

## THE EFFECT OF MOTIVATION AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT PT. ADI KARYA

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### ABSTRACT

PT Adi Karya is a company engaged in the contractor sector, which requires the expertise and ability of employees to be able to operate every task assigned by the company to its employees. With the intensity of the work being carried out, PT Adi Karya always wants its employees to have high motivation and satisfaction with the work done so that performance will increase. In accordance with the description above, the authors feel interested in conducting research entitled: "The Influence of Motivation and Job Satisfaction on Employee Performance at PT Adi Karya". The results of this research are that employee performance is influenced by motivation and job satisfaction simultaneously on employee performance by 52.7% and the remaining 47.3% is determined by other variables.

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### 1. INTRODUCTION

The management system that previously tended to be traditional, family-friendly and could be controlled interactively, now can no longer be applied because the business environment has completely changed. The current conditions are difficult to predict with the very rapid progress of information technology, making regions not far apart from one nation to another as if without dividing walls. The direct impact felt is the opening of world markets. In today's rapidly changing conditions, the role of organizational leaders is needed in maintaining each employee's work motivation and job satisfaction in order to improve their performance.

In order to achieve the company's goals and objectives, it must be supported by high motivation from employees, this will form cooperation within an organization. Because this will be able to spur the success of a manager in managing a company which is certainly inseparable from the factor of the manager's own ability to increase the motivation of his subordinates, superiors and external parties related to the company.

The importance of work motivation must also be accompanied by job satisfaction and high performance from employees and superiors so that both subordinates and superiors will be able to increase work productivity both for individuals and for the company as a whole. Job satisfaction is obtained after the employee gets what he hopes for both to meet his own needs and for the benefit of his family. If this can be done, it will automatically have an impact on the employee's own performance.

PT Adi Karya is a company engaged in the rubber and palm oil sector, which requires the expertise and ability of its employees to be able to operate every task assigned by the company to its employees. With the intensity of the work being carried out, PT Adi Karya always wants its

*The Effect Of Motivation And Job Satisfaction On Employee Performance At PT. Adi Karya.*

**Hayanuddin Safri, Zuriani Ritonga, Rahmi, Sufitrayati, Nelly**

employees to have high motivation and satisfaction with the work done so that performance will increase.

As for the purpose of this research are: to determine the effect of motivation on employee performance at PT Adi Karya, to determine the effect of job satisfaction on employee performance at PT Adi Karya and to determine the effect of motivation and job satisfaction on employee performance at PT Adi Karya.

## **2. LITERATURE REVIEW**

While Siagian (2017: 14) stated: "Motivation is the process of giving work motives to their subordinates in such a way, so that they can work together sincerely in order to achieve organizational goals efficiently and economically". Hasibuan (2018: 153-155) explains several needs in human behavior through higher levels of needs, or lower levels of needs from the level to a higher level.

Siagian (2017: 295), states that job satisfaction is a person's perspective, both positive and negative, about his work. Because it is not simple, there are many factors that need attention in one's job satisfaction. For example, the nature of a person's work has a certain impact on his job satisfaction. A more important understanding of job satisfaction can be realized if job satisfaction is associated with work performance effort, absenteeism rate, intention to move, job age, position level and the size of the organization.

According to Mangkunegara (2018: 67); performance can be defined as the result of work in quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. Performance according to Stoner (2015: 10), states that performance is the quantity and quality of work completed by individuals, groups or organizations. This means that performance consists of three components, namely quality, quantity and effectiveness. Where the three components cannot be separated from one another. For this reason, employee performance can be seen from the quality, quantity and effectiveness.

A hypothesis is an assumption or temporary answer to a problem being researched to be able to provide an overview that still needs to be tested or proven true. Starting from the existing problems, the following hypothesis is made: "Motivation and job satisfaction have a significant effect on employee performance at PT Adi Karya".

## **3. METHOD**

### **Research Data Analysis Techniques**

#### **Data Quality Test**

##### **Validity test**

Validity testing was carried out using the SPSS version 17.0 program, with the following criteria:

- (1) If  $r_{\text{count}} > r_{\text{table}}$ , then the question is declared valid.
- (2) If  $r_{\text{count}} < r_{\text{table}}$ , then the question is declared invalid.

##### **Reliability Test**

Testing was carried out using the SPSS version 17.0 program, the questions that had been declared valid in the validity test were determined for their reliability with the following criteria:

- (3) If  $r_{\text{alpha}}$  is positive or greater than  $r_{\text{table}}$  then the question is reliable.
- (4) If  $r_{\text{alpha}}$  is negative or smaller than  $r_{\text{table}}$  then the question is not reliable.

#### **Multiple Linear Regression**

To determine the effect or relationship of the independent variables (motivation and job satisfaction) with the dependent variable (employee performance), multiple linear regression methods will be used and data analysis will also use SPSS Version 17.0, as follows:

$$Y = a + b_1x_1 + b_2x_2 + e$$

*The Effect Of Motivation And Job Satisfaction On Employee Performance At PT. Adi Karya.*

*Hayanuddin Safri, Zuriani Ritonga, Rahmi, Sufitrayati, Nelly*

Information:

- x1 = independent variable (motivation)  
x2 = independent variable (job satisfaction)  
y = dependent variable (employee performance)  
e = interference factor (error term)

In the regression analysis there are 3 types of accuracy criteria, namely:

1. Significance Test (F)

Statistical F test was conducted to see together whether there is a positive or significant effect of the independent variables consisting of motivation (x1), job satisfaction (x2), and the dependent variable is employee performance (y), the hypothesis model used in the F test - These statistics are:

Ho :  $b_1 = 0$ , meaning that the independent variables together do not have a positive and significant effect on the dependent variable.

Ho :  $b_1 \neq 0$ , meaning that the independent variables together have a positive and significant effect on the dependent variable.

2. Individual Significance Test (t-test)

Conducted to test each independent variable whether there is a positive or significant influence on employee performance, namely the dependent variable (y). The statistical t test value will be compared with the t table value with an error rate of  $\alpha = 5\%$ . Test criteria used:

Ho is accepted if t count < t table

Ha is accepted if t count > t table

3. Determinant Coefficient Test (R<sup>2</sup>)

The determinant coefficient is used to measure the influence of the independent variables studied, namely motivation (x1), job satisfaction (x2), while the dependent variable is employee performance (y). The coefficient of determinant (R<sup>2</sup>) ranges from zero to one ( $0 < R^2 < 1$ ). This means that if  $R^2 = 0$  indicates that there is no effect of the independent variable on the dependent variable and if  $R^2$  is close to 1 it indicates the stronger the effect of the independent variable on the dependent variable.

#### 4. RESULTS AND DISCUSSION

##### Data Validity and Reliability Test

##### Data Validity Test

Table 1. Motivation Validity Test Results

Statement	Correlation coefficient	rtable	Information
Item 1	0.5373	0.227	Valid
Item 2	0.3874	0.227	Valid
Item 3	0.2537	0.227	Valid
Item 4	0.2440	0.227	Valid
Item 5	0.4778	0.227	Valid
Item 6	0.3895	0.227	Valid
Item 7	0.4350	0.227	Valid
Item 8	0.4599	0.227	Valid
Item 9	0.3909	0.227	Valid
Items 10	0.3277	0.227	Valid

Table 2. Job Satisfaction Validity Test Results

Statement	Correlation coefficient	rtable	Information
Item 1	0.5837	0.227	Valid
Item 2	0.3334	0.227	Valid
Item 3	0.3093	0.227	Valid

Item 4	0.5230	0.227	Valid
Item 5	0.3126	0.227	Valid
Item 6	0.4569	0.227	Valid
Item 7	0.5034	0.227	Valid
Item 8	0.3432	0.227	Valid
Item 9	0.5686	0.227	Valid
Items 10	0.3622	0.227	Valid

Table 3. Employee Performance Validity Test Results

Statement	Correlation coefficient	rtable	validity
Item 1	0.5308	0.227	Valid
Item 2	0.3651	0.227	Valid
Item 3	0.3223	0.227	Valid
Item 4	0.5143	0.227	Valid
Item 5	0.3553	0.227	Valid
Item 6	0.4362	0.227	Valid
Item 7	0.4979	0.227	Valid
Item 8	0.3648	0.227	Valid
Item 9	0.5410	0.227	Valid
Items 10	0.3626	0.227	Valid

Based on the results of calculating the validity of the questionnaire on employee performanceshows that all statement items are valid because  $r_{count} > r_{table}$ , it can be concluded that all items can be used in questionnaire statements because all items are in a valid state.

### Reliability Test

Table 4. Data Reliability Test Results

Variable	Number of Items	Cronbach's Alpha
Motivation (x1)	10	0.7499
Job Satisfaction (x2)	10	0.7619
Employee Performance (Y)	10	0.7581

In testing the reliability of valueCronbach's Alphamust be greater than 0.60 then the research instrument can be said to be reliable. From the table above it can be seen that the value of Cronbach's Alpha > 0.6 means that the instrument is reliable.

### Multiple Linear Regression Analysis

Table 5. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig
	B	std. Error	Betas		
(Constant)	6030	3,547		1,777	.080
Motivation	.363	.092	.411	3,932	.000
Job satisfaction	.347	.092	.395	3,776	.000

$$Y = 6.030 + 0.363 x_1 + 0.347 x_2$$

- a. a = 6.030 or regression constant, which means if there is a value of the independent variable x1 (motivation) and the independent variable x2 (job satisfaction). In this case x1 and x2 are equal to 0 (zero), the employee's performance will increase by 6,030.

- b.  $b_1 = 0.363$  for the independent variable  $x_1$  (motivation), which is positive, means that it has a unidirectional relationship, which means that each addition or increase of 1 unit will increase the total employee performance by 0.363. Conversely, if there is a decrease in motivation by 1 unit, the total employee performance will decrease by 0.363.
- c.  $b_2 = 0.347$  for the independent variable  $x_2$  (job satisfaction) which has a positive sign means that it has a unidirectional relationship, which means that every increase or addition of 1 unit will increase the total employee performance by 0.347, conversely if there is a decrease in job satisfaction by 1 unit there will be a decrease employee performance of 0.347.

#### t test

t-count value for  $b_1$ , greater than t-table ( $3,932 > 2.05$ ), then motivation has a significant effect on employee performance, and is proven to be significant ( $0,000 < 0.05$ ). Whereas for  $b_2$ , the t-count value is greater than the t-table ( $3,776 > 2.05$ ) thus job satisfaction has a significant effect on employee performance, and is proven significant ( $0.000 < 0.05$ ).

#### F test

Table 6. ANOVA

Model	Sum of Squares	Df	MeanSquare	F	Sig
Regression	477,983	2	238,992	39,911	,000
residual	425,152	71	5,988		
<b>Total</b>	<b>903135</b>	<b>73</b>			

From the ANOVA test or F test, obtained  $F_{count}$ , amounting to 39,911 with a significance level of 0.000. so  $F_{count} > F_{table}$  ( $39,911 > 3.13$ ) or  $\text{sig } F < 5\%$  ( $0.000 < 0.05$ ). This means that simultaneously the variables of motivation and job satisfaction have a significant effect simultaneously on employee performance (y). With this it can be concluded that the hypothesis of this study can be proven.

#### Coefficient of Determination

Table 7. Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.727	.529	.516	2.44705

R Square foremployee performance is 0.527, which means that 52.7% of employee performance variables (y) are influenced by variable  $x_1$  (motivation) and variable  $x_2$  (job satisfaction) simultaneously or simultaneously and the remaining 47.3% is determined by other variables.

#### 5. CONCLUSION

PT. Adi Karya was founded in 1995 and was inaugurated on 29-9-1995 in accordance with PT Establishment Deed No. 21 Dated 29-9-1995, PT. Adi Karya was founded on the idealism of young people who intend to develop their potential by forming an established and professional company. R Square for y (employee performance) is 0.527, meaning that 52.7% of employee performance variables (y) are influenced by variable  $x_1$  (motivation) and variable  $x_2$  (job satisfaction) and the remaining 47.3% is determined by other variables.

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