variable will range between 32 to 160. The results of data analysis and statistical calculations show that the empirical score for Work Motivation varies between 101 and 160 with a score range of 59, an average of 137.24; median 140; mode 107; standard deviation 15.33; and variance 234.91
2. Employee Performance Scores are obtained based on measurement results using a questionnaire consisting of 27 questions. Theoretically, the Employee Performance variable score ranges from 27 to 135. The results of data analysis and statistical calculations show that the empirical Employee Performance score varies between 94 to 135 with a score range of 41; average 120.28; median 126; mode 135; standard deviation 13.07; and variance 170.79.
3. Based on the results of statistical calculations, a correlation coefficient of $r = 0.787$ and a determination coefficient of $R = r$ is obtained² = 0.619. Testing the significance of the correlation obtained $t_{\text{count}} (6,980 > t_{\text{table}} (1,697))$ on $\alpha = 0.05$, indicating that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between work motivation and employee performance can be accepted. This means that better work motivation will be followed by higher employee performance. Meanwhile, the coefficient of determination of 0.619 shows that 61.9% of the variation in employee performance can be explained by variations in work motivation, the remaining 38.1% is determined by other factors outside work motivation. Based on the results of calculations to develop a regression equation model between Work Motivation (X) and Employee Performance (Y), the constant $\alpha = 24.681$ and the regression coefficient $\beta = 0.810$ are obtained. Thus, the influence between the independent variable X and the dependent variable Y can be expressed in a simple linear regression equation model as follows: $\hat{Y} = 24.681 + 0.810X$. The results of the regression significance test based on the ANOVA table obtained $F_{\text{count}} (48,72) > F_{\text{table}} (7,56)$ at $\alpha = 0.01$. This shows that the regression equation model is significant. The linearity test results obtained $F_{\text{count}} (1,17) < F_{\text{table}} (2,77)$ at $\alpha = 0.05$. These results indicate that the regression equation is linear.

4. CONCLUSION

1. Based on the results of statistical calculations, a correlation coefficient of $r = 0.787$ and a determination coefficient of $R = r$ is obtained² = 0.619. Testing the significance of the correlation obtained $t_{\text{count}} (6,980 > t_{\text{table}} (1,697))$ on $\alpha = 0.05$, indicating that the correlation coefficient is significant. Thus, the research hypothesis which states that there is a relationship between work motivation and employee performance can be accepted. This means that better work motivation will be followed by higher employee performance. Meanwhile, the coefficient of determination of 0.619 shows that 61.9% of the variation in employee performance can be explained by variations in work motivation, the remaining 38.1% is determined by other factors outside of work motivation.
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