

The Influence of Achievement Motivation on Employee Performance at PT. Surya Rengo Containers Karawang Outsourcing Section 2024

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Abstract

Motivation is the force that motivates individuals to contribute to the best of their ability to ensure that the company succeeds in achieving its goals. Basically Motivation is a state within a person that stimulates the desire to perform a certain task in order to achieve a specific goal. This research focuses on the goal of determining the level of professional participation. Ability Motivation and the impact of competency incentives on professional performance in PT container Surya Rengo. The research conducted in this study is quantitative in nature. The sample population was analyzed using organizational research methods, consisting of 60 students. The results showed that the correlation coefficient (r) obtained was 0.740, indicating that competency motivation has a significant positive effect on performance. employee Achievement motivation supports 54.7% of employee engagement in PT Surya Rengo Containers Karawang, while the remaining 45.3% is affected by other factors. There is a significant relationship between performance motivation and employee performance in PT Surya Rengo Containers Karawang as the statistical t-value (8,372) is higher than the t-table value (2,000), which leads to the acceptance of H1 and Rejection of H0.

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1. INTRODUCTION

Motivation is a person's driving force to contribute as much as possible to the success of the company in achieving its goals. With the understanding that achieving company goals means also achieving the personal goals of the members of the company concerned.

Mangkunegara (2011:94) states that Achievement Motivation is, "Achievement Motivation is defined as a condition that has the effect of generating, directing and maintaining behavior related to the work environment".

Human resources are one factor that plays a role Very important in an organization or agency, resources are What is meant in this case are employees, to achieve organizational goals employees are needed who meet the requirements of the organization, must also be able to carry out the specified tasks. Every organizations or government agencies will try to improve employee performance, with the expectations of organizational or agency goals governance can be achieved. For agencies, motivation or encouragement is very important to give to employees to improve their performance.

FThe phenomenon that occurs regarding Achievement Motivation is where Many employees are made to feel uncomfortable at work through things made up by the company.

One example is working as best as possible but not being noticed. Apart from that, employees also changed the policy of providing physiological needs (food) which was stopped

No	Year	Dining Facilities YOU	Employee Meal Bill
1	2021	There is	Rp. 2,340,000,000
2	2022	There isn't any	Rp. 1,170,000,000
3	2023	There isn't any	Rp. 1,000,000,000
4	2024	There isn't any	Rp. 986,000,000

Then, the existence of problem phenomena regarding Achievement Motivation will influence the emergence of problem phenomena regarding employee performance. The phenomenon that occurs regarding employee performance is that many employees are often late for work, apart from that, many are absent from work without any information at all or employees are present but not absent (finger print).

The benefit of this research is to increase valuable knowledge and experience in applying theories obtained in college, especially regarding the science of human resource management in which there are theories regarding Achievement Motivation and Employee Performance.

As a reference for researchers to continue research at the next level and apart from that as an application of human resource management science in the field.

Every company basically has certain goals that must be achieved. Achieving this goal can be done by utilizing existing resources more efficiently and effectively. The reason is that the availability of resources such as land, capital and expertise does not guarantee the achievement of company goals, if human resources are not considered.

The definition of human resource management quoted by the author from several experts is as follows:

Hasibuan (2013:10) explains, "Human resource management is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient in helping to realize the goals of the organization, employees and society."

2. METHOD

Sugiyono (2015:137) states "Data collection is a record of events or things or information or characteristics of some or all elements of the population that will support or support research. Collection can be done in various settings, various sources, and various ways.

This means that all Section Employees at PT. Surya Rengo Containers Karawang, totaling 60 people, were all samples

The variables used in this research are:

- a. Independent variable (*independent variable*) denoted by X is a research variable that influences other research variables. The independent variable in this research is Achievement Motivation (X).

b. Dependent variable (*dependent variable*) denoted by Y is the research variable that will be measured to determine other influences, so its nature depends on other research variables. The dependent variable in this research is Employee Performance (Y).

Testing the validity and reliability of the questionnaire is needed to ensure that the questionnaire used in the research is able to measure the research variables well.

The descriptive analysis method is a method that aims to collect data and information that can describe the state of the research object and simplify it to explain problems and solutions so that they can be read and easy to understand.

According to Surjaweni (2014:11), "Descriptive research is research conducted to determine the value of each variable, either one or more (independent) variables without making comparisons, or connecting them with other variables."

The purpose of using this method is so that researchers are able to obtain a description of Achievement Motivation at PT. Surya Rengo Containers Karawang and Employee Performance at PT. Surya Rengo Containers Karawang. So that with this method the problem formulation in points one and two in this research will be answered.

The formula used in this descriptive analysis is the formula *Mean* or the average of the total scores for each variable whose validity and reliability have been tested as stated by Sujarweni (2014:94). Based on the mean value, it will be seen whether variable X and variable Y fall into the categories of very bad, not good, quite good, good and very good.

Mean or Average Formula:

$$Me = \frac{X_1 + X_2 + X_3 + \dots + X_n}{n}$$

The Normality Test is useful for determining whether data that has been collected is normally distributed or taken from a normal population. The classic method of testing the normality of data is not that complicated. Based on the empirical experience of several statisticians, data with more than 30 numbers ($n > 30$) can be assumed to be normally distributed. Usually said to be a large sample.

Reliability testing has various meanings, including trust, exemplary, constancy, stability, consistency, and so on. Sugiyono (2015:121) stated "A reliable instrument means that if the instrument is used several times to measure the same object, it will produce the same data".

According to Surjaweni (2014:11) "Associative research is research that aims to determine the relationship between two or more variables and determine their influence."

This research has the highest level compared to descriptive and comparative because with this research a theory can be built that can function to explain, predict and control a phenomenon. The aim of associative research is to determine the influence of Achievement Motivation on Employee Performance at PT. Surya Rengo Containers Karawang. In other words, problem formulation number three will be answered

Sugiyono (2015:137) states "Data collection is a record of events or things or information or characteristics of some or all elements of the population that will support or support research. Collection can be done in various settings, various sources, and various ways.

This means that all Section Employees at PT. Surya Rengo Containers Karawang, totaling 60 people, were all samples

3. RESULTS AND DISCUSSION

Reliability Test Results for Variable X (Achievement Motivation)

Reliability Statistics

Cronbach's Alpha	N of Items
.850	18

Based on the reliability test results above, a Cronbach's Alpha value of 0.850 was obtained. So, it can be concluded that the statement items in the variable X questionnaire, in this case Achievement Motivation, are reliable, because the Cronbach's Alpha value of 0.850 is greater than 0.60.

Variable Y Reliability Test Results (Employee Performance)

Reliability Statistics

Cronbach's Alpha	N of Items
.946	18

Based on the reliability test results above, the Cronbach's Alpha value was 0.946. So, it can be concluded that the question items or statements in the Y variable questionnaire, in this case Employee Performance, are reliable because the Cronbach's Alpha value (0.946) is greater than 0.60.

The following are the results of simple regression analysis calculations that the author has carried out using SPSS version 23 software:

Table 4.17

Simple Regression Analysis Table

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.681	7.174		.374	.710
	Motivasi Berprestasi	1.004	.120	.740	8.372	.000

a. Dependent Variable: Kinerja Karyawan

Based on the calculations above, a regression equation is obtained which can be used to predict the Employee Performance variable through the Achievement Motivation variable, namely $Y' = 2.681 + 1.004$ Surya Rengo Containers Karawang. Meanwhile, the b value of 1.004 means that, if there is an increase of one point in Achievement Motivation, it will result in Employee Performance at PT. Surya Rengo Containers Karawang will increase by 1,004 or to 3,685. Likewise, vice versa, if there is a decrease of one point in Achievement Motivation then Employee Performance at PT. Surya Rengo Containers Karawang will decrease by 1,004 or to 1,676.

1.1.1 Simple Correlation Test Results

Still using helper tables, the author can carry out a simple correlation analysis. The following are the results of simple correlation analysis calculations that the author has carried out using SPSS version 23 software:

Table 4.18

Simple Correlation Analysis Table

Correlations

		Motivasi Berprestasi	Kinerja Karyawan
Motivasi Berprestasi	Pearson Correlation	1	.740**
	Sig. (2-tailed)		.000
	N	60	60
Kinerja Karyawan	Pearson Correlation	.740**	1
	Sig. (2-tailed)	.000	
	N	60	60

** Correlation is significant at the 0.01 level (2-tailed).

Based on the calculation above, the r value is 0.740. So it can be concluded that Achievement Motivation has a strong positive influence on employee performance.

A positive value means that, if there is an increase in Achievement Motivation, employee performance at PT will also increase. Surya Rengo Containers Karawang's Karawang. That's how it is. Conversely, if there is a decrease in Achievement Motivation, employee performance will also decrease Outsourcing at PT. Surya Rengo Containers Karawang's Karawang.

Partial Test Results (t Test)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.681	7.174		.374	.710
	Motivasi Berprestasi	1.004	.120	.740	8.372	.000

a. Dependent Variable: Kinerja Karyawan

After obtaining the calculated t value of 8.372. So, the author needs to know the value of the t table which will later be used as a comparison against the calculated t value. The calculated t value was obtained using a significance level (α) = 0.05 and a df value = n = 60 so that a t table value of 2,000 was obtained.

Based on the calculated t value and t table value above, the author created a two-party hypothesis test graph (*two tailed*) with the aim of finding out the location of the calculated t value, whether it is located in the H0 rejection area or whether it is located in the H0 acceptance area.

Table Coefficient Determination

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.740 ^a	.547	.539	7.575

a. Predictors: (Constant), Motivasi Berprestasi

b. Dependent Variable: Kinerja Karyawan

Based on the calculations above, it can be concluded that Achievement Motivation has an influence contribution of 54.7% on Employee Performance Outsourcing PT. Surya Rengo Containers Karawang's Karawang. Meanwhile, the remaining 45.3% is influenced by other factors.

Achievement Motivation found at PT. Surya Rengo Containers Karawang's Karawang is not good, because the average value of the total Achievement Motivation (X) score is 59.25 located in the class interval 55.7 – 63.3, which is not good.

Employee performance at PT. Surya Rengo Containers Karawang is not good. This is indicated by the average value of the total Employee Performance score (Y) of 62.18 located in the class interval 58.1 – 66.1, which is not good.

The r value obtained is 0.740. So it can be concluded that Achievement Motivation has a strong positive influence on Outsourced Employee Performance.

Achievement Motivation has an influential contribution of 54.7% to the Performance of PT Outsourcing Employees. Surya Rengo Containers Karawang. Meanwhile, the remaining 45.3% is influenced by other factors.

There is an influence between Achievement Motivation on the Performance of Outsourced Employees at PT. Surya Rengo Containers Karawang because the calculated t value (8.372) is greater than the t table value (2,000) so that H1 is accepted and the calculated t value lies in the H0 rejection area or H1 is accepted.

4. CONCLUSION

Based on the descriptions and explanations that have been put forward in the previous chapters, conclusions can be drawn from this research, namely as follows:

1. Achievement Motivation found at PT. Surya Rengo Containers Karawang is not good, because the average value of the total Achievement Motivation (X) score is 59.25 located in the class interval 55.7 – 63.3, which is not good.
2. Employee performance at PT. Surya Rengo Containers Karawang is not good. This is indicated by the average value of the total Employee Performance score (Y) of 62.18 located in the class interval 58.1 – 66.1, which is not good.
3. There is an influence between Achievement Motivation on Employee Performance at PT. Surya Rengo Containers Karawang because the calculated t value (8.372) is greater than the t table value (2,000) so that H1 is accepted and the calculated t value lies in the H0 rejection area or H1 is accepted. Then Achievement Motivation has a strong positive influence (r value of 0.740) and has an influence contribution of 54.7% on PT Employee Performance. Surya Rengo Containers Karawang. Meanwhile, the remaining 45.3% is influenced by other factors. Apart from that, it is also known that the regression equation can be used to predict the Employee Performance variable through the Achievement Motivation variable, namely $Y' = 2.681 + 1.004$

5. SUGGESTIONS

From the background explained above, the author formulates the problem that will be studied in more depth, namely:

1. PT. Surya Rengo Containers Karawang needs to provide more support in motivating its employees to create a desire to achieve more at work so that they will be able to produce better performance over time. This needs to be done considering that the problem found was that employees at PT. Surya Rengo Containers Karawang prioritizes compensation and does not care about work results, even though the achievement motivation that exists within employees will certainly increase their work results.
2. PT. Surya Rengo Containers Karawang needs to place employees more appropriately if the employee does not have experience in the same job or can also provide motivation or job training so that employees are more motivated at work and maximize their work results. This needs to be done considering the problem findings that several employees at PT. Surya Rengo Containers Karawang

apparently have no previous work experience in carrying out the job entrusted to him at this time.

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