The Effect of Motivation and Job Satisfaction on Employee Performance

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Abstract

This study aims to determine the effect of motivation on employee performance at PT Megamas Plaza Bangunan, the effect of job satisfaction on employee performance at PT Megamas Plaza Bangunan, the influence of motivation and job satisfaction on employee performance at PT Megamas Plaza Bangunan. This type of research is associative. The population in this study was all employees at PT Megamas Plaza Bangunan which amounted to 48 people, sampling in this study samples were taken by saturated sample method where all members of the population and used as samples were as many as 48 people. The data collection technique used is through questionnaires or questionnaires. Data analysis techniques in this study use multiple regression, classical assumption tests, hypothesis tests using Statistical Product and Service Solutions (SPSS) applications. Based on the results of this study, activation does not have a significant effect on employee performance at PT Megamas Plaza Bangunan, jobsatisfaction has a significant effect on employee performance at PT Megamas Plaza Bangunan, influence motivation and job satisfaction together have a significant influence on employee performance at PT Megamas Plaza Bangunan.

Keywords: *Motivation, Job Satisfaction, and Employee Performance.*

1. INTRODUCTION

Employees are very valuable company assets that must be managed properly by the company in order to make an optimal contribution. One of the things that must be the main concern of the company is how to maintain and manage employee motivation at work so that it is always high and focused on company goals. Employee motivation is very important because motivation is the driving force for each individual underlying them to act and do something. In addition, companies must also pay attention to employee job satisfaction, because employees who at work they do not feel comfortable, less appreciated, cannot develop all the potential they have, then automatically employees cannot focus and concentrate fully on their work. The more aspects of his job that correspond to the wishes and value system obtained by the individual, the higher the level of satisfaction obtained. Vice versa, the more aspects of his work that are not in accordance with the wishes and values of the system obtained by the individual, the lower the level of satisfaction obtained. According to (Suntoyo, 2013) there are seven motivational factors, namely promotion, work performance, work itself, rewards, responsibility, recognition and success. (Sutrisno, 2009), Gilmer argues that the factors that influence job satisfaction are opportunities for advancement, job security, salary,

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company and management, supervision, intrinsic factors of work, working conditions, social aspects in work, communication, facilities. (Mangkunegara, 2013) suggests that factors that affect performance achievement are ability factors and motivation factors. Dan (Wibisono, 2011) argues that the factors forming performance are absenteeism, job satisfaction, working hours, employee motivation and commitment.

Performance or performance is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision, and mission of the organization as outlined through the strategic planning of an organization according to (Moeheriono, 2014). Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him according to (Mangkunegara, 2011). Performance is a real behavior displayed by everyone as work achievements produced by employees in accordance with their role in the company according to (Rivai &; Sagala, 2013). Performance is the value of a series of worker behaviors that contribute, both positively and negatively, to the completion of organizational goals (Wibowo, 2014). Performance is a result of work achieved by a person in carrying out the tasks assigned to him which is based on ability, experience, and sincerity and time according to (Hasibuan, 2012).

According to (Sutrisno, 2009) motivation is a factor that encourages a person to do a certain activity, therefore motivation is often interpreted as a motivating factor for one's behavior. Every activity carried out by someone must have a factor that encourages the activity. Motivation to work is very important for the high low productivity of the company. Without motivation from employees to work together for the benefit of the company, the goals that have been set will not be achieved. According to McCormick in (Mangkunegara, 2013) "Motivation is a condition that influences arousing, directing and maintaining behaviors related to the work environment". According to (Serdamayanti, 2017) motivation is the willingness to expend a high level of effort towards organizational goals conditioned by the ability of that effort to meet individual needs. (Bangun, 2012) says, motivation is a desire in a person causing the person to perform an action. A person takes action for something in achieving a goal.

(Sinambela, 2018) Job satisfaction is a person's feelings about his work that are produced by his own efforts (internal) and which are supported by things that he goes through (external), on work conditions, work results, and work itself. (Noor, 2013) states that job satisfaction is a state where a person feels proud, happy, treated fairly, recognized and cared for by superiors, appreciated, feels secure because his work can produce something that meets his needs, desires, hopes, and personal ambitions so that he feels satisfied outwardly. (Suparyadi, 2015) argues that job satisfaction is a positive attitude based on the results of an evaluation of what is expected to be obtained through efforts made in carrying out a job with the results or rewards it receives (Mangkunegara.A.P., 2013) suggests that job satisfaction is related to variables such as turnover, absenteeism rate, age, employment rate, and size of the company's organization. Job satisfaction reflects how a person feels about his job. This is evident in the positive attitude towards work and everything faced in the work environment.

2. METHOD

Research Approach

According to (Juliandi, 2013) associative research is research that seeks to examine how a variable is related or related to other variables, or whether a variable is influenced by other variables, or whether a variable is the cause of changes in other variables. The reason for choosing associative research as a research method is because it is to examine data that is a relationship or influence between two or more variables. Quantitative research is research that is carried out not in depth, generally investigating the surface

only, thus requiring a relatively shorter time. The reason for choosing this study is because it uses statistical calculation analysis and is mathematical

Operational Definition

The independent variable is a variable that affects or causes changes or the emergence of dependent variables (Sugiyono, 2016). The independent variable is characterized by variables (X), namely Motivation (X1), Job Satisfaction (X2). Dependent variables are variables that are influenced or that become a result due to the existence of independent variables (Sugiyono, 2016). The variable tied in this study is Employee Performance. The operational definition in this study is all variables contained in the hypothesis that has been formulated. In this study the operational variables are as follows:

Table 1. Operational Definition

	Variable	Operational definition	Indicators
Y	Performance Employee	Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. according to	1. Number of jobs 2. Quality of work 3. Punctuality 4. Attendance 5. Cooperation ability
X1	Motivation	Motivation is a factor that encourages a person to do a certain activity, therefore motivation is often interpreted as a factor driving one's behavior. Every activity carried out by someone must have a factor that encourages the activity. M	1) Hard work. 2) Future orientation. 3) Effort to progress. 4) Selected colleagues. 5) A high level of mind. 6) Task / goal orientation. 7) Perseverance. 8) Time utilization
X2	Satisfaction Work	Job satisfaction is a person's feelings about his work that are produced by his own efforts (internal) and which are supported by things that he goes through (external) on the working conditions of work results , and the work itself. According to	1) The work alone 2) Supervision 3) Salary 4) Promotion 5) Co-workers.

Population and Sample

According to (Sugiyono, 2010) population is a generalized area consisting of objects or subjects that have certain qualities and characteristics and are determined by researchers to be studied and then drawn conclusions. The population of this study is permanent employees at PT. Megamas Plaza Building. Thus the population is 48 people. The sample is part of the number and characteristics by the population (Sugiyono, 2016). If the population is large, and it is not possible for the researcher to study everything in the population, for example due to limited funds, energy, and time, the researcher can use samples taken from that population. As for determining the number / sample size, if the population is less than 100 then the sample taken is the number of population. Thus in this study samples were taken using the saturated sample method where all members of the population were sampled, namely as many as 48 people.

Data Collection Techniques

In this study, researchers used questionnaires to collect data from respondents as a technique. Questionnaire is a data collection technique carried out by presenting respondents with a series of questions or written statements (Sugiyono, 2016). A questionnaire that has a Likert scale index was used in this study

Data Analysis Techniques

From the results of the collected data, researchers try to analyze the data using quantitative analysis. The purpose of quantitative analysis is to test and analyze data by calculating numbers and then drawing conclusions from the test with the formula below using statistical software or SPSS 24 applications

3. RESULTS AND DISCUSSION.

Classical Asumsi Test

The purpose of the normality test is of course to find out whether a variable is normal or not. Normal here in the sense of having a normal distribution of data. Normal or not data is based on the benchmark normal distribution of data with the same mean and standard deviation. To find out whether the data of this study has normal or not, you can see from the normality test through SPSS whether it forms normal data or not by looking at the probability value of the sig from Kolmogorov-Smirnov.

Table 2. Normality Test Results

| | **Tests of Normality** | | | | | |
| | Kolmogorov-Smirnov[a] | | | Shapiro-Wilk | | |
	Statistics	Df	Sig.	Statistics	Df	Sig.
Unstandardized Residual	.111	48	.182	.975	48	.394

a. Lilliefors Significance Correction

The table found that the probability value of sig (2-tailed) in the unstandardized variable Residual Kolmogorov-Smirnov (0.182) > 0.05 so that the data is distributed normally and can be continued to the next test.

Multicollinearity tests are needed in a study that has more than one independent variable. This is to find out whether in a regression model there is a relationship or correlation between independent variables. If the variance inflation factor (VIF) value is not more than 10 and the tolerance value is not less than 0.1, then the model can be said to be free from multicollinearity.

Table 3. Multicollinearity Test Results

| | **Coefficients[a]** | | | | | | |
| | Unstandardized Coefficients | | Standardized Coefficients | | | Collinearity Statistics | |
Type	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
(Constant)	6.235	3.535		1.481	.146		
motivation	.066	.118	.090	.558	.580	.273	3.667
Job satisfaction	.789	.172	.774	4.590	.000	.273	3.667

a. Dependent Variable: employee performance

The data above after being processed using SPSS can be seen t that the tolerance value of each variable is smaller VIF value < 10, this proves that the VIF value of each variable is free from symptoms of multicollinearity.

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from residual one observation to another, because it is to see if there is an inequality of variance from one residual to observation to another. A regression model that satisfies the requirements is one in which there is a similarity in variance from the residual of one observation to another observation fixed or called homoscedasticity. A good regression model is that heteroscedasticity does not occur. There are several ways to

test for heteroscedasticity situations in variant error terms for regression models. In this study, the chart method (Scatterplot Diagram) will be used
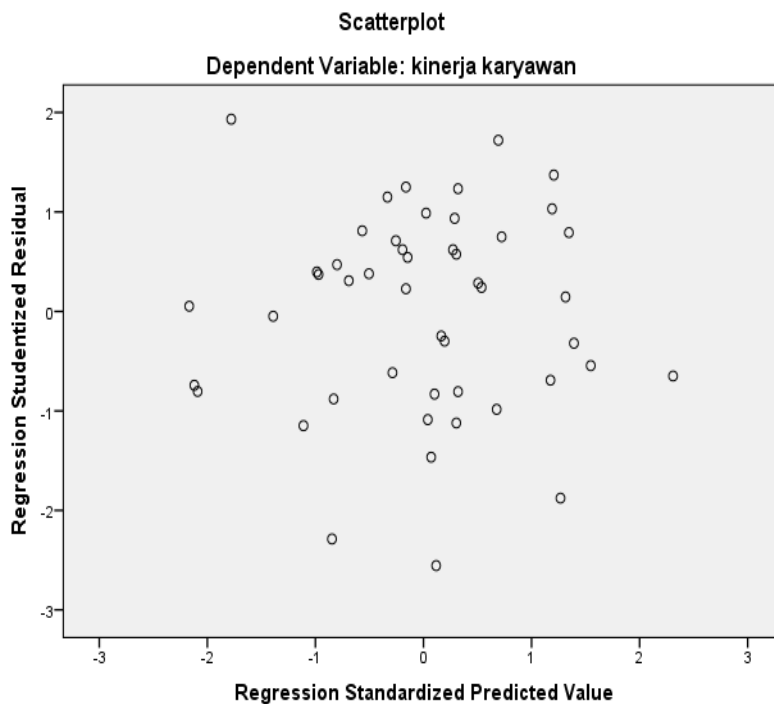

Figure 1. Heteroscedasticity Test Results

Based on the residual figure above , it can be seen that there is no clear pattern, and the points spread above and below the number 0 on the Y axis, so heterokedacity does not occur.

Hypothesis Testing

T Test (partially)

The purpose of the t-test is to see if there is a significant relationship or not

in the relationship between variables X1 and X2 to Y. the data is presented in the table below, In this t test is performed at degrees of freedom with the formula, t table = t (a/2; n-k-1) = t (0.025; 45) = 2.01410

Table 4. T Test

		Coefficients^a				
		Unstandardized Coefficients		Standardized Coefficients		
Type		B	Std. Error	Beta	t	Sig.
1	(Constant)	5.235	3.535		1.481	.146
	motivation	.066	.118	.090	.558	.580
	Job satisfaction	.789	.172	.744	4.590	.000
a. Dependent Variable: employee performance						

The effect of motivation on employee performance

From the results of this study, the value of motivational significance on Performance based on the t test was obtained by tcount (0.558) < ttable (2.01410). Thus Ha was rejected. In conclusion: Motivation does not have a significant influence on employee performance at PT Megamas Plaza Bangunan.

The effect of job satisfaction on employee performance.

From the results of this study, the value of motivational significance on Performance based on the t test was obtained by tcount (4.590) > ttable (2.01410). Thus Ha accepted, In conclusion: Job satisfaction has a significant influence on employee performance at PT Megamas Plaza Bangunan.

F Test (Simultaneously)

Test F is conducted to see together (simultaneously) the effect of variables, namely (X1, X2) in the form of variables of motivation and job satisfaction on employee performance (Y).

Table 5. Test F

ANOVAª

Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	840.496	2	420.248	47.221	.000ᵇ
	Residuals	400.483	45	8.900		
	Total	1240.979	47			

a. Dependent Variable: employee performance

b. Predictors: (Constant), job satisfaction, motivation

Based on the results of the F test above, Fcalculate values (47.221) > Ftable (3.20), (Sig. 0.000 < α0.05) thus H0 is rejected. Theconclusion: that variables X1 (motivation) and X2 (job satisfaction) together affect variable Y (employee performance).

Coefficient of Determination (d2)

This coefficient of determination is used to determine how much influence the independent variables have on the dependent variable. The value of the coefficient of determination is determined by the value of Adjusted R square.

Table 6. Koefisen Determination

Model Summary

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.823ª	.677	.663	2.983

a. Predictors: (Constant), motivational job satisfaction

From the results obtained nAdjust R-Square (coefficient of determination) of 0.663 which means the effect of motivation and satisfaction on employee performance is 66.3%. While the rest (33.7%) were influenced by other variables that were not included in this study.

Discussion

The Effect of Motivation on Employee Performance

Based on the results of the study, the calculated value for the motivation variable was (0.558) which was smaller than the table (2.01410). Based on the results that have been obtained, Ha was rejected for the motivation variable , thus partially the motivation variable does not have a significant influence on employee performance at PT Megamas Plaza Bangunan.

The results of this study are in accordance with research conducted by (Marjaya &; Pasaribu, 2019), (Rosmaini &; Tanjung, 2019), (Bukhari &; Pasaribu, 2019), which concluded that motivation has a positive but not significant effect on employee performance. However, the results of this study are different from the results of the research conducted (Andayani &; Tirtayasa, 2019). (Imelda, 2019), (Harahap &; Tirtayasa, 2020), (Saragih &; Simarmata, 2018), (Rosmaini & Tanjung, 2019), (Hendra, 2020), (Wahyudi &; Tupti, 2019), (Citra &; Fahmi, 2019), (Gultom, 2014), (Sembiring &; Tanjung, 2021), (Jufrizen &; Sitorus, 2021) , (Jufrizen &; Noor, 2022), (Jufrizen &; Pulungan, 2017), (Jufrizen, 2017), (Jufrizen &; Hadi, 2021) which shows that motivation variables have a positive and significant effect on employee performance.

The Effect of Job Satisfaction on Employee Performance

Based on the results of hypothesis testing, it shows that job satisfaction has a significant effect on employee performance, the calculation for the job satisfaction variable (X_2) is (4.590) greater than ttable (2.01410). Based on the results that have been obtained, Ha is accepted. This shows that the variable of partial job satisfaction has a significant influence on employee performance variables.

The results of this study are in accordance with research conducted by (Adhan et al., 2020), (Jufrizen, 2016), (Harahap &; Tirtayasa, 2020), (Saragih &; Simarmata, 2018), (Jufrizen &; Intan, 2021), (Jufrizen, 2018) which concluded that: worksatisfaction has a positive and significant influence on performance. However, the results of this study are different from the results of research conducted (Arda, 2017), (Imelda, 2019), (Syahputra &; Jufrizen, 2019), (Nabawi, 2019), (Rosmaini &; Tanjung, 2019), (Citra &; Fahmi, 2019), (Jufrizen & Sitorus, 2021), (Wahyudi &; Tupti, 2019), (Sembiring &; Tanjung, 2021) which shows that job satisfaction has a positive and insignificant effect on employee performance.

The Effect of Motivation and Job Satisfaction Together on Employee Performance

The test results that showed the Fcalculate value (47.221) > Ftabel (3.20), (Sig. 0.000 < α0.05) Based on the results obtained H0 was rejected, it means that the variables of motivation and job satisfaction together have a significant influence on employee performance at PT Megamas Plaza Bangunan.

The results of this study are the same as the results of previous research conducted, (Citra &; Fahmi, 2019), (Harahap &; Tirtayasa, 2020), (Imelda, 2019), (Rosmaini &; Tanjung, 2019), (Saragih &; Simarmata, 2018), (Wahyudi &; Tupti , 2019) which showed that motivation and job satisfaction simultaneously have a significant effect on employee performance.

4. CONCLUSION

From the results of the analysis discussed earlier, the following conclusions can be drawn:

1. Motivation does not have a significant influence on employee performance at PT Megamas Plaza Bangunan.

2. Job satisfaction has a positive and significant effect on employee performance at PT Megamas Plaza Bangunan.

3. motivation and job satisfaction together have a significant influence on employee performance at PT Megamas Plaza Bangunan

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