

Work Motivation in Improving Employee Performance

Motivasi Kerja dalam meningkatkan Kinerja Pegawai

Arie Yusnelly^{1*}, Desmawati², Nanda Suryadi³

Universitas Islam Riau^{1,2}, Universitas Islam Negeri Sultan Syarif Kasim Riau³

nanda.suryadi@uin-suska.ac.id³

ABSTRACT

This research was conducted at UPT. Population and Civil Registration of Bukit Raya District, Pekanbaru City, while the purpose of this study was to determine the effect of work motivation on employee performance at UPT. Population and Civil Registration of Bukit Raya Pekanbaru City Then the sample in this study were 30 employees at the UPT. Population and Civil Registration of Bukit Raya Pekanbaru City and used as respondents, in this study used a quantitative descriptive analysis using a simple linear regression analysis method using the SPSS Version.22 program. Based on the results of the analysis that has been done, it shows that partially the work motivation variable has a positive and significant effect on employee performance at the UPT. Population and Civil Registration of Bukit Raya Pekanbaru City

Keywords: *Work Motivation, Performance*

ABSTRAK

Penelitian ini dilakukan pada UPT. Kependudukan Dan Pencatatan Sipil Kecamatan Bukit Raya Kota Pekanbaru, adapun tujuan dalam penelitian ini adalah untuk mengetahui Pengaruh Motivasi Kerja Terhadap Kinerja Pegawai pada UPT. Kependudukan Dan Pencatatan Sipil Bukit Raya Kota Pekanbaru Kemudian sampel dalam penelitian ini adalah 30 orang pegawai yang ada pada UPT. Kependudukan Dan Pencatatan Sipil Bukit Raya Kota Pekanbaru dan di jadikan sebagai responden, dalam penelitian ini menggunakan analisis deskriptif kuantitatif dengan menggunakan metode analisis regresi linier sederhana menggunakan program SPSS Versi.22. Berdasarkan hasil analisis yang telah dilakukan menunjukkan bahwa secara parsial variabel motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada UPT. Kependudukan Dan Pencatatan Sipil Bukit Raya Kota Pekanbaru

Kata Kunci: Motivasi Kerja, Kinerja

1. Introduction

Employees are the main thing and have a very important role for agencies, namely as planners, executors, supervisors and controllers of all organizational activities. If the quality of human resources owned is good, then the tasks and functions that will be carried out can be completed properly. And vice versa, if the quality of employees owned is lacking or even not good, then the tasks and plans that have been made will not be carried out properly (Aima et al., 2017). Therefore, each agency is required to be able to continue to optimize the potential of human resources in it.

In general, the problems that often occur related to employee performance are conflicts between employees, conflicts between superiors and subordinates, poor communication, lack of commitment, uncontrolled discipline, decreased work quality, lack of motivation, and so on. These problems can be caused by various factors, internal factors that influence them can be education, age, work experience, attitude and expertise. While external factors include lack of training and development, lack of motivation from superiors, unfair career development and weak control management (Riyanto et al., 2021).

The motivational factor is very important in improving employee performance, motivation drives someone to carry out an activity in order to get good results, employee motivation needs to be raised so that employees can carry out the best performance, and vice versa employees who do not have high motivation in doing their work will find it difficult to work well and tend to be irresponsible even though the employee has good abilities (Jayaweera, 2015).

Motivation in general can be interpreted as an encouragement or reason that forms the basis of a person's enthusiasm to be able to do something in order to achieve a goal. Motivation can also be defined as all things that cause encouragement or enthusiasm in a person to be able to do something. The source of motivation itself can be obtained from other people or oneself (Ayundasari et al., 2017). Motivation will affect increased performance, decreased turnover rates and work absenteeism. The greater the motivation an employee gets, of course, the better his performance will be. Motivation is also a psychological process that will arouse and direct behavior in achieving goals (Pancasila et al., 2020; Sitopu et al., 2021).

UPT. Population and Civil Registration of Bukit Raya District is an official government institution of Pekanbaru City at the level of important events, which was formed by the government, with the task of recording, registering and recording as completely as possible every important event for a person's civil status. Based on the results of a survey conducted at UPT. The population and civil registration of Bukit Raya District have problems related to work motivation and performance, namely as follows: (1) employees are not serious in completing their duties (2) employees are not thorough in their work, (3) there are still some employees who do not complete their work on time, and (4) some employees are more concerned with personal interests than organizational interests in carrying out their duties

Employee motivation and performance are things that are closely related to empowerment, because empowerment will provide encouragement for employees to be motivated to work. Therefore, employees who are properly empowered will certainly provide the best performance as long as this is accompanied by good feedback and can make an optimal contribution, including for the UPT. Population and Civil Registration of Bukit Raya District.

In order to achieve the performance and goals expected by the organization, it is necessary to provide motivation to the UPT. Population and Civil Registration, because it can be used as an evaluation or assessment of each employee by the leadership for the follow-up process after knowing what are the weaknesses and strengths of the employee's performance, so that later the leadership can know what steps must be taken to be able to reduce deficiencies and be able to maintain these advantages, which will ultimately have an impact on strategic decision-making regarding the results of performance appraisals and communications made by superiors and subordinates.

Based on these statements, it can be understood that work motivation plays a major role in improving employee performance. Based on this background, the authors are interested in conducting research entitled "The Influence of Work Motivation on Employee Performance at UPT. Population and Civil Registration of Bukit Raya District.

2. Literature Review

Definition of Motivation

Motivation is an encouragement to increase efforts to achieve organizational goals, within the limits of the ability to provide satisfaction for one's needs (Mahpudin, 2018). Motivation as a process that plays a role in the intensity, direction and duration of individual

efforts towards achieving targets (Dakhi, 2021). Motivation is the impetus for a series of processes of human attitude in achieving its goals. While the elements contained in motivation include elements of arousing, directing, maintaining, distributing intensity, being continuous and having a purpose

Motivation Indicator

According to Arif et al. (2019), indicators of motivation include the following :

1. The drive to achieve goals

Someone who has high work motivation in himself has a strong drive to achieve maximum performance, which will later affect the goals of an institution.

2. Passion for work

Morale is a good psychological state if the enthusiasm for work results in pleasure that encourages a person to work harder and better and consistently in achieving the goals set by the agency.

3. Initiative and Creativity

Initiative is defined as the strength or ability of an employee to start or continue a job with full energy without any encouragement or motivation from other people. Meanwhile, creativity is the ability of an employee to find new correlations or new combinations so that he can find something new.

4. Sense of responsibility

Individual behavior of employees who have good work motivation must have a sense of responsibility for the work they do so that the work can be completed on time

Definition of performance

In the journal (Mahpudin, 2018) states that 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. Meanwhile, according to Werdhiastutie et al. (2020), employee performance is the result of employee work during a certain period compared to the possibilities. for example : standards, targets or performance that have been determined in advance and have been mutually agreed upon.

According to Manzoor et al. (2019) 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.

Performance Indicator

The indicator of performance indicators are as follows (Pancasila et al., 2020):

1. Quantity.

Is the amount obtained expressed in terms such as the number of units, the number of activity cycles completed. The quantity measured from the employee's perception of the number of activities assigned along with the results.

2. Quality.

It means obedience to the mechanism, discipline and dedication. Quality of work is measured from employee perceptions of the quality of work that has been obtained and the perfection of tasks on the skills and abilities of employees.

3. Presence.

Attendance means confidence to come to work every day and according to working hours.

4. Ability to work together.

It is the ability of a workforce to work together with others in completing assigned tasks and work so as to achieve maximum efficiency and results.

3. Methods

Research Methods According to (Sugiyono, 2013) population is a generalized area consisting of objects or subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions. The population of this study are all UPT employees. The population and civil registration of the Bukit Raya sub-district are 30 people

Data analysis

a. Validity test

Pearson correlation is this test using the method of scoring each question item with the total score of each construct to calculate the correlation between.

b. Reliability test

To see an instrument that is reliable if it has a reliability or alpha coefficient of (a) < 0.6 , not reliable, (b) $0.6-0.7$ acceptable, (c) $0.7-0.8$ good and (d) > 0.8 is very good

Hypothesis test

Simple linear regression analysis is intended to determine how much influence the independent variable has on the dependent variable. The simple linear equation is:

$Y = a + bX$ Description:

Y = employee performance

a = constant

b = regression coefficient

X = motivation

Correlation Coefficient (R)

Used to measure how strong the correlation coefficient between motivational variables and performance variables with a certain scale with a distance of 0 to 1. Where the positive correlation coefficient = 1 and the largest negative = -1, while the smallest is 0. If the relationship of two or more variables has a correlation coefficient = 1 or -1, then the relationship is perfect.

t test

The t test is used to test whether the variable has a significant effect on the dependent variable or not. The formula used is as follows (Sugiyono, 2008):

a. If $t \text{ count} > t \text{ table}$, then H_0 is rejected and H_a is accepted, meaning that there is a significant influence between work motivation on employee performance.

b. If $t \text{ count} < t \text{ table}$, then H_0 is accepted and H_a is rejected, meaning that there is no significant effect between work motivation on employee performance

3. Results and Discussion

Validity test

Validity test is used to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire

Table 1. Validity test

Variabel	Pernyataan	r-Hitung	r-Tabel	Keterangan
Work motivation (X)	X.1	0,493	0,361	Valid
	X.2	0,472	0,361	Valid
	X.3	0,518	0,361	Valid
	X.4	0,521	0,361	Valid
	X.5	0,551	0,361	Valid
	X.6	0,556	0,361	Valid
	X.7	0,420	0,361	Valid
	X.8	0,400	0,361	Valid
	X.9	0,507	0,361	Valid
	X.10	0,439	0,361	Valid
Employee Performance (Y)	Y.1	0,447	0,361	Valid
	Y.2	0,592	0,361	Valid
	Y.3	0,546	0,361	Valid
	Y.4	0,613	0,361	Valid
	Y.5	0,421	0,361	Valid
	Y.6	0,602	0,361	Valid
	Y.7	0,648	0,361	Valid

Source: Processed Data 2022

From the table above, it can be seen that if r-count > r-table, then the question is valid. If the r-count value < r-table indicates that the question is not able to measure the variable you want to measure or is invalid. It can be seen from the results of the table showing that the correlation value of each variable question item score in the research above r-table is 0.361 which means it is valid. This means that all question items are able to measure the variables of Work Motivation (X) and Employee Performance (Y).

Reliability Test

The reliability test was carried out to find out the consistency of the respondents' answers in answering questions that measure the variables of Work Motivation (X) and Employee Performance (Y). The reliability test in this study was carried out using the Alpha Cronchboach formula, where the test results from the reliability test are presented in the following table:

Table 2. Reliability Test

Variabel Penelitian	Alpha cronbach's	Critical value	Kesimpulan
Work motivation (X)	0,641	0,600	Reliabel
Employee Performance (Y)	0,619	0,600	Reliabel

Source: Processed Data 2022

From the table above, it can be seen that each variable used in this study is declared reliable. The instrument is declared reliable if the reliability coefficient value obtained reaches at least 0.600. Based on the results of the reliability test presented, each reliability coefficient value is

greater than 0.600 so that all of the instruments used are declared reliable. This means that all respondents' answers have been consistent in answering each question item that measures each variable. These variables include Work Motivation (X) and Employee Performance (Y).

Correlation Coefficient Test (R)

The correlation coefficient is used to determine the strength of the relationship between the independent variable Work Motivation (X) and the dependent variable Employee Performance (Y). The greater the value of R, the stronger the value of the relationship between the two variables. If the significance value is <0.005 and the r-count value is > r-table, it can be interpreted that it is correlated, and vice versa. Where the test results from the correlation test can be seen in the following table:

Table 3. Correlation Coefficient Test (R)

Correlations			
		Work motivation (X)	Employee Performance (Y)
	Pearson Correlation	1	,840**
	Sig. (2-tailed)		,000
Work motivation (X)	N	30	30
	Pearson Correlation	,840**	1
	Sig. (2-tailed)	,000	
Employee	N	30	30

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

Source: Processed Data 2022

The following can be seen the elaboration of the results of the correlation coefficient test:

1. Pearson correlation value of Work Motivation (X) 0.840 > r table 0.361 and sig value Work Motivation (X) 0.000 <0.005.
2. Pearson correlation value of Employee Performance (Y) 0.840 > r table 0.361 and sig value Employee Performance (Y) 0.000 <0.005.
3. The Pearson correlation value of 0.840 is in the criteria of 0.81 to 1.00. This shows that there is a positive and significant correlation between work motivation and employee performance. As well as the correlation that occurs between Work Motivation and "Perfect" Employee Performance
4. The guidelines for the degree of relationship are as follows
 Pearson Correlation value 0.00 to 0.20 = no correlation
 Pearson Correlation value 0.21 to 0.40 = weak correlation
 Pearson Correlation value 0.41 to 0.60 = moderate correlation
 Pearson Correlation value 0.61 to 0.80 = strong correlation
 Pearson Correlation value 0.81 to 1.00 = perfect correlation

Based on the results of research that has been done previously, the results obtained are that work motivation has a positive effect on employee performance at the UPT. Population and Civil Registration of Bukit Raya District. R square 0.706 or 70.6%. And it can be said that the correlation is strong because 0.61 to 0.80 = strong correlation.

In the variable Work Motivation the highest frequency of respondents' answers is found in questions employees feel that their basic needs to be able to live have been fulfilled and employees are in adequate working conditions with a weight value of 131. This means that employees feel that their basic needs for life have been fulfilled and employees too has been in an adequate working environment condition. Meanwhile, the variable of Work Motivation with the lowest frequency of answers is found in questions employees are always given appreciation for their work and employees feel happy working according to their field and are able to be responsible with a weight value of 121. It can be concluded that many employees do not receive appreciation for their work and also Employees do not feel they work according to their field and are less able to take responsibility.

In the Employee Performance variable, the highest frequency of respondents' answers is in the question I am able to complete work tasks quickly and I do not delay work that has been given with a weight value of 129. This means that they have been able to complete work tasks quickly and do not delay work . While the Employee Performance variable, the lowest frequency of respondents' answers is in the question I have good skills at work with a weight value of 121. This means that employees lack good skills at work

Thus, superiors at UPT. Population and Civil Registration of the Bukit Raya Sub-District plays an active role in controlling one's work motivation and skills or ability to work diligently, regularly and continuously so that they can work according to the rules set by the UPT. Population and Civil Registration of Bukit Raya District.

In previous research conducted by Wahyudi (2022), it was concluded that there is a significant influence between the variables of work motivation and employee performance.

4. Conclusions

Based on research that has been done at UPT. Population and Civil Registration of Bukit Raya District, the following conclusions can be drawn:

1. Whereas based on the results of the regression coefficient regarding performance, the result is that work motivation has a significant positive effect on employee performance at the UPT. Population and Civil Registration of Bukit Raya District
2. Work motivation has a significant effect on employee performance at UPT. Population and Civil Registration of Bukit Raya District. This means that the stronger the motivation to work at the UPT. Population and Civil Registration of Bukit Raya District.
3. There is a positive and significant relationship between work motivation and employee performance at UPT. Population and Civil Registration of Bukit Raya District.

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