

Effect of Motivation and Job Satisfaction on Employee Performance of Prodia Surakarta



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ABSTRACT: Job satisfaction is an emotional attitude that pleases and loves his work. This attitude is reflected by work morale, discipline and work performance. On the other hand, employee performance can be influenced by how the employee feels satisfied where he works in his field. Not all employees in the company feel satisfaction in their work, so the work will be hampered. This study aims to analyze the effect of motivation and job satisfaction on employee performance in Prodia Surakarta. Prodia Surakarta is one of the leading pharmaceutical laboratory that exists in Surakarta City, Central Java, Indonesia. The sample was determined as many as 30 employees and the method of analysis used is multiple linear regression analysis. The value of multiple regression coefficients indicates that motivation has a significant effect on employee performance which is 22.7%, and the job satisfaction have an effect which is 3.2%. For the other 70% is believed to be influenced by other variables.

KEYWORDS: Motivation, Job Satisfaction, Employee Performance

I. INTRODUCTION

In carrying out the activities of a company, be it a company in the field of industry, trade and services will always strive to carry out activities to be able to achieve the goals that have been set. One of the things that is very important is the success of the activities that exist in it in carrying out activities to achieve a goal, not only depends on a technological proficiency that exists today, the available facilities and infrastructure that is available but utilize the available human resources. Human Resource Management (HRM) is a field of general management that includes various aspects of control, implementation, organization, and planning (Rivai, 2013).

The company must be able to create conditions that can encourage to develop and improve the ability of employees optimally. To achieve these conditions, the company can strive to improve employee job satisfaction including the provision of appropriate motivation and others.

The importance of human resource management itself improves the performance of the company to be able to compete in the free market, but still have to face many hardships in the implementation of Human Resource Management and development. There are several things that are the cause of these difficulties. First, the average education level of construction sector workers compared to many other sectors. Second, the amount of Labor used is not fixed because labor needs change. Third, the existence of subjective and objective reasons that limit the participation of workers. Subjective reasons are characteristics of production procedures, materials, and technologies that do not provide many opportunities for workers to make decisions. The objective reason is the management's view that machines and work manuals are more important than workers. Fourth, the subcontracting system that is widely applied in the construction industry causes no party to take responsibility for training and developing Martoyo workers (2000:142).

Prodia was first established in Solo on May 7, 1973. Since 2012, Prodia is the first clinical laboratory in indonesia to be accredited by the College of American Pathologists (CAP). To obtain employees / Human Resources who are ready and skilled of course the human resource management must select personnel who are experts and competent in their fields and continue to conduct training to increase knowledge and skills for employees.

II. THEORETICAL FOUNDATIONS

Human Resource Management is an integral part of the management of an organization. The purpose of Human Resource Management is to increase the contribution of people to the organization in ways that are strategically, ethically, and socially

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accountable. Human resource management contributes directly to increased productivity through the discovery of more efficient and effective ways to achieve goals and indirectly through improving the quality of employees' working lives.

MOTIVATION

According to Sedarmayanti (2017) in his book states that motivation is a force that encourages a person to perform an action or not which in essence exists internally and externally positive or negative. So it can be concluded that work motivation is something that causes encouragement/morale/driving morale, while according to Siagian in Fransiska & Tupti (2020) what is meant by employee work motivation is a driving force that results in a member of the organization willing to direct the ability in the form of expertise and skills of Labor and time to carry out various activities that are their responsibility and fulfill their obligations.

Abraham Maslow's motivation theory according to Mangkunegara in Munawar, (2019) divides human needs into five dimensions, namely:

- a. Physiological needs, that is, the need for food, drink, physical protection, breathing, sexual. This need is the lowest level of need or also known as the greatest need.
- b. The need for security, that is, the need for protection from threats, dangers, opposition and the environment.
- c. The need to feel belonging, that is, the need to be accepted by the group, to be affiliated, to interact and the need to love and be loved.
- d. The need for self-esteem, that is, the need to be respected, and appreciated by others.
- e. The need to self-actualize, that is, the need to use abilities, skills, and potential. The need to argue by putting forward ideas gives an assessment and criticism of something.

While the indicators of research on motivational variables using Alderfer, in Putra et al, (2018) are as follows:

- a. Existence (existence), is a need to be able to live in accordance with the level of needs, the low level of maslow that includes physiological needs and the need for a sense of security.
- b. Relatedness-the need to interact with others. This need corresponds to the affiliation need of maslow.
- c. Growth is the need that drives a person to have a creative and productive influence on themselves or the environment. Realization of the need for appreciation and self-realization of Maslow.

JOB SATISFACTION

Feldman and Arnold in (Sugandi, 2020) believe that there are six characteristics that are considered the most dominating in the study of job satisfaction, as mentioned below, based on their extensive research.

- a. Wages (pay), salary is money or the equivalent of money given to employees by an organization.
- b. The working environment is important for three reasons. Employees prefer an attractive work environment for several reasons. For starters, they promote physical comfort. Secondly, pleasant conditions promote more efficient execution of work. Equipment and materials are sufficient to assist employees in carrying out their duties.
- c. Supervision (supervision) this factor refers to how much attention, technical assistance and encouragement a subordinate receives from his immediate superior. Supervisors with strong personal ties to subordinates and a desire to understand their interests contribute positively to employee satisfaction, and 28 subordinate participation in decision-making has a beneficial impact on employee satisfaction.
- d. Group of workers (work group). Individual work happiness also comes from working groups. This is due to the ability to interact with each other. If employees have the same values and attitudes, the work group can be a source of greater pleasure. Colleagues in the work group praise colleagues for their attention and help, both technically and socially.
- e. The work itself. The extent to which work provides individuals with interesting tasks, opportunities to learn, and opportunities to accept responsibilities related to the work itself.
- f. Promotion refers to the extent to which opportunities for movement or advancement exist within various organizations. Have a high desire to cultivate a sense of getting a higher income, social status, psychological growth, and a sense of Justice

EMPLOYEE PERFORMANCE

According to Mangkunegara in Perdana et al, (2023) performance is the result of work in quality and quantity achieved by an employee in carrying out his duties based on the responsibilities given to him. Meanwhile, according to Afandi Farisi et al, (2020) performance is a result of someone's achievement according to a measure that applies to the work in question. Employee

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performance is also defined by Sinambela in Indriasari et al, (2018) argued that employee performance has a definition that is an employee's ability to do something of a certain skill.

According to Bernadin in (Nashrullah & Saragih, 2020) there are six dimensions that are used to measure the value of employee performance, the following six dimensions:

- a. Quality, can be judged from how much employees get results in carrying out activities as specified, can be seen from the similarity with carrying out an activity.
- b. Quantity, can be seen from how much the amount obtained, expressed in terms of currency value, the number of units, or the number of completed activity cycles.
- c. Timeliness of how quickly an employee can complete his or her activity, or the resulting output, against an earlier set time from a coordination perspective with results that can maximize time for other interests.
- d. Cost effectiveness in this case, cost effectiveness is seen from the amount of employees getting higher profits and minimizing the expenditure of resources of an organization.
- e. The need to supervise how responsive an employee is able to complete tasks at work by not asking colleagues for help or requiring the intervention of others to minimize bad results.
- f. Interpersonal or contextual impact of performance how capable employees are to have intentions and cooperate with colleagues both junior or senior

III. CONCEPTUAL FRAMEWORK & HYPOTHESIS

(Sugiyono, 2017) hypothesis formulation is the third step in research after proposing a conceptual framework and theoretical basis. Hypothesis is a temporary answer to the problem to be studied.

Motivation to employee performance

The development of human resources within the scope of the organization is a process of improving the quality or human capabilities in order to achieve the company's goals. Organizational goals can be achieved as much as possible if supported by good performance from employees. To obtain good performance from employees, structured and effective briefing must be sought. The company in an effort to move its employees to want to work more productively in accordance with the objectives of the company that has been set.

Motivation can be viewed as an energy change in a person characterized by the appearance of feelings, and preceded by a response to the presence of a goal. Motivation is the basic impulse that moves a person or the desire to devote all his energy to the existence of a goal. Motivation is a psychological process through unsatisfied desires directed toward the achievement of goals / incentives, this shows that motivation arises because of the deficiencies experienced by individuals (Nuraini, 2013). So motivation in this case is actually a response to an action. Motivation arises from within the human being because it is driven by the element of a goal. It can be said that there will be no motivation if there is no perceived need.

H1: Motivation affects the Performance of Prodia Surakarta Employees

Job satisfaction to Employee Performance

A number of factors that have an impact on the stability of employees' work are often the focus of companies and researchers. One of them is the achievement of job satisfaction, job satisfaction is job satisfaction enjoyed in a job that earns praise, work results, placement, treatment, equipment and a good working environment (Nuraini, 2013). Employees who prefer to enjoy job satisfaction on the job will give priority to work rather than remuneration even though remuneration is important. Employees who feel comfortable, valued, have the opportunity to develop themselves, will automatically focus their attention and show good work performance on the work done. Every individual in the company certainly has their own needs and expectations, some of them are aware of it, while others are not aware of it. These needs and expectations that stimulate employee behavior in the company. So, job satisfaction is a representation of the attitude and assessment of employees will work and fulfillment of their expectations.

H2: Job satisfaction affects the Performance of Prodia Surakarta Employees

Motivation and satisfaction on the performance of Prodia Surakarta employees

According to Junmanti's (2019) research on the effect of Job Satisfaction and work motivation on the performance of implementing employees (Case Study of District 2 of PTPN IV) showed that partially job satisfaction and work motivation had a positive and significant effect on the performance of implementing employees in PKs District 2 of PTPN IV.

H3: Motivation and Job Satisfaction affect the performance of Prodia Surakarta employees

THEORITICAL FRAMEWORK

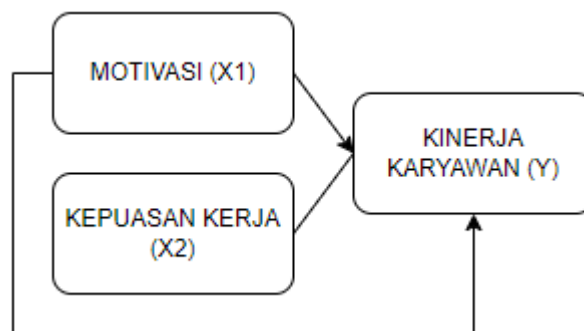


Figure 1. Theoretical Framework

IV. RESEARCH METHODS

The quantitative research method is also called the positivistic method, because it is based on the philosophy of positivism. This method as a scientific method or scientific, because it has met the scientific rules, namely concrete or empirical, objective, measurable, rational and causal relationship Sugiyono (2017). The research method used to support the strategy in this study is the sample survey method, which is a data collection and analysis technique by seeking opinions or opinions of the subjects studied by using questionnaires.

When viewed from the source data, the data collection can use primary data and secondary data. Sugiyono (2017) primary data is a data source that directly provides data to data collectors. And secondary data is a source that does not directly provide data to data collectors, for example through others. When viewed in terms of ways or techniques of data collection, the data collection techniques in this study were conducted by questionnaires (questionnaire).

POPULATION

Sugiyono (2017) population is a generalization area consisting of objects/subjects that have certain qualities and characteristics set by the researcher to be studied and then drawn conclusions. The general population in this study are all employees or members and DW (Daily Worker) who work in Prodia Surakarta.

RESEARCH SAMPLE

Selection of consumers as a sample (respondents) in this study is using Purposive Sampling technique. Sugiyono (2017) Purposive Sampling is a sampling technique with certain considerations. The criteria of respondents as a sample are employees in Prodia Surakarta of 30 respondents.

DATA COLLECTION METHODS

The measurement scale is used to carry out measurements with the aim of producing accurate quantitative data. The questionnaire was used to obtain data on respondents ' motivation and job satisfaction in Prodia Surakarta. This study measured by Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. The answer of each instrument item using Likert scale has a gradation from very positive to very negative. For the purposes of quantitative analysis, the answer can be scored Sugiyono (2017). Variables measured, translated into several indicators. The indicator is used as a starting point in compiling instrument items in the form of statements in a questionnaire.

V. RESEARCH RESULTS AND DISCUSSION

The author uses classical assumption test (normality test, heteroscedasticity test, multicollinearity test), multiple regression linear analysis, coefficient of determination test and to determine the effect of motivation (X1) and job satisfaction (X2) on employee performance (Y). The following are the results of data management from respondents ' answers through questionnaires distributed directly to Prodia Surakarta employees.

NORMALITY TEST

Normality test in this study will test the data of the independent variable (X) and related variable data (Y) in the resulting regression equation is normally distributed or not. To find out whether the data obtained is normally distributed or not, it can be done with graph analysis, either normally or histogram graph plots. The following normality test results through the chart:

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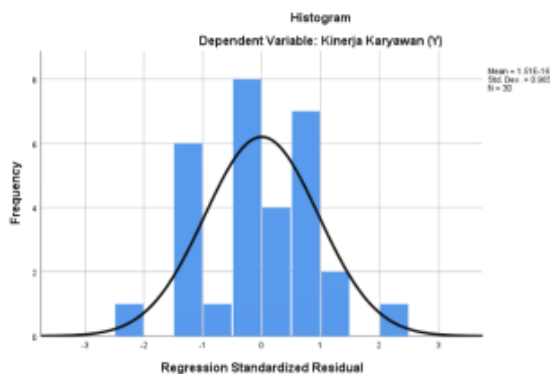


Figure 2. Normality Test

Based on the figure above normality test results show that in general the results of the graph tend to approach the normal distribution. Although there is a slight deviation in the tail of the distribution as a whole the assumption of normality can be considered fulfilled because the shape of the histogram is close to the bell curve.

MULTICOLLINEARITY TEST

Multicollinearity test is used to test whether the regression model found a correlation between independent variables (independent). A good regression Model does not occur multicollinearity among independent variables to detect the presence or absence of multicollinearity can be from the value of tolerance and variance inflation factor (VIF).

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	46.544	8.292		5.613	.000		
	Motivasi (X1)	.775	.275	.785	2.816	.009	.313	3.195
	Kepuasan Kerja (X2)	-.220	.233	-.263	-.942	.354	.313	3.195

a. Dependent Variable: Kinerja Karyawan (Y)

Figure 3 Multicollinearity Result

Based on the table above, the authors found the value of VIF and tolerance is still below and above the threshold should be. As can be seen in the value of VIF for motivation variables (X1) and job satisfaction (X2) is 3.915. This value is still below the threshold of 10, so in general it can be concluded that multicollinearity problems can be tolerated. Based on the results of the tolerance value for both variables is 0.313. This value is still above the threshold of 0.1 where it can be concluded that the multicollinearity problem is not too significant between motivation and job satisfaction variables. This allows a more reliable interpretation of the coefficients or in other words the estimation of the regression coefficients can be considered valid.

HETEROSCEDASTICITY TEST

Heteroscedasticity test aims to test whether the variance of the residual (error) in a regression model is constant or not along the predicted value. Detection of heteroscedasticity is by scatterplot graphic media.

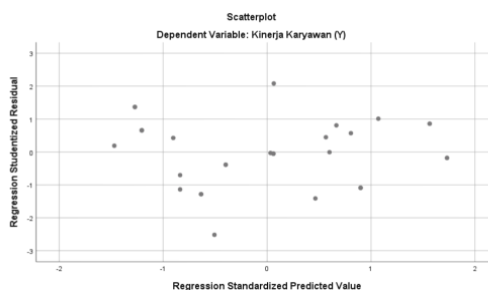


Figure 4 Heteroscedasticity Test Result

Based on figure 4.3 above shows that the data points are scattered quite randomly and do not form a clear pattern, it can be concluded that heteroscedasticity does not occur.

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MULTIPLE LINEAR REGRESSION ANALYSIS

In this study, multiple linear regression analysis was used to determine the effect of motivation and job satisfaction on employee performance in Prodia Surakarta. Based on the data collected by the respondents are as many as 30 employees. Based on the data that has been collected, the results of the data in this study that has been processed using SPSS version 25 are as follows:

Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	46.544	8.292	
	Motivasi (X1)	.775	.275	.785
	Kepuasan Kerja (X2)	-.220	.233	-.263
a. Dependent Variable: Kinerja Karyawan (Y)				

Figure 5 Multiple Linear Regression

Based on the table above the results of the above data processing can be formulated multiple regression equation model as follows:

$$Y = 46.544 + 0.775 X1 + (-0.220) X2$$

The equation in multiple linear regression above can be explained as follows:

- Constant value of 46.544. So it can be interpreted if the variable motivation and job satisfaction is zero (0). Then the employee performance variables showed 46.544
- Motivation variables have a positive and significant influence on employee performance. So it can be interpreted that if there is an increase in the motivation variable by one unit, then the value of the employee performance variable will increase by 0.774.
- Job satisfaction variables showed a negative of -0.220. Where the increase in job satisfaction is not always directly proportional to the increase in performance. There are other possible factors to consider such as the alleged employee being in a comfort zone.

COEFFICIENT OF DETERMINATION

The purpose of the coefficient of determination test in this study is to determine how much the contribution of the independent variable (X1 & X2) to the dependent variable (Y). The following test results using the coefficient of determination SPSS version 25:

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.586	.343	.295	4.763
a. Predictors: (Constant), Kepuasan Kerjas (X2), Motivasi (X1)				

Figure 6 T test Result

Based on the table above shows that the value of R Square is 0.343 or 34.3%. This shows that the influence of independent variables consisting of motivation (X1) and job satisfaction (X2) has a significant positive effect on employee performance variable (Y). While the remaining 65.7% were influenced by other variables not listed in this study. To see the influence of each independent or independent variable on the dependent or dependent variable can be seen in the following table:

Variabel	Standarized Coefficients Beta	Correlations Zero Order	Besarnya Pengaruh Secara Parsial	Besarnya Pengaruh Secara Parsial (%)
Motivasi (X1)	0,785	0,567	0,477	22,7%
Kepuasan kerja (X2)	-0,263	0,388	-0,178	3,2%
Total			0,299	30%

In the table above shows that the magnitude of the influence of motivational variables is 22.7% and the magnitude of the influence of job satisfaction variables is 3.2%. The total amount of influence of motivation and job satisfaction on employee performance is 30% while the rest is influenced by other factors.

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ANALYSIS OF THE RELATIONSHIP BETWEEN MOTIVATION VARIABLES WITH EMPLOYEE PERFORMANCE VARIABLES

Based on the results of the partial test or t test, it can be concluded that partially motivation has a significant influence on the performance of Prodia Surakarta employees, while the results of the analysis of the coefficient of determination of the influence of motivation variables on employee performance by 22.7% while the remaining 77.3% are influenced by job satisfaction variables and other variables.

ANALYSIS OF THE RELATIONSHIP BETWEEN JOB SATISFACTION VARIABLES WITH EMPLOYEE PERFORMANCE VARIABLES

Based on the results of the partial test or t test, it can be concluded that partial job satisfaction does not have a significant effect on the performance of Prodia Surakarta employees, while the results of the analysis of the coefficient of determination of the influence of job satisfaction variables on employee performance is only 3.7% while the remaining 96.3% are influenced by motivation variables and other variables that are not listed. This shows that there are still some factors that have not been fulfilled by Prodia Surakarta management related to the fulfillment of psychological factors, social factors, physical and financial factors.

VI. CONCLUSIONS & SUGGESTION

Based on the results of research on the effect of motivation and job satisfaction on the performance of Prodia Surakarta employees, the following conclusions can be drawn:

1. Based on the results of descriptive analysis, the overall work motivation variables are in the good category, this shows that Prodia Surakarta employees have good work motivation.
2. Based on the results of descriptive analysis, overall job satisfaction variables are in the good category, this shows that Prodia Surakarta employees have good job satisfaction.
3. Based on the results of descriptive analysis, overall employee performance variables are in the good category, this shows that Prodia Surakarta employees have excellent employee performance.
4. Based on the results of simultaneous testing (test f) it is known that the variables of work motivation (X1) and job satisfaction (X2) together affect the performance of employees (Y) significantly. This result also shows that efforts to increase motivation and work satisfaction in employees can have a positive impact on the performance of Prodia Surakarta employees.
5. Based on the results of partial testing, motivation variable (X1) has a significance value of 0.006 which is smaller than 0.05. So it can be concluded that partially motivation has a significant influence on employee performance.
6. Based on the partial test results, job satisfaction variable (X2) has a significance value of 0.354 which is greater than 0.05. So it can be concluded that partially job satisfaction does not have a significant effect on employee performance. However, job satisfaction indirectly affects the motivation of Prodia Surakarta employees.

SUGGESTION

Based on the conclusions related to the results of the study, the suggestions that can be given by researchers for Prodia Surakarta include:

- a. The results of this study indicate that the performance of Prodia Surakarta employees can be significantly influenced by work motivation. Based on this, Prodia Surakarta should maintain and supervise activities related to employees in the company in order to continue to produce good performance.
- b. The results of this study showed that job satisfaction does not have a significant effect on employee performance. Therefore, Prodia Surakarta needs to pay attention to several policies such as the quality and quantity of employees' work related to the achievement of the target work itself. To keep employees motivated and not quickly satisfied after achieving performance targets, an effective reward system is needed both financially and non-financially. With this, employees will be encouraged to continue to innovate and improve their best performance.

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