

IMPACT OF HIGHER WORK MOTIVATION TOWARDS IMPROVEMENT OF EMPLOYEE PERFORMANCE

Shinta Oktafien¹, Anton Budi Santoso²

ABSTRACT---The purpose of this research is to find out how much influence work motivation has on employee performance in the West Java Province Human Resources Development Agency. As for the population in this study were all employees who worked at the Human Resources Development Agency of West Java Province, totaling 122 people with a total sample of 93 respondents taken. Meanwhile, the research method used in this study is a survey research method with data processing and analysis techniques in the form of simple regression analysis. Based on the results of the study, it is known that work motivation has a significant effect on employee performance in the West Java Province Human Resources Development Agency. This shows that the more motivated the employee is at work, the better the work that is shown by the employee.

Keywords---Work Motivation, Employee Performance

I. PRELIMINARY

One way that can be used in measuring and assessing the work ability of a person in carrying out their duties and responsibilities during work can be seen through the performance of the employee concerned or the results of his work at work (Asnani, Mattalatta & Gunawan, 2016). Employee performance itself has a very important role for an organization (Tanor, 2016). Often, the progression of the organization's vision and mission can be determined by the performance shown by its employees (Tanor, 2016). Therefore, employees can become an important resource for an organization in terms of its talents, energy, and creativity that can be needed by the organization in an effort to achieve its goals.

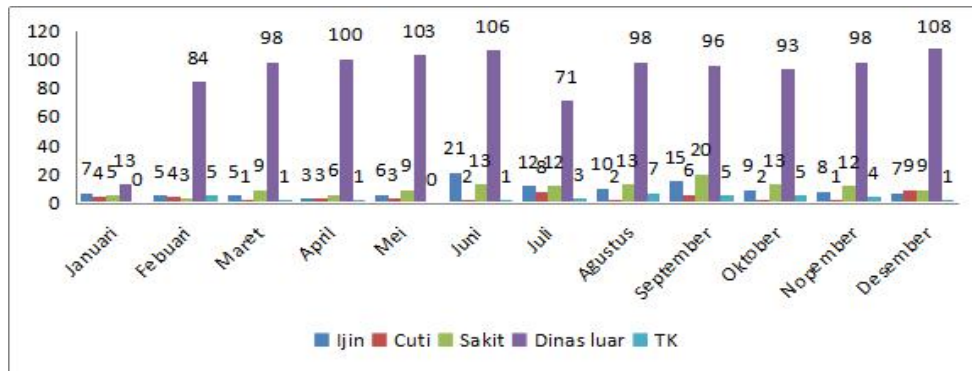
Human Resources Development Agency is a government agency that has the main task as the organizer and formulation of regional policies in the field of education and training (training) which is based on the principles of deconcentration, decentralization, and assistance tasks with several main functions, including: 1) organizing, study, and determine the technical policy in the area of regional education and training; 2) organizing support for the administration of the regional government in the field of apparatus which includes the secretariat of the body, leadership training, functional and technical training; 3) carry out other tasks in accordance with the main tasks and functions.

Every employee who works at this institution is always required to carry out their duties and obligations in accordance with applicable rules and regulations, so that in work employees need adequate skills and skills to carry out their duties properly. In addition, while working, employees are expected to have high professionalism with the requirements that must

¹Faculty of Business & Management, Widyatama University, Bandung
Email: shinta.oktafien@widyatama.ac.id

²Faculty of Business & Management, Widyatama University, Bandung
Email: anton.budi@widyatama.ac.id

be possessed by every employee, including employees who are required to have knowledge and abilities in the field of training, skilled in examinations, have a good mental attitude, and high integrity.



Source: Human Resources Development Agency, 2016

Figure 1: Employee Absenteeism Rate in West Java Province Human Resources Development Agency 2016

However, by referring to Figure 1, it is known that employees who work at this institution show declining performance. This can be seen by the more frequent employees who do not come to work due to various reasons, including not coming to work because of permission, leave, without any clear information, or employees who have to do external service.

Table 1: Targets and Work Realization of 2016 Human Resources Development Agency Employees

No.	Performance Indicator	Target (%)	Relalization (%)				
			2012	2013	2014	2015	2016
1	Timeliness of work implementation	95	90	85	85	80	80
2	Accuracy in working	99	95	90	85	82	80
3	Skills in service	90	78	75	72	70	70
4	Cleanliness of the training place	90	75	70	70	70	70
5	Routine output	95	85	80	80	80	75
6	Non-routine output	80	75	75	70	70	70
7	Instruction completed	90	80	75	75	70	70
8	Ability to do work	90	85	85	75	70	70
9	Initiative	90	70	70	70	70	70
10	Attitudes towards subordinates	90	85	85	85	75	75
11	Attitudes towards other employees	90	85	80	80	75	75
12	Cooperation	90	85	80	80	80	75

Source: West Java Provincial Education and Training Agency, 2016

In addition, by taking into account the performance data presented in table 1, it is known that employees who work at this institution have relatively low performance levels and tend to decline. This can be seen in the percentage of work realization that has never reached its work target or is still below the work target that must be achieved. In addition, when compared from year to year the percentage level of work realization shown by employees tends to show a declining number.

There are many factors that can have an effect on employee performance. As for one of these factors, namely work motivation. The so-called work motivation is an impulse to act on a series of human behavior processes by considering the direction, intensity, and perseverance on achieving goals (Wibowo, 2013). Meanwhile, employee performance can be defined as work results both in quality and quantity achieved by an employee in carrying out tasks in accordance with the responsibilities given to him (Mangkunegara, 2005). Some indicators that can be used as a measure in performance appraisal, including quality of work, quantity of work, responsibilities, initiatives, and cooperation (Mangkunegara, 2000).

Until now, many research articles mention that work motivation has a positive and significant effect on improving employee performance at work (Prihantoro, 2012; Abidin, 2013; Guntoro, Hastuti & Nurtini, 2016). Thus, it can be said that a person's performance is the result of multiplication between individual attributes, the level of effort, and organizational support, which is called the level of effort is a concept of motivation that has a very important role in influencing the level of employee performance at work (Hariandja, 2006).

Based on these explanations, the authors became interested in conducting research under the title "Impact of Higher Work Motivation Towards Improvement of Employee Performance".

II. RESEARCH METHODS

Associative research is a type of research method used in this study that aims to find out the relationship between two or more variables studied, so that through it can be known about what variables can provide influence on the problems studied in a study. This study has 2 (two) main variables studied, including work motivation variable (X) as an independent variable and employee performance variable (Y) as a dependent variable. Thus, this study aims to determine how much influence the high work motivation (X) on improving employee performance (Y) in the Human Resources Development Agency of West Java Province. Meanwhile, the research method used is a survey research method, in which information and data relating to the problem under study are collected through a list of written questions / questionnaires distributed to employees who work at the Human Resources Development Agency of West Java Province as respondents.

The population in this study are all employees who work at the Human Resources Development Agency of West Java Province, amounting to 122 people with a total sample taken as many as 93 people as respondents. Meanwhile, the sampling technique uses a simple random sampling method which is a sampling technique that provides equal opportunities or opportunities for each element or member of the population to be selected as a sample (Sugiono, 2014).

The data collection technique is done by using several methods, including through interviews conducted in a way that directly asks the internal company related to the issues examined in this study, as well as through the distribution of questionnaires or questionnaires conducted by distributing a list of questions to employees the respondents with the aim to get data about the variables examined in this study. In addition, data collection was also carried out through literature studies conducted by studying the theories contained in several literatures related to the topic of the problems discussed in this study.

Meanwhile, the data processing and analysis techniques used in this study were carried out using a simple linear regression analysis method which was calculated using SPSS version 21.0.

III. RESULTS AND DISCUSSION

a. Data processing results

Coefficient of determination (R^2)

The purpose of measuring the coefficient of determination (R^2) is to find out to what extent the ability of the model to explain the variation of independent variables. For the coefficient of determination itself is in the number between 0 to 1.

Based on the data shown in table 2, it is shown that the coefficient of determination (adjusted R^2) obtained for the variables studied in this study shows a number of 0.349, which means that 34.9% increase in employee performance can be determined by the more motivated employees in carrying out tasks and responsibility during work which is one of the contributing factors. Thus, it can be explained that employees who have high work motivation can have a significant influence on improving the performance of the employee concerned. That way, it can also be explained that the two variables examined in this study are related to one another.

Table 2: Determination Coefficient (R^2) The Impact of High Work Motivation on Increasing Employee Performance

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.591 ^a	.349	.342	4.273
Predictors: (Constant), Work Motivation				

b. Dependent Variable: Employee Performance

Source: Primary Data Calculation Results

Linear regression analysis

To be able to find out whether high work motivation variables, as independent variables (X), have an effect on employee performance improvement variables, as dependent variables (Y) in this study, simple linear regression analysis methods are used in which statistical calculations are performed using program assistance SPSS software version 21.0. Based on the results of the data analysis shown in table 3, it is known that for the simple linear regression equation model formed is as follows:

Table 3: Simple Linear Regression Results Impact of High Work Motivation on Increasing Employee Performance

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.668	3.371		4.055	.000

Motivasi	.622	.089	.591	6.983	.000
----------	------	------	------	-------	------

Dependent Variable: Performance

Source: Primary Data Calculation Results

Based on the results of the simple regression equation shown in table 3, it is known that the effect of high work motivation that has an impact on improving employee performance can be interpreted as follows:

If the value of variable X is equal to (0), then the value of variable Y = 13,668

If the value of variable X has increased by 1 (one), then the value of variable Y will increase by .622.

$Y = 13.668 + (.622X) + \epsilon$	(1)
-----------------------------------	-----

Hypothesis test calculations

The main hypothesis examined in this study is that there is a significant influence between high work motivation on improving employee performance. To find out the truth of the formulated hypothesis, the next step is to test the hypothesis which aims to find answers whether the existing hypothesis can be accepted or even rejected, which is calculated using the F test statistic formula which aims to test the significance of the two variables studied.

Based on the calculation results shown in table 4, it is known that the value of p has a smaller number compared to the level of α used, which is equal to 0.05, or $0.000 < 0.05$, so H_0 is rejected, which means that high work motivation has a significant impact or influence to improving employee performance.

Table 4: Uji Hipotesis

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	890.344	1	890.344	48.759	.000 ^a
	Residual	1661.656	91	18.260		
	Total	2552.000	92			

a. Predictors: (Constant), Motivation

b. Dependent Variable: Performance

Source: Primary Data Calculation Results

IV. Discussion

Based on the results of calculations and data processing, it is known that the results obtained indicate a significant or significant influence between the two variables examined in this study. Thus it is known that employees who carry out their work have a high level of work motivation can be one of the factors that can determine the level of performance of these employees at work. With these results indicate that this study has an output that is not much different from other studies that discuss the relationship or the relationship between these two variables, including research conducted by Prihantoro (2012) which shows that motivation has a positive influence on the performance of sources human resources, in the sense that the higher the work motivation of employees in the organization will improve the performance of human

resources. That way, it is said that motivation can improve the performance of human resources, so that when motivation increases, the performance of human resources also increases. Likewise with research conducted by Guntoro, Hastuti & Nurtini (2016) which concluded that employee performance has a high correlation with work motivation.

V. CONCLUSIONS AND RECOMMENDATIONS

Based on the results of research and discussion previously stated, it was concluded that high work motivation can significantly influence employee performance.

It should be realized that this research still has many shortcomings. Therefore, there is a need for suggestions and criticisms that can make this research more interesting in the future by raising other variables that are still related or related to the problems examined in this study, especially variables related to employee performance such as variables work environment, work discipline, job satisfaction, leadership style, compensation, quality of work life and other variables.

REFERENCES

- [1] Abidin, M.Z. (2013). Pengaruh Motivasi dan Lingkungan Kerja terhadap Kinerja Pegawai di Badan Diklat dan Litbang Kabupaten Kutai Timur. *Jurnal Administrasi Reform*, Vol. 1 (No. 1): 230-253.
- [2] Asnani, A., Mattalatta, & Gunawan. (2016). Analisis Pengaruh Pendidikan dan Pelatihan, Kompensasi, dan Lingkungan Kerja terhadap Kinerja Pegawai pada Sekretariat Daerah Kabupaten Soppeng. *Jurnal Mirai Management*, Vol. 1 (No. 2): 260-286.
- [3] Hariandja, M. T. E. (2006). *Perilaku Organisasi: Memahami dan Mengelola Perilaku dalam Organisasi*. Bandung: Unpar Pres.
- [4] Mangkunegara, A.P. (2005). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT Remaja Rosdakarya.
- [5] (2000). *Manajemen Sumber Daya Manusia*. Bandung: PT Remaja Rosdakarya.
- [6] Prihantoro, A. (2012). Peningkatan Kinerja Sumber Daya Manusia Melalui Motivasi, Disiplin, Lingkungan Kerja, dan Komitmen (Studi Kasus Madrasah di Lingkungan Yayasan Salafiyah, Kajen, Margoyoso, Pati). *Value Added*, Vol. 8 (No. 2): 78-98.
- [7] Sugiyono. (2014). *Metode Penelitian Kuantitatif, Kualitatif, dan Kombinasi (Mixed Methods)*. Bandung: Alfabeta.
- [8] Tanor, G.A.L. (2016). Analysis Work Environment and Leadership on Employee Performance (Study at Manado Forestry Service). *Jurnal EMBA*, Vol. 4 (No. 1): 1284-1295.
- [9] Wibowo. (2013). *Perilaku dalam Organisasi*. Jakarta: PT RajaGrafindo Persada.