



THE EFFECT OF MOTIVATION ON EMPLOYEE PERFORMANCE

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ABSTRACT

The purpose of this study was to determine the effect of motivation on employee performance especially nursing at Kedaton Puskesmas Bandar Lampung City. The sample used is all employees At Kedaton Puskesmas Bandar Lampung, amounting to 35 employees with Saturated sampling techniques. The analysis used includes data validity test, reliability test and Simple Linear Regression Test. The results of the study showed that the independent variables, namely Motivation Perception (X) had an effect on Employee Performance (Y). This study uses quantitative methods with descriptive research types. The data used is primary data and the number of samples used in this study is 35 respondents with data collection using a questionnaire. There is a strong enough relationship between motivation variable (x) on employee performance variable (y). The results showed a significant influence between motivation and performance of employees especially nursing At Kedaton Puskesmas Bandar Lampung.

Keywords: employee performance; motivation; nursing

INTRODUCTION

An organization or company certainly has management that has the function of regulating the course of productivity for the company. One of the organizational resources that have an important role in achieving its goals is human resources. Human resources have an important position for an organization or company. Human resources in this case are employees, high-performing employees, play a very important role in running the company's operations and achieving the goals that have been set. Human resource management cannot be separated from the employee factor who is expected to perform as well as possible in order to achieve the goals of government organizations. Employees are the company's main asset and have a strategic role in the company, namely as planning, controlling activities in the company.

According to Robbins & Judge (2011) in a book entitled "Organizational Behavior" motivation is by explaining to employees what to do, how well their work is, and what can be done to improve it. In order to achieve company goals, employees need motivation to work even harder. The performance of the employees produced is not only good but also must be excellent or very good, therefore in the service sector, especially the Kedaton Health Center in Bandar Lampung City which is engaged in the health sector. Kedaton Public Health Center is known as providing excellent and satisfying service to the community or patients. The performance of employees must be evaluated by each division to find out how serious each employee is in carrying out their duties.

An employee cannot fulfill his duties according to standards because his motives and motivations at work are not fulfilled. Even if employees have good operational skills, if they do not have the motivation to work, the results will not be satisfactory. Based on the research results of Kedaton Public Health Center Bandar Lampung Motivate its employees, especially the nursing section with the employee wages above the UMK (City Maximum Wage) and overtime wages and by paying attention to their employees. The benefits of performance appraisal are used to improve work performance, adjust compensation, development needs, and

see deviations and errors in work. This utility requires that performance appraisal be able to provide an accurate and objective picture of employee performance.

The results of observations that have been made previously by researchers regarding the performance of employees at the Kedaton Bandar Lampung Health Center show that employees have an important role in providing health services at the Puskesmas or at the hospital. And in order to speed up the presentation of formations and reports accurately, The number of employees at the Kedaton Public Health Center in Bandar Lampung is 35 employees including 1 head nurse, and 34 nurses. The services provided by the Kedaton inpatient health center, patients who have had treatment feel that the services they get are not optimal. Puskesmas as one of the institutions that serve the public, of course, is expected to provide excellent service. One of the best services is determined by the results of the performance of the employees. According to Dwiyanto in Pasolong (2010: 182) performance appraisal is one of the most important activities because it can be used as a measure of the success of the organization in achieving its mission. As a public service organization, information about performance is very useful to assess how far the services provided by the bureaucracy can meet expectations and satisfy service users.

After conducting an assessment of performance, it is hoped that efforts to improve performance can be carried out in a directed and systematic manner. Seeing the service problems above, especially in terms of both medical and administrative services, as well as existing health facilities, and in terms of manners. As a form of public service, performance appraisal and supporting the performance of employees certainly get attention from State administration researchers because the aspect of public service is one of the important studies studied in the study of State administration. Based on the description above, researchers are interested in conducting research on the Effect of Motivation on Employee Performance at the Kedaton Health Center in Bandar Lampung City.

The phenomenon that occurs at the Kedaton Bandar Lampung Health Center is that there is still low work motivation so that employees do not have high morale, and give up easily and have difficulty completing their work. And the problem that occurs in the motivation for the performance of Kedaton Public Health Center Bandar Lampung employees are factors that can reduce employee performance, according to Wibowo (2013) in a book entitled "Performance Management" includes the decline in employee performance to achieve work performance, lack of timeliness for completing work so that they do not comply with regulations, and influences that come from their environment. The objectives of this research are: To find out and prove the effect of motivation on employee performance at Kedaton Puskesmas Bandar Lampung City

METHOD

This research includes quantitative research. The research design used in this research is descriptive and uses a questionnaire assisted by SPSS 24.0. In this study, the authors use primary data, data obtained directly from the company, namely by interviewing and observing related sections in the Kedaton Health Center. The data collection method used to compile this research is to conduct research directly to the company by distributing questionnaires, the questionnaire here uses a Likert scale. The population is the research subject. according to Sugiyono (2011) in the book "Quantitative Quantitative Research Methods and R&D". The population is the entire Kedaton Public Health Center Bandar Lampung employees. The sample according to Sugiyono (2011) in the book "Quantitative Quantitative Research Methods and R & D" the sample is part of the number and characteristics possessed by the population. The sample taken can be representative or representative for the population. The sample used is

purposive sampling. So the sample of this research is the nursing staff, which consists of 35 employees.

RESULTS

Table 1.
 Characteristics of Respondents at the Kedaton Health Center

Characteristics	f	%	
Gender	Men	29	82
	Woman	6	18
Age	20-30	10	28
	31-40	12	34
	41-56	13	38
Status	Married	27	77
	Not Married	8	23
Education	Senior High School	7	20
	3-year diploma	9	25
	Bachelor	10	30
	master	9	25

Based on the results of data collection that has been obtained during the study and the data has been processed, the researchers obtained data from the questionnaires that had been distributed at the Kedaton Bandar Lampung Health Center. The number of questionnaires distributed was 35, given to the nursing staff at the Kedaton Bandar Lampung Health Center. Calculation of Validity Test. Valid data is data that does not differ between data reported by researchers and data that actually occurs in the object of research. Validity test in this study, using product moment data processing carried out.

Table 2.
 Motivation Validity Test Results (X)

No responden	r hitung	r tabel	Keterangan
1	0,888	0,333	VALID
2	0,887	0,333	VALID
3	0,815	0,333	VALID
4	0,941	0,333	VALID
5	0,853	0,333	VALID
6	0,932	0,333	VALID
7	0,961	0,333	VALID
8	0,964	0,333	VALID
9	0,825	0,333	VALID
10	0,808	0,333	VALID

Based on the table above, the results of the validity test with 10 statements on the variable X can be obtained by the value of r count > r table so that it can be concluded that motivation is declared valid and has met the requirements of instrument validity.

Table 3.
 Employee Performance Validity Test Table (Y)

No responden	r hitung	r tabel	Keterangan
1	0,971	0,333	VALID
2	0,915	0,333	VALID
3	0,815	0,333	VALID
4	0,555	0,333	VALID
5	0,917	0,333	VALID
6	0,825	0,333	VALID
7	0,868	0,333	VALID
8	0,971	0,333	VALID
9	0,971	0,333	VALID
10	0,922	0,333	VALID

Based on the table above, the results of the validity test with 10 statements on the Y variable can be obtained by the value of r count > r table so that it can be concluded that the employee's performance is declared valid and has fulfilled the instrument's validity requirements.

Reliability Test

After the validity test, then perform a reliability test on each instrument variable X and instrument variable Y using the Cronbach Alpha formula with the help of the SPSS 24.0 program. The results of the reliability test after being consulted with the interpretation list r can be seen in the following table

Table 4.
 Interpretation of Coefficients (Sugiyono, 2015:287)

Koefisien r	description
0,80 – 1,000	Very strong
0,60 – 0,799	Strong
0,40 – 0,599	Currently
0,20 – 0,399	Low
0,00 – 0,199	Very low

Table 5.
 Reliability Test Results

Variabel	Alpha	description
Motivation	0,789	Strong
Employee Performance	0,790	Strong

Based on the table consulted on the interpretation list of the r coefficients, it can be interpreted that the Motivation variable (X) with an r Alpha value (Cronbach Alpha) of 0.789 has a strong level of reliability, and the Employee Performance variable (Y) with a value of 0.790 has a strong level of reliability.

Simple Linear Regression Test

This analysis is to determine whether the relationship between the independent variable and the dependent variable is positive or negative.

Table 6.

Simple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	14.554	2.568		5.667	.000
X	0.665	0.062	0.881	10.671	.000

a. Dependent Variable: Y

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	14.554	2.568		5.667	.000
X	0.665	0.062	0.881	10.671	.000

a. Dependent Variable: Y

From the Coefficients table (a) above, the value of t count is greater than t table ($10,671 > 2,030$) so that it can be concluded that H_0 is rejected and H_a is accepted, which means that there is an influence of motivation (x) on employee performance.

Problem Analysis and Solution

Based on the results of the tests that have been carried out, it shows that motivation has an effect on employee performance. The results obtained from the value of t arithmetic $>$ t table ($10,671 > 2,030$) and the significant value ($0.000 < 0.05$). In addition, the regression equation $Y = 14,554 + 0.665X$ is also obtained. so that it can be concluded from the t test, there is an influence between the Y variable on the variable, in other words accepting H_a , namely: there is an influence of motivation on employee performance. Thus it can be concluded that the variable X greatly affects the variable Y. This is in line with research conducted by Ainanur & Tirtayasa (2018); Bahri (2019); Hasibuan & Silvy (2019); Hidayat (2021); Juniantara & Riana (2015); Marjaya & Pasaribu (2019); Nisyak & Triyonowati (2016); Rosmaini & Tanjung (2019); Tirtayasa (2019); and Tucunan et al., (2014) which explains that motivation has a positive and significant effect on employee performance.

DISCUSSION

Based on the results of data collection that has been obtained while carrying out field work practices and the data has been processed, the authors obtain data from the questionnaires that have been distributed at kedaton health center The number of questionnaires distributed is 35, given to employees at kedaton health center 35 peopleemployee. Understanding motivation according to Wibowo (2013) in a book entitled "Performance Management - Fifth Edition" at first, a person's motivation to carry out activities arises because they feel the need to fulfill their needs. If their needs have been met, their motivation will decrease. Therefore, motivation can be developed when new needs and goals arise. And if workers have the motivation to achieve their personal goals, then they must improve their performance. Thus, the increase in performance motivation will increase the performance of individuals, groups, and organizations.

This research is also consistent with research conducted by Farizki & Wahyuati (2017); Mulyadi & Pancasasti (2022); Sembiring (2020); Subariyanti (2017); and Wahyudi & Tupty (2019)

which states that motivation is closely related to performance, the higher the motivation, the higher the performance of employees.

CONCLUSION

Calculation of the value of t arithmetic $>$ t table ($10.671 > 1.692$) and its significance ($0.000 < 0.05$). so it can be concluded that motivation has a positive and significant effect on employee performance at the Kedaton Health Center in Bandar Lampung City. There is a fairly strong relationship between the motivation variable (x) on the employee performance variable (y) based on the regression coefficient test showing a value of 0.665 which means that the relationship between the independent variable and the dependent variable has a strong enough relationship as much as 66%, said to be quite strong because it is close to 0.5 or 50%.

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