

***EFFECT OF MOTIVATION AND JOB SATISFACTION ON EMPLOYEE,
PERFORMANCE AT PT. CATUR PUTRAHARMONI***

Oleh :

Ikhsan Amar Jusman,

Management, STIE YPUP Makassar

Email : ikhsanamar@stie.ypup.ac.id

Sultan Iskandar,

Accounting, STIE YPUP Makassar

Email : sultanbaru1965@gmail.com

Manda HM,

Management, STIE YPUP Makassar

Email : manda.ypup@gmail.com

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Abstract

This study aims to determine the motivation and job satisfaction have a significant positive effect partially or simultaneously on the performance of employees of PT. Chess Putraharmony. This research was conducted by distributing questionnaires to 82 respondents. This type of research is quantitative research with a sampling technique is stratified proportional random sampling. The data analysis technique in this study used multiple linear regression analysis techniques. The results obtained from this study are motivation and job satisfaction has a significant positive effect partially or simultaneously on the performance of employees of PT. Catur Putraharmoni.

Keyword :

work motivation, job

satisfaction, employee

performance

1. INTRODUCTION

Human resources are the most crucial asset in a business organization or a company because they are the subject of implementing policies and company operational activities. The existence of human resources who have performance A good company can provide optimal results for a company. According to (Supomo & Nurhayati, 2018), the development of human resources in the company is a process of improving the quality of human ability to achieve the goal. To achieve this goal, employee performance must also be improved. To achieve this goal, employee performance must also be improved. Companies can motivate employees by paying attention to the needs and welfare of their employees so that they can generate positive energy from within employees and generate enthusiasm for work to improve employee performance (Rosmaini & Tanjung, 2019). Employees who have the ability, skills, and sufficient skills to work

according to the standards set, but without having a high attitude of satisfaction with their work, will show a negative attitude towards that performance (Putri et al., 2018).

Work motivation is an encouragement that comes from a person or others to work harder in a company. Work motivation is a process that causes a person to behave in a certain way in order to meet the very individual needs of survival, security, honour, achievement, power, growth and a sense of self-worth (Marpaung, 2022). indicators of work motivation are physiological need, safety need, social need, esteem need, and self-actualization need (Ginting, 2021).

The purpose of work is a person's upbeat and positive or negative perspective about work. Job satisfaction can be summed up as what makes someone happy work done because they feel comfortable doing their job (Sugiono et al., 2021). Job satisfaction indicators consist of satisfaction with the work itself, satisfaction

with pay, satisfaction with opportunities or promotions, satisfaction with supervisors, and satisfaction with co-worker's (Rahman et al., 2020).

Employee performance is defined as work performance which is the result of implementation of work plans made by an institution carried out by leaders and employees who work in the institution, both government and company to achieve organizational goals (Silaen et al., 2021). There are several performance indicators, namely quality, quantity, timeliness, effectiveness, and independence (Parashakti & Setiawan, 2019).

Previous research conducted by (Gondokusumo & Sutanto, 2015), (A. T. Saputra et al., 2016), (Saripuddin & Handayani, 2017), (Sari, 2018), (Wahyudi, 2019), (Nabawi, 2020), (Hidayat, 2021), (Marbun & Jufrizen, 2022) stated that work motivation and job satisfaction had a positive and significant effect partially or simultaneously on employee performance.

The results of surveys and interviews conducted by researchers, the phenomenon is related to the performance of employees of PT. Catur Putraharmoni, located in the city of Makassar. Problems that arise are the ability of employees to solve work problems decreases, the work completed does not reach the target or amount set, and the work can be completed but requires extra time or overtime. This study aimed to determine whether work motivation and job satisfaction partially or simultaneously affect the performance of PT. Catur Putraharmoni employees.

2. LITERATURE REVIEW AND HYPOTHESIS

Good employee performance is influenced by high work motivation, so in this case, work motivation is very important and needed. Employees can work with high performance because of the motivation to work within them (Endra, 2022). Work motivation is a condition or condition that encourages, stimulates or moves a person to perform a work task that is mandated to him so that he can achieve his organizational goals (Wahyuni et al., 2017). Work motivation is aimed at empowering all assets owned by an organization, especially human resources, properly in order to improve quality and increase the benefits of all parties (Jufrizen & Sitorus, 2021).

Job satisfaction is a fundamental behaviour that is displayed by everyone as work performance produced by employees in accordance with their role in the company. Job satisfaction 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 (Zainal et al., 2019). Job satisfaction is an employee's attitude towards work related to work situations, cooperation between employees, rewards received at work, and matters relating to physical and psychological factors (Fikri et al., 2021). Another opinion says job satisfaction is a general attitude which is the result of several particular attitudes, including work factors, self-adjustment and individual social relationships outside of work (Arifin & Mardikaningsih, 2022).

The work achieved by a person in completing his responsibilities is an understanding of performance. A person's success in carrying out the overall task in a certain period is also known as performance. Completion of tasks and responsibilities by a group of people in an organization can also be called performance (Silaen et al., 2021). Performance is a sign of success or failure of a person or group in carrying out real work that has been set by an organization (Jufrizen & Sitorus, 2021). Employee performance can be evaluated objectively and accurately through performance level benchmarks. This measurement means providing an opportunity for employees to know their level of performance (Prasetyo et al., 2021).

Conceptual Framework

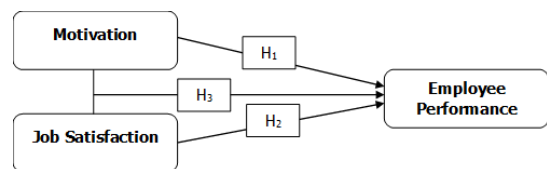


Figure 1. Conceptual Framework

Hypothesis

- H₁: Work motivation affects employee performance at PT. Catur Putraharmoni.
- H₂: Job satisfaction affects employee performance at PT. Catur Putraharmoni.
- H₂: Work motivation and Job satisfaction affects employee performance at PT. Catur Putraharmoni.

3. RESEARCH METHOD

This research approach is descriptive and quantitative. Quantitative descriptive analysis is also used to see and find the relationship between the independent and dependent variables or compare two variables to find cause and effect. The research was conducted at PT. Catur Putraharmoni, whose address is at Jalan Ir. Sutami No.12, Parang Loe, Kec. Tamalanrea, Makassar City, South Sulawesi. The population in this study is employees of PT. Catur Putraharmoni, with a total of 117 employees.

This study uses a stratified random sampling technique so that as many as 82 respondents can use the sample. The data analysis technique used is the multiple linear regression statistical analysis technique. According to (Setiawan, 2017), multiple linear regression analysis aims to find the state of the value of the dependent variable if the independent variables are predictors.

According to (Darma, 2021), the validity test is used to measure whether or not a questionnaire is valid. The indicator is declared feasible to use with a probability value or sig < 0.05. At the same time, the reliability test (A. Saputra, 2020) is a tool to measure a questionnaire which is an indicator of a variable with a value of Cronbach's Alpha 0.60.

The classical assumption test conditions must be met by the multiple regression model before the data is analysed using the normality test and the multicollinearity test (Nugraha, 2022). The purpose of the normality test is to determine whether the variables are normally distributed or not because a good regression model is to have a normal or close to normal data distribution. While the multicollinearity test aims to test the correlation between the independent variables.

Hypothesis testing by using multiple linear regression analysis. The accuracy of the regression function can be measured by the value of the coefficient of determination (R^2), the value of the F statistic, and the value of the t statistic.

4. RESULT AND DISCUSSION

The presentation of the respondent's characteristics is summarized in the form of data analysis using a questionnaire as a measuring instrument, then processed and

analyzed. Respondents' answers have been collected and will be described with the following results:

Table 1. Respondent Characteristics

Gender	Frequency	Percentage
Male	70	85,37
Female	12	14,63
Total	82	100 %
Age (Years)		
18-22	31	37,80
23-27	23	28,05
28-32	16	19,51
33-37	7	8,54
38 ≥	5	6,10
Total	82	100 %
Working life (Years)		
< 1	5	6,10
1 - 2	15	18,29
2 - 4	23	28,05
4 - 6	29	35,37
6 >	10	12,20
Total	82	100 %

Source: Data processing, 2022

Table 1 shows the percentage of respondents' characteristics consisting of gender, age, and working life. Employees of PT. Catur Putraharmoni is male, as many as 70 people or 85.37%, and female sex, as many as 12 people or 14.63%. Percentage in terms of age of respondents, namely age 18-22 years by 37.80%, age 23-27 years by 28.05%, age 28-32 years by 19.51%, age 33-37 years by 8.54%, and age 38 and over by 6.10%. While the percentage in terms of working life, which is < 1 year, is 6.10% or as many as five people, 1 to 2 years is 18.29% or as many as 15 people, 2 to 4 years is 28.05% or as many as 23 people, four up to 6 years by 35.37% or as many as 29 people, and long working more than six years by 12.20% or as many as ten people.

Reliability

The reliability test in this study used the Cronbach's Alpha value which was compared to 0.60. If the value of Cronbach's Alpha is greater than 0.60, then the measuring instrument used is reliable. All variables used in this study, namely motivation, job satisfaction, and employee performance, have Cronbach's Alpha values greater than 0.60. This means that the measuring instrument used is reliable.

Heteroscedasticity

The heteroscedasticity test in this study used the Glejser test. If the value of sig. Greater than 0.05, then there is no heteroscedasticity or vice versa. The calculation results obtained a sig value greater than 0.05. Which means there is no heteroscedasticity.

Multicollinearity

The calculation results obtained a tolerance value of 0.732 for the motivation variable and a tolerance value of 0.691 for the job satisfaction variable. Because the tolerance value is more

bigger than 0.10, there is no multicollinearity. Likewise, the VIF value of each variable is smaller than 10.00.

Partial Test (t)

Table 2. t - Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.516	.927		11.965	.000
Motivation	.294	.045	.166	2.118	.000
Job Satisfaction	.376	.052	.172	3.610	.000

a. Dependent Variable: employee performance
Source: Data processing

Based on the results in table 2 above, it is known that the equations of the multiple linear regression model formed are as follows:

$$Y = 5.516 + 0.294X_1 + 0.376X_2$$

The results of the analysis show that the t count for motivation is 2.118, which is greater than the t table of 1.985 with a sig value. 0.000. This means that H_1 is accepted; that is, there is an influence of motivation on the performance of employees of PT. Chess Putraharmoni. Meanwhile, the t-count value for job satisfaction is 3.610, which is greater than the t-table with a sig value. 0.000. it means that H_2 is accepted; that is, there is an effect of job satisfaction on employee performance at PT. Catur Putraharmoni.

Simultaneous Test (f)

Table 3. f - Test

ANOVA ^a					
Model	Sum of Squares	DF	Mean Square	F	Sig.
Regression	21.935	3	6.021	12.627	.000 ^b
Residual	5.277	74	.739		
Total	7.319	77			

a. Dependent Variable: employee performance
b. Predictors: (Constant), Motivation, Job Satisfaction
Source: Data processing

Table 3 above shows the F value of 12,627 with a sig value. 0.000 is smaller than the significant level of 0.05. This means that H_3 is accepted; that is, there is an influence of motivation and job satisfaction simultaneously on employee performance at PT. Catur Putraharmoni.

Coefficient of Determination (R^2)

Table 4. Coefficient of Determination (R^2) Test

Model				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.316	.875	.83	3.912

a. Predictors: (Constant), Motivation, Job Satisfaction
Source: Data processing

Table 4 shows the results of the calculation of the coefficient of determination of 0.875. The value t indicates that 87.5% of the variation in employee performance can be explained by the variables of motivation and job satisfaction. The remaining 12.5% is explained by other variables not examined.

Discussion

Work motivation affects employee performance

The results of this study indicate that motivation has a positive and significant effect on employee performance at PT. Catur Putraharmoni. This means that when employee motivation is increased, it will have an impact on maximum performance. This has become one of the main concerns for the company to always motivate its employees to remain consistent in their work. These results are supported by research conducted by (Saripuddin & Handayani, 2017), (Sari, 2018), (Wahyudi, 2019), (Ginting, 2021), which states that motivation has a positive and significant effect on employee performance.

Job satisfaction affects employee performance

The results showed that job satisfaction had a positive and significant effect on employee performance at PT. Catur Putraharmoni. It states that when employees reach the maximum level of satisfaction at work, it will have an impact on better performance. These results are supported by research conducted by (Gondokusumo & Sutanto, 2015), (Rosmaini & Tanjung, 2019), (Nabawi, 2020), (Marbun & Jufrizen, 2022), which states that job satisfaction has a positive and significant effect on employee performance.

Work motivation and job satisfaction affect employee performance

The results of the study show that motivation and job satisfaction simultaneously have a positive and significant effect on employee performance at PT. Catur Putraharmoni. Motivation and job satisfaction are the most priority factors to be improved by the company in maximizing the performance of its employees. The results are supported by research conducted by (Juniantara & Riana, 2015), (Can & Yasri, 2016), (Susanto, 2019), (Endra, 2022), which states that there is a positive and significant influence between motivation and job satisfaction on employee performance.

5. CONCLUSION

Based on the results of the study, it can be concluded that motivation has a positive and significant effect on employee performance, and job satisfaction has a positive and significant effect on employee performance PT. Catur Putraharmoni. Simultaneously, motivation and job satisfaction have a positive and significant effect on employee performance at PT. Catur Putraharmoni.

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7. DAFTAR RIWAYAT HIDUP

Nama: Ikhsan Amar Jusman, SE.,M.Si
Alamat: Makassar
Afiliasi: Management, STIE YPUP
Email : ikhsanamar@stie.ypup.ac.id

Nama: Sultan Iskandar,
Alamat: Makassar
Afiliasi: Accounting, STIE YPUP
Email : sultanbaru1965@gmail.com

Nama: Manda HM,
Alamat: Makassar
Afiliasi: Management, STIE YPUP
Email : manda.ypup@gmail.com