

THE INFLUENCE OF WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT. KOPENBA JOB SITE ENGINEERING AND MANUFACTURING TANJUNG ENIM

Heriawan¹, Novita Sari²

The Faculty of Economics and Law, Serasan University Of Muara Enim ^{1,2}
e-mail: heriawan@unsan.ac.id

ABSTRACT

The purpose of this study was to determine and explain how to improve work motivation at PT. Kopenba Job Site Rekayasa Enjiniring and Manufaktur Tanjung Enim. The data analysis method used is quantitative descriptive with SPSS calculations using saturated sample techniques. In analyzing data using the Likert scale, Validity Test, Reliability, Correlation Coefficient, Determination Coefficient, Simple Linear Regression, and Hypothesis Test (t-test). The correlation coefficient result of 83.1% shows a perfect relationship between work motivation and employee performance. Hypothesis (t-test), work motivation is obtained from $T_{count} > T_{table}$ which is $5.383 > 2.306$ with a significant value of $0.000 < 0.05$ then H1 is accepted. This shows that partially the work motivation variable affects employee performance. While the determination coefficient value of 78.8% has a positive and significant effect of work motivation on employee performance at PT. Kopenba Job Site Engineering Engineering and Manufacturing Tanjung Enim This motivation has an important role in improving Employee Performance and the remaining 21.2% is determined by other factors.

Keywords: *Work Motivation and Employee Performance*

INTRODUCTION

The most important resource in every organization is Human Resources. The role of Human Resources in an organization is very important because it is the main driver of all activities or activities in achieving goals as well as to gain profit or to maintain the survival of the organization. The success or failure of an organization in maintaining the existence of the organization begins with efforts to manage human resources, especially in improving employee performance to the maximum. Human Resources if utilized optimally will have a very good influence.

The role of Human Resources is the basic capital in determining company goals. Without the role of Human Resources, activities in the company will not run well. Humans always play an active and dominant role in every organizational activity, because humans become planners, actors, and determinants of the realization of organizational or company goals.

Thus, Human Resources become one of the elements that greatly determine the success of a company in achieving its goals, in terms of employees who are human resources are assets and very important elements in a company. To achieve company goals, one of the things that a manager needs to do is to provide encouragement so that they are willing to work according to the expectations desired by the company. This driving force is called motivation.

Motivation is very important for employees, with employee motivation can generate enthusiasm in working, in order to achieve the desired goals of the company through the implementation of tasks.

According to Suwatno (2018: 109), stated that Motivation is a factor that drives someone to do a certain activity, therefore motivation is often interpreted as a factor that drives a person's

behavior. Every activity carried out by a person must have a factor that drives the activity. The driving factor for a person to do a certain activity is generally the need.

Understanding motivation, both within the employee and from the environment will help improve performance. In this case, a manager needs to direct motivation by creating organizational conditions so that employees feel motivated to work harder so that their performance is also high. Motivation must be directed well and can be well received by employees.

PT. Kopenba is a mining company engaged in the field of expert power services placed in the work location area of PT. Bukit Asam, Tbk. Based on the Deed of Establishment of the Limited Liability Company PT. Kopenba Number 94 on March 19, 2013 issued by Notary Affuroh, SH which was founded by Mr. Iskandar Gani. PT Kopenba has 6 (six) types of mining service business work in collaboration with PT. Bukit Asam, Tbk which is located at the Engineering and Manufacturing Job Site. First, UPB-TE Briquette Production Work, AC Repair and Maintenance Work, Electrical Power Maintenance Expert Service Work, Public Facilities Cleaning Service Work, Office Cleaning Service Work and Angbat Operational Support Service Work.

The researcher will only limit his research, namely focusing on the AC Repair and Maintenance Work unit placed at the Engineering and Manufacturing Job Site. The number of PT. Kopenba employees who work in the AC Repair and Maintenance unit is 10 employees. This is done so that researchers can focus more on the problems that exist in one of the work units of PT. Kopenba. PT. Kopenba provides a determination of the needs of its employees, the fulfillment of these needs is an obligation for the company so that the implementation of employee work can run well. The following is a table of the average employee performance assessment at PT. Kopenba from 2017 to 2021, namely:

Tabel 1.1
Rata-Rata Hasil Penilaian Kinerja Karyawan PT. Kopenba

PRILAKU KERJA	2017			2018			2019			2020			2021		
	Bobot 100%	Nilai Capaian	Skor 100%	Bobot 100%	Nilai Capaian	Skor 100 %	Bobot 100%	Nilai Capaian	Skor 100%	Bobot 100%	Nilai Capaian	Skor 100%	Bobot 100%	Nilai Capaian	Skor 100%
• Kedisiplinan	10%	70	7	10%	75	7,5	10%	75	7,5	10%	70	7	10%	65	6,5
• Tanggung Jawab	10%	70	7	10%	85	8,5	10%	75	7,5	10%	70	7	10%	65	6,5
• Kerja Sama	10%	80	8	10%	80	8	10%	80	8	10%	70	7	10%	70	7
• Kepemimpinan	10%	80	8	10%	80	8	10%	80	8	10%	80	8	10%	70	7
HASIL KERJA															
• Kualitas Kerja	20%	80	16	20%	80	16	20%	80	16	20%	80	16	20%	70	14
• Kuantitas Kerja	20%	80	16	20%	80	16	20%	80	16	20%	70	14	20%	70	14
• Keterampilan Kerja	20%	80	16	20%	80	16	20%	70	14	20%	80	16	20%	70	14
JUMLAH	100		78	100		80	100		77	100		75	100		69

Sumber : PT. Kopenba, 2022

The employee performance assessment table above shows that in 2017 the average employee performance assessment was 78, which means the employee performance standard was in the sufficient category. In 2018, the average employee performance assessment increased to 80, which means the employee performance standard was in the good category. In 2019, the average employee performance assessment was 77, which means the employee performance standard was in the sufficient category. In 2020, the average employee performance assessment was 75, which means the employee performance standard was in the sufficient category, and in 2021, the average employee performance assessment was 69, which means the employee performance standard was in the poor category. This can be seen from 2018 - 2021, the average results of employee performance assessments at PT. Kopenba have always decreased over the

past 4 years, so that the level of user satisfaction has also decreased. This will also affect whether users will continue to use PT. Kopenba's workforce services for the next work contract period. Based on the results of interviews with researchers in the field, there were so many complaints from PT employees. Kopenba at the Tanjung Enim Engineering and Manufacturing Job Site. Such as the salary received is only the UMK without any other allowances, there is no form of appreciation for diligent and disciplined employees and there is no clear promotion for employees.

This will clearly have an impact on the quality and quantity of employee work, because employees who are basically diligent will eventually become lazy due to these factors. Because basically, everyone will be more enthusiastic about doing a job if there are things that motivate them. This will clearly have an impact on the enthusiasm of employees in doing their jobs. Therefore, in this case, motivation is needed so that their performance is better so that it has an impact on the quality of their work which is also better. The types of work of 10 employees of PT. Kopenba whose work location is at the Tanjung Enim Engineering and Manufacturing Site, include dismantling, inspection, repair, maintenance, replacement of Air Conditioner components, reinstallation of Air Conditioner components in the PTBA mining area, especially the Engineering and Manufacturing Job Site.

In terms of improving employee performance and work spirit, work motivation is basically not limited to providing material but can include aspects of employee psychology, namely in the form of promotions to employees. Employees who are considered diligent by companies that work with Engineering and Manufacturing management will be promoted to be rotated to better companies that are still within the scope of the Engineering and Manufacturing Job Site work location.

THEORETICAL BASIS

Work motivation according to Steers and Porter (in Miftahun and Sugiyanto, 2018:122) states that "Work motivation is an effort that can cause behavior, direct behavior, and maintain or maintain behavior that is in accordance with the work environment in the organization".

According to Sedarmayanti (2019:154) states that "Motivation is a force that drives someone to take action or not which is essentially internally and externally positive or negative, work motivation is something that creates work encouragement/spirit or a motivator for work enthusiasm".

According to Stephen P. Robbins and Mary Counter (in Suwatno and Donni, 2022:171) states that "Work motivation as a willingness to carry out high efforts to achieve organizational goals that are conditioned by the ability of efforts to meet certain individual needs". So, it can be concluded that work motivation is an effort to encourage employee or organizational behavior to work successfully so that the desires of employees or organizational goals can be achieved at the same time. Therefore, motivation to work is very important to be given to employees, this will affect the high and low productivity of the company. Without motivation from employees to work, the goals that have been set will not be achieved. Conversely, if there is high motivation from employees, then this is a guarantee of the company's success in achieving its goals.

According to Kasmir (2018: 182) stated that "Performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a certain period".

According to Sinambela (2019: 483) stated that "Performance is the willingness of an individual or group to carry out an activity and perfect it according to their responsibilities with the expected results".

Employee performance is the result of work achieved by employees in developing tasks and jobs that come from the organization. Factors that influence performance are individuals,

psychological variables and organizational variables. Individual variables include abilities and skills both physical and mental, background such as family, social level, and experience, demographics regarding age, origin, and gender. While psychological variables include perception, attitude, personality, learning, and motivation.

METHOD

The method used in this study is quantitative descriptive. The descriptive method is used to find out and examine how employee work motivation and performance are. The verification method is used to show the influence of the variables used to test the hypothesis using statistical calculations. The verification method is used in this study to find out and answer the hypothesis of the great influence of work motivation on employee performance. The population in this study were all employees of PT. Kopenba located at PT. Bukit Asam, Tbk at the Engineering and Manufacturing Job Site consisting of 10 AC repair and maintenance experts totaling 10 employees with a saturated sampling method and using the entire population as respondents.

RESULT

The following table data results of the validity test of the work motivation questionnaire and performance questionnaire on employees in the AC repair and maintenance unit of PT. Kopenba Job Site Rekeyasa Enjiniring and Manufaktur Tanjung Enim, as follows:

Table 2
Results of Validity Test of Work Motivation Questionnaire at PT. Kopenba

Variable	Question item	R count	R table	Results
Work Motivation (X)	X.1	0,913	0,6319	Valid
	X.2	0,954	0,6319	Valid
	X.3	0,939	0,6319	Valid
	X.4	0,963	0,6319	Valid
	X.5	0,818	0,6319	Valid
	X.6	0,839	0,6319	Valid
	X.7	0,926	0,6319	Valid
	X.8	0,974	0,6319	Valid
	X.9	0,937	0,6319	Valid
	X.10	0,950	0,6319	Valid

Source: Data processed by SPSS version 25.0 program

Based on the results of the instrument validity test for the research variables described in table 2 above, it can be concluded that all question items in the Work Motivation variable (X) are declared valid (accepted) and have met the requirements to be used as a measuring instrument in research.

Tabel 3
Employee Performance Questionnaire Validity Test Results at PT. Kopenba

Variable	Question item	R count	R table	Results
Employee Performance	Y.1	0,895	0,6319	Valid
	Y.2	0,885	0,6319	Valid
	Y.3	0,928	0,6319	Valid
	Y.4	0,882	0,6319	Valid
	Y.5	0,832	0,6319	Valid

Variable	Question item	R count	R table	Results
(Y)	Y.6	0,918	0,6319	Valid
	Y.7	0,905	0,6319	Valid
	Y.8	0,900	0,6319	Valid
	Y.9	0,890	0,6319	Valid
	Y.10	0,876	0,6319	Valid

Source: Data processed by SPSS version 25.0 program

Based on the results of the instrument validity test for the research variables described in table 3 above, it can be concluded that all question items in the Employee Performance variable (Y) are declared valid (accepted) and have met the requirements to be used as a measuring instrument in research.

Reliability Test

The reliability test is carried out on the statement items in the questionnaire that have been declared valid. Instruments that are sufficiently trusted such as reliable will produce data that is also sufficiently reliable. Research is considered reliable if it provides consistent results for the same measurement. The reliability value is stated by the Cronbach's Alpha coefficient based on the lowest reliability limit criteria of 0.60. If the test criteria are met, the questionnaire is declared reliable. A variable is said to be reliable if:

Result $\alpha \geq 0.60$ = reliable

Result $\alpha \leq 0.60$ = unreliable

Research is considered reliable if it provides consistent results for the same measurement. Reliability measurement can be measured by the following Cronbach's Alpha provisions:

Table 4
Reliability Category

No	Interval Alpha	Results
1	> 90	Perfect Reliability
2	0,70 – 0,90	High Reliability
3	0,50 – 0,70	Quite Reliability
4	< 0,50	Low Reliability

Source: Statistical Guide

The following are the results of the reliability test on the work motivation variable (X) and performance variable (Y):

Table 5
Reliability Test Results for Motivational Variables (X)
and Performance Variables (Y)

Variable	Cronbach's Alpha	N of Items	Results
Work Motivation (X)	0,973	10	Reliabel
Employee Performance (Y)	0,935	10	Reliabel

Source: Data processed by SPSS version 25.0 program

Based on the reliability test in the table above, it is known that Cronbach's Alpha on both research variables, both on the Motivation variable (X) shows a value of $0.973 > 0.60$ and the

Employee Performance variable (Y) a value of $0.935 > 0.60$. So it can be concluded that both research instruments used are declared reliable and are included in the perfect reliability category, meeting the requirements to be used as measuring instruments in research.

Simple Regression Test

Table 6
Regression Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,092	7,125		,567	,581
	Motivasi Kerja	,905	,168	,831	5,383	,000

a. Dependent Variable: Kinerja Karyawan

Based on the table above, the simple linear regression equation can be seen as follows:

$$Y = a + bx$$

$$Y = 4.092 + 0.905 x + E$$

The coefficients of the simple linear regression formulation above can be explained as follows:

1) Constant value (a) = 4.092 means that the consistent value of the work discipline variable is 4.092. 2) The simple linear regression value of 0.905 states that every 1% increase in work motivation value will increase the work motivation value by 0.905. The regression coefficient is positive, so it can be said that the direction of the influence of variable X on variable Y is positive.

Correlation Test

Table 7
Correlation Test

Correlations			
		Motivasi Kerja	Kinerja Karyawan
Motivasi Kerja	Pearson Correlation	1	,831**
	Sig. (2-tailed)		,000
	N	10	10
Kinerja Karyawan	Pearson Correlation	,831**	1
	Sig. (2-tailed)	,000	
	N	10	10

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

The analysis above shows that there are 10 employees as respondents and the resulting correlation value is 0.831. To interpret the strength between the two variables, it is done by looking at the correlation coefficient number of the calculation results using the interpretation of the r value according to Suharsimi Arikunto (2019:164), namely: Based on the calculation of the correlation coefficient above, it can be seen that $r = 0.831$ means that the relationship between the work motivation variable and the employee performance variable has a perfect correlation relationship because it has a correlation value of 0.831.

Hypothesis testing (t Test)**Table 8**
Hyphotesis Testing

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,092	7,125		,567	,581
	Motivasi Kerja	,905	,168	,831	5,383	,000
a. Dependent Variable: Kinerja Karyawan						

Based on table 1.8 above, the significance value of the independent variable (X) work motivation is 0.000, which is less than 0.05 or (5%) and the t-count result is 5.383, which is greater than the t-table which has a value of 2.306. Thus, it can be stated that the work motivation variable has a positive and significant effect on the employee performance variable.

Determination Test**Table 9**
Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,831 ^a	,788	,684	4,779
a. Predictors: (Constant), Motivasi Kerja				

- The determination coefficient result is 0.788 or 78.8% which means that the influence of independent or work motivation variables on the dependent variable of employee performance is strong and the remaining 21.2% is influenced by other variables not examined in this study.
- The Adjusted R value of 0.684 means that 68.4% of employee performance variables can be explained by work motivation variables, while the rest can be explained by other variables not examined in this study.
- Standard Error Of Estimate (standard deviation) means measuring the variation of the predicted value. In this study, the standard deviation is 4.779. The smaller the standard deviation, the better the model.

DISCUSSION

From the results of data processing, through the SPSS program ver. 25.0, the R value is obtained which is a symbol of the correlation coefficient of 0.831. This value can be explained that the relationship between the two research variables is in the perfect relationship category, because the value of 0.831 is in the interval of 0.81 - 1.00 where the interval shows a perfect relationship between work motivation and employee performance.

In addition to having a perfect relationship between work motivation variables and employee performance variables.

Based on processed data through the SPSS program ver. 25.0, the R square value or coefficient of determination is obtained which shows how much the regression model formed by the interaction of independent variables and dependent variables increases. The coefficient of

determination value obtained is 0.788 which can be interpreted that the independent variable X (Work Motivation) has an influence of 78.8% on the dependent variable Y (Performance), which is 21.2% influenced by other external factors outside the variable X (Work Motivation).

From the two results, it can be interpreted that the influence of work motivation at PT. Kopenba Job Site Engineering Engineering and Manufacturing Tanjung Enim in the AC repair and maintenance section, is still lacking in terms of employee performance that has been produced by employees. More than 50% of employee performance is influenced by the work motivation of employees. This means that by implementing high work motivation, employee performance can also be improved. However, other factors outside of work motivation are no less important to be considered so that company employees can achieve better performance levels.

The work motivation variable has a significant (real) influence on employee performance variables through the results of the same SPSS program test. This can be seen from $t_{count} = 5.383$ which is greater than the t_{table} value = 2.306 (significant level of 5% with a two-sided method) with a significance value of $0.000 < 0.05$. So H_0 is rejected and H_1 is accepted, which means that there is a significant (real) influence of the work motivation variable on employee performance. The significance value used is as the significance value (real).

Primary data processing uses simple linear analysis through the SPSS Ver. 25.0 beta of constant (a) 4.092 and beta value (b) of regression coefficient 0.905. Thus, the equation $Y = 4.092 + 0.905x + E$ can be made. Based on the equation above, it can be explained that the constant (a) of 4.092 means that work motivation (X) is equal to zero (no change) then employee performance (Y) is 4.092. The simple linear regression coefficient of work motivation (b) of 0.905 states that the regression coefficient is positive (in the same direction), of 0.905. This means that if work motivation (X) increases by 1 unit, employee performance (Y) will increase by 0.905. If motivation increases by 0.905, then performance will also increase by 0.905.

If the company expects an increase in employee performance (Y) of 0.905, then the company must increase motivation (X) by 1 unit. Therefore, if employee performance is to be improved, the company management must first increase work motivation. Suppose the company wants to increase employee performance by increasing work motivation by 3X, then how much will employee performance increase? To find out, it can be done directly in a simple linear regression calculation, namely:

$$\begin{aligned} Y &= a + bx \\ &= 4.092 + 0.905x \\ &= 4.092 + 0.905(3) \\ &= 4.092 + 2.715 \\ Y &= 6.807 \end{aligned}$$

Thus, if work motivation is increased by 3 times from the current employee work motivation, then employee performance will also increase to 6.807 from the current employee performance.

Based on the theoretical basis that has been explained in the previous literature review, according to Kasmir (2018:182) states that "Performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a certain period". Meanwhile, according to Sedarmayanti (2019:154) states that "Motivation is a force that drives someone to take action or not which is essentially internally and externally positive or negative, work motivation is something that creates a drive or enthusiasm for work or a motivator for work enthusiasm".

The motivation that exists in a person is a drive that will realize a behavior in order to achieve the goal of self-satisfaction. People want to work to meet their needs, both conscious

needs and unconscious needs or desires, likewise people want to work to get physical and mental needs. The purpose and benefits of providing work motivation to PT employees. Kopenba will greatly affect employee performance in doing their jobs. The following are the objectives of providing motivation according to Malayu S.P Hasibuan (2021:146), namely:

1. To improve employee morale and job satisfaction
2. Increase employee work productivity
3. Maintain the stability of company employees
4. Increase employee discipline
5. Make employee procurement more effective
6. Create a good working atmosphere and relationship
7. Increase employee loyalty, creativity and participation
8. Improve employee welfare
9. Increase employee sense of responsibility for their duties
10. Increase the efficiency of the use of tools and raw materials

Meanwhile, the benefits of work motivation according to Suwatno (2022:147), will have a positive influence on employee performance, namely:

1. Encourage passion and work enthusiasm
2. Increase employee morale and job satisfaction
3. Increase employee work productivity
4. Increase discipline and reduce employee absenteeism
5. Increase employee creativity and participation
6. Improve employee welfare

From the data analysis above, there is a positive and significant influence of work motivation on employee performance at PT Kopenba Job Site Rekayasa Rekayasa Enjiniring and Manufaktur Tanjung Enim. Work motivation has been implemented quite well so that it can improve employee performance. By providing motivation as a form of encouragement to employees, PT. Kopenba Job Site Rekayasa Enjiniring and Manufaktur Tanjung Enim will help improve the quality and quantity of employee performance in getting awards, recognition, social status, a comfortable environment, and meeting physiological needs such as eating, drinking, housing and others.

CONCLUSION

Based on the research data processing above, it can be concluded that the work motivation variable has a positive and significant effect on the employee performance variable. It can be seen from the calculated t result of 5.383 where the result is greater than the t table which has a value of 2.306 and from the determination coefficient value obtained is 0.788 or which can be interpreted that the work motivation variable has a contribution of 78.8% to the dependent variable of employee performance and the other 21.2% is influenced by other variables not examined in this study.

SUGGESTIONS

The researcher suggests that further research expand the sample and add other relevant variables. It is expected that further research in order to obtain better results can expand the scope of the research area.

REFERENCES

- Hasibuan, Malayu S.P. 2021. *Manajemen Sumber Daya Manusia*. Edisi Revisi. Jakarta: PT. Bumi Aksara.
- Kasmir. 2018. *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. Depok: PT. Raja Grafindo Persada.
- Robbins, Stephen dan Coulter, Mary. 2022. *Manajemen*. Jakarta: Gramedia.
- Sedarmayanti. 2019. *Manajemen Sumber Daya Manusia dan Produktivitas Kerja*. Bandung. Mandar Maju.
- Sinambela. 2019. *Manajemen Kinerja: Pengelolaan, Pengukuran dan Implikasi Kinerja*. Depok: Rajawali Pers.
- Suwatno dan Prinsa, Donni Juni. 2022. *Manajemen Sumber Daya Manusia Dalam Organisasi Publik dan Bisnis*. Bandung: Alfabeta.
- Sugiyono. 2022. *Metode Penelitian Bisnis (Metode Penelitian Kuantitatif, Kualitatif, dan R&D)*. Edisi Kedua. Cetakan ke-29. Bandung: Alfabeta.
- Steers dan Porter. 2011. *Motivation and Work Behaviour*. New York Academic Press.