

The Effect of Motivation on Employee Performance at Pt. Tately N.V Bayat Ilir Village Bayung Lincir Palembang

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ABSTRACT:

The purpose of this reaserch is to find out and describe the motivation and performance of employees at PT. Tately N.V Desa Bayat Ilir Bayung Lencir Palembang and to know and analyze the effect of motivation on performance of employees at PT. Tately N.V Desa Bayat Ilir Bayung Lencir Palembang. This research is a descriptive quantitative research and analysis tool used In this research are simple linear regression is useful to see the direction of the relationship between the variabel bound agains free. For the purpose of answering the purpose number 2 statistical test t. the correlation coefficient to know how the relationship between variables and coefficients of determination of useful to see the magnitude of the influence of the variable and boud against free.

Keywords: Motiovation, Employee Performance

INTRODUCTION

Human Resources (HR) plays an important role in the company. The development of the quality of human resources is important because it is a factor in the development of a company where this will affect the quality and performance of the company.

Therefore, various efforts are made by the company to improve the quality of HR. The quality of human resources has an important asset perussaaahn realised by PT Tately N.V Bayat Ilir Village, Bayung lencir Palembang where the improvement of human resources is increased from year to year following the times considering that the entire workforce is an important asset for the company.

Not only utilising existing human resources to face future business challenges but PT Tately N.V also focuses on developing human resources starting from the recruitment/creation stage of business-oriented, dedicated, committed, efficient and professional employees. Motivation is increasingly important because leaders distribute work to their subordinates to do well and directed. With high motivation, of course, it will also increase higher performance. The high and low motivation of employees will determine the high and low level of competitive advantage for the company. Employee motivation needs to be improved because it will affect job satisfaction. Companies not only expect capable and skilled employees but employees have the willingness to work and desire to achieve optimal work results. Therefore, motivation has an important role.

Performance is the result of work in quality and quantity that an employee achieves in carrying out his duties in accordance with the responsibilities given to him. Performance is influenced by several factors including employee ability, motivation, work environment, employee satisfaction and leadership. Based on the above phenomenon aims to see how the influence of performance motivation at PT. Tately .n.v Bayat Ilir Village Bayung Lencir.

THEORETICAL STUDIES

Motivation

According to McShane and Von Glinow (2010: 21) motivation is the power within people to influence direction, intensity, and persistence. Voluntary behaviour. Motivated employees are willing to use a certain level of effort (intensity) for a certain amount of time (persistence), towards certain goals.

According to Suwanto (2013: 172) states that motivation is a factor that encourages a person to carry out certain activities, therefore motivation is often also defined as a factor driving a person's behaviour.

According to Sunyoto (2012: 43) states that, by paying attention to a good work environment or creating working conditions that are able to provide motivation to work, it will have an influence on the enthusiasm or enthusiasm of employees to work.

Performance

Moeheriono (2012: 113) states that there are several performance indicators, namely as follows: (1) Efficiency is an indicator that measures the process of producing output using the lowest possible cost. (2) Effective is an indicator that measures the degree of conformity of the resulting output in achieving the desired. This indicator answers whether we are doing something right. (3) Quality is an indicator that measures the degree of conformity of the

quality of the product or service produced with expectations. (4) Timeliness is an indicator that measures whether the work can be completed correctly and on time. (5) Productivity is an indicator that measures the added value produced by a process compared to the value of work. (6) Safety is an indicator that measures the overall health of the organisation and the work environment of its employees.

Kaswan (2012: 288) states that the relationship between motivation and performance variables can be positive or negative. Relationships can range from weak to strong. A strong relationship indicates that managers influence other variables significantly with increased motivation.

Research Methods

The types of data used in this study are primary data and secondary data. To obtain data and. To obtain data and information correctly, the data collection methods used in this research are library research, field studies (field reserch), and surveys. The analysis tool uses simple linear regression analysis. the simple linear regression equation formula is as follows:

$$Y = a + bX + e$$

Keterangan :

Y	= Performance
h	= Koefesien Regresi
a	= Konstanta
x	= Motivation
e	= Error

RESULTS AND DISCUSSION

Research Results (Simple Regression Equation, Determination and t test)

The results of estimating the effect of motivation (X1) on employee performance (Y1) using the SPSS version 20 computer programme obtained calculations as calculations:

Table 1. Simple Linear Regression Analysis Test Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	1,910	,458		4,169	,000
Motivasi kerja	,363	,158	,337	2,295	,027

a. Dependent Variable: kinerja karyawan

Based on the information above, the regression equation is as follows:

$$Y = 1,910 + 363 + e$$

From the regression equation above, it can be seen that the constant value is 1.910, which means that if the motivation and performance variables are constant, the performance variable is worth 191.0%.

Furthermore, from the multiple regression equation above, there is a regression coefficient value of 363 work motivation variables, which means that if the motivation and performance variables are constant, the motivation variable is worth 36.3%.

The t test is used to see the effect between the motivation variable (X1) on kineja (Y1).

Table 2 Partial Test Table (Uji t)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1,910	,458		4,169	,000
Motivasi kerja	,363	,158	,337	2,295	,027

a. Dependent Variable: kinerja karyawan

Calculation criteria by comparing t count and t table. Calculating the t table uses the provisions of $\alpha = 50\%$ and degree of freedom (DF) = 43-1-1 = 41 and t table = 2.01954. Based on the calculation results obtained t count 2.295 > 2.01954. Then HO is rejected and HI is accepted and by comparing the significant level of 0.05 then 0.000 < 0.05. Thus there is a significant influence between motivation on employee performance at PT Tately N.V Bayat Ilir Village Bayung Lencir Palembang.

Determination

Table 3 Correlation and Determination Coefficient

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,337 ^a	,114	,092	,25514

a. Predictors: (Constant), Work motivation

B. Dependent Variable: Employee Performance

The correlation coefficient between motivation (X1) and employee performance (Y1) is 337, meaning that there is a very close relationship between the motivation variable (X1) and employee performance (Y1). From the summary

model test, the value (determination) R² of 114 is obtained, this figure means that the motivation variable (X₁) is able to explain the performance variable (Y₁) by 114%.

From the above test, it can be described in detail the testing of the motivation hypothesis which will be the characteristics of motivation and performance at PT Tately N.V Bayat Ilir Village Bayung Lencir Palembang is thought to be good. The characteristics of motivation and employee performance are as follows: (1) Motivation with a value of 186.09 when viewed from the scale range means that motivation at PT Tately N.V Bayat Ilir Village Bayung Lencir Palembang is in very high criteria. (2) Performance with a value of 187.59 when viewed from the scale range means that performance at PT Tately N.V Bayat Ilir Village Bayung Lencir Palembang is very high.

CONCLUSIONS AND SUGGESTIONS

Based on the description of the above discussion, it can be concluded as follows: (1) Based on the research above, the motivation at PT Tately N.V Bayat Ilir Village Bayung Lencir Palembang is on a very high criterion with a score of 186.09 and employee performance at PT Tately N.V Bayat Ilir Village Bayung Lencir Palembang on a very high criterion with a score of 187.53. (2) Motivation has a positive and significant effect on this can be seen from the t count which is greater than the t table $2.295 > 1.682$. The suggestions in this study are that employees are expected to always maintain and maintain or increase motivation and performance well and leaders should provide motivation so that performance will increase even more.

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