

The Influence of Motivation on Employee Performance of Trade and Industrial Department of Gowa Regency

*Amiruddin Tawe¹, Chalid Imran Musa²

¹Faculty of Economy and Business, Makassar State University

²Faculty of Economy and Business, Makassar State University

E-mail: amiruddintawe@unm.ac.id

Abstract

This study aims to determine the effect of motivation on employee performance at the Department of Trade and Industry of Gowa Regency. The population in this study were all employees at the Department of Trade and Industry of Gowa Regency, totaling 40 people. The number of samples used is the entire population because there are less than 100 people, namely the type of saturated cover, with this type of quantitative research. The data used are primary data and secondary data obtained using a questionnaire distribution technique. The results of the research after being processed with SPSS.21 Based on the results of the research it shows that motivation (X) has a coefficient value of 0.841 and $t_{count} > t_{table}$ ($3.385 > 2.026$) and the value of Sig. of $0.002 < 0.05$, which means that motivation has a positive and significant effect on employee performance.

Keywords: Motivation, Performance

1. INTRODUCTION

Labor or human resources (HR) plays an important role in organizations such as companies. If the company does not have qualified human resources, development within the company will be difficult to achieve. Therefore, companies must be able to analyze the factors that affect employee performance. HR is defined as the policies and practices that determine the "human" or HR aspects in management positions, including recruitment, selection, training, rewards, and evaluation (Dessler, 2015:3). Competition between companies is increasing from year to year, so more attention should be paid to labor. Improving employee performance needs to be done to maximize their role in the company (Fernanda & Sagoro, 2016: 81).

To realize this, enthusiasm and encouragement are needed for human resources so that they can provide satisfactory results for the company. One way to encourage employees is to provide motivation. Motivation is very important because it can cause, channel, and support human behavior so that they want to work actively and enthusiastically to achieve optimal results (Fernanda & Sagoro, 2016: 82). Work motivation and job satisfaction cannot be separated because they are interrelated. Employees expect job satisfaction which can provide an accurate picture of the relationship between motivation and job satisfaction. If the needs and desires are met, then employees will feel satisfied and can achieve what they want.

THE INFLUENCE OF MOTIVATION ON EMPLOYEE PERFORMANCE OF TRADE AND INDUSTRIAL DEPARTMENT OF GOWA REGENCY*Amiruddin Tawe, Chalid Imran Musa*

Evaluation of employee performance at the Gowa Regency trade and industry office uses the method of assessing work behavior and evaluating work plans or what is commonly called Employee Work Targets (SKP), in accordance with Republic of Indonesia Government Regulation Number 46 of 2011 concerning Evaluation of Civil Servants (PNS) Performance. This regulation requires all employees to make a work plan that will be carried out for one year for promotion. This performance planning is carried out by each employee for one year and the results will be used as a quantitative assessment.

Employee work performance can be calculated by evaluating employee actions. Actions of work are all forms of behavior, attitudes, or activities carried out by Civil Servants in accordance with applicable legal provisions. Based on the results of the assessment, scores are classified into several predicates, namely: very good (≥ 91), good (76-90), sufficient (61-75), poor (51-60), and bad (≤ 50). The Office of the Department of Trade and Industry of the Gowa Regency expects the work performance of its employees to be very good (≥ 91). It was revealed that the percentage of the results of the employee performance appraisal of the Office of Trade and Industry of the Gowa Regency still did not meet expectations, namely achieving the very good predicate, because the assessment results were still below the 91 to 100 score.

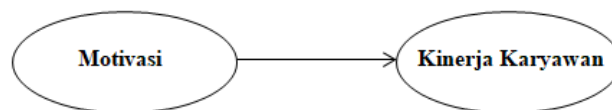
2. RESEARCH METHOD

Figure 1. Thinking Framework

In this study, the authors used quantitative descriptive research, in which this research described systematically, actually and accurately about certain social phenomena, with the intention of describing in detail the existing facts and data. This research is a field research (field research) in which the data is questionnaire data in accordance with this study.

The analysis is used to determine how much influence the independent variable, namely: motivation (X), has on the dependent variable, namely performance (Y). The multiple linear regression equation is as follows:

$$Y = a + b_1X_1 + e$$

Where:

Y = Dependent variable (performance)

a = Constant

b_1 = regression coefficient of motivation

X_1 = motivation variable

e = Errors

3. RESULTS AND DISCUSSION

3.1 Validity test

Validity test is a test conducted to determine the feasibility of question items in defining variables. The validity test in this research was carried out by calculating the correlation between each question and the total score using the product moment correlation technique formula.

Table 1. Results of the Validity Test of the Motivational Variable (X)

Indikator	r_{hitung}	r_{tabel}	Nilai Sig.	Keterangan
X1.1	0,647	0,312	0,000	Valid
X1.2	0,567	0,312	0,000	Valid
X1.3	0,554	0,312	0,000	Valid
X1.4	0,505	0,312	0,001	Valid
X1.5	0,352	0,312	0,025	Valid
X1.6	0,568	0,312	0,000	Valid
X1.7	0,583	0,312	0,000	Valid
X1.8	0,569	0,312	0,000	Valid
X1.9	0,507	0,312	0,001	Valid
X1.10	0,709	0,312	0,000	Valid
X1.11	0,677	0,312	0,000	Valid
X1.12	0,547	0,312	0,000	Valid
X1.13	0,658	0,312	0,000	Valid
X1.14	0,690	0,312	0,000	Valid
X1.15	0,551	0,312	0,000	Valid

Table 2. Results of Employee Performance Variable Validity Test

Indikator	r_{hitung}	r_{tabel}	Nilai Sig.	Keterangan
Y1	0,657	0,312	0,000	Valid
Y2	0,648	0,312	0,000	Valid
Y3	0,816	0,312	0,000	Valid
Y4	0,809	0,312	0,000	Valid
Y5	0,816	0,312	0,000	Valid
Y6	0,657	0,312	0,000	Valid
Y7	0,816	0,312	0,000	Valid
Y8	0,648	0,312	0,000	Valid
Y9	0,809	0,312	0,000	Valid
Y10	0,629	0,312	0,000	Valid
Y11	0,816	0,312	0,000	Valid
Y12	0,748	0,312	0,000	Valid
Y13	0,748	0,312	0,000	Valid
Y14	0,816	0,312	0,000	Valid
Y15	0,748	0,312	0,000	Valid
Y16	0,809	0,312	0,000	Valid
Y17	0,754	0,312	0,000	Valid
Y18	0,657	0,312	0,000	Valid
Y19	0,648	0,312	0,000	Valid
Y20	0,816	0,312	0,000	Valid
Y21	0,809	0,312	0,000	Valid

the results of validity testing indicate that all question items from the variables studied are valid, Sig. all items all question items are above 0.312 and the significance value is less than 0.05 so that all question items in the instrument are said to be valid.*r_{hitung}*

3.2 Reliability Test

The reliability test is used to measure the stability and consistency of the respondents in answering the questions in the questionnaire. The reliability test in this study used Cronbach's alpha with an alpha value of 0.6 . If the output value is greater than the value of 0.6 then it is said to be reliable. The results of data reliability testing can be seen in the following table:

Table 4 Reliability Test Results

No	Variabel	cronbach's alpha	Realibilitas
1	Motivasi	0,860	Reliabel
2	Kinerja	0,959	Reliabel

Based on the results of the reliability test in table 4, it shows that the Cronbach's alpha value in all variables is greater than 0.6 so it can be concluded that from the questionnaire used to describe that the variables of motivation and employee performance can be said to be reliable and can be relied upon as a variable measuring tool.

3.3 Multiple Linear Analysis

Regression analysis is a useful statistical technique for examining and modeling the relationships between variables. Multiple regression is often used to solve regression analysis problems which result in the relationship of two or more independent variables. The results of multiple linear regression analysis in this study are as follows:

Table 5 Multiple Linear Regression Test Results

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	50,029	20,711		2,416	.021
Motivation	.841	.248	.483	3,385	.002

a. Dependent Variable: Performance

Based on table 5, the multiple regression equation in this study is as follows:

$$Y = 50.029 + 0.841 X_1 + 0.207 X_2 + e$$

Based on the multiple linear regression equation, it can be concluded that:

- Based on the results of the multiple linear regression test in table 4.17 it can be seen that the value of the constant coefficient α is 50,029, the constant coefficient is positive. With this in mind, it can be interpreted that if all the independent variables in this study include the motivational variable of constant or zero value, then the employee performance is 50,029.

- b. The regression coefficient of the motivational variable is 0.841 which indicates that for every one unit increase in motivation, performance will increase by 0.841 assuming that the other variables are constant.

3.4 Discussions

Based on the results of the study, it shows that motivation (X1) has a coefficient value of 0.841 and $t_{hitung} > t_{tabel}$ (3.385 > 2.026) and Sig. of 0.002 < 0.05 or in other words H1 is accepted, which means that motivation influences employee performance.

This positive influence also has a significant impact on improving employee performance which has been shown from the results of the respondents' answers that have been processed to produce the above amounts. This shows that employees at the Gowa District Office of Trade and Industry feel part of their team and this encourages them to work diligently, improving their performance. This motivation gives enthusiasm for work and the encouragement given can encourage the desired achievement. This is in line with Latief's theory (2012; 63) which states that strong motivation will result in good and quality performance from the work done.

4. CONCLUSION

The work motivation variable indicates that there is a positive and significant influence on employee performance. It can be said that the higher the encouragement in the form of motivation given, the higher the employee's performance will increase.

5. REFERENCES

- Dessler, G. (2015). Human Resource Management. In Salemba Empat.
- Fernanda, R., & Sagoro, EM (2016). The Effect of Compensation, Job Satisfaction, Work Motivation and Leadership Style on Employee Performance. Nominal, Barometer of Accounting and Management Research, 5(2). <https://doi.org/10.21831/Nominal.V5i2.11727>
- Jufrizen, J. (2018). The Role of Work Motivation in Moderating the Effect of Compensation and Work Discipline on Employee Performance. The National Conferences Management And Business (Ncmab), 405–424.

THE INFLUENCE OF MOTIVATION ON EMPLOYEE PERFORMANCE OF TRADE AND INDUSTRIAL DEPARTMENT OF GOWA REGENCY

Amiruddin Tawe. Chalid Imran Musa

Lukito, LH, & Alriana, IM (2018). Effect of Workload, Work Environment, Work Stress on Employee Performance at Pt. Sinarmas Nusantara Distribution Semarang. 45, 24–35.

Ningrum, SS (2017). Analysis of the Effect of the Open Unemployment Rate, the Human Development Index, and the Minimum Wage on the Number of Poor People in Indonesia in 2011-2015. *Journal of Development Economics*, 15(2), 185–192.

Nugroho, B. (2017). The Effect of Work Environment and Work Motivation on Employee Performance at Pt Madubaru Pg/Ps Madukismo.

Prayogi, MA, Lesmana, MT, & Siregar, LH (2019). The Effect of Competence and Work Discipline on Employee Performance. *Frima*, 665–670.