

# The Effect of Work Motivation on Employee Performance at the Energy and Mineral Resources Office of West Sumatra Province

Annisa Ramadhani<sup>1\*</sup>, Syahril<sup>2</sup>, Nellitawati<sup>3</sup>, Nikmah Hayati<sup>4</sup>

<sup>1,2,3,4</sup> Departement of Educational Administration, Padang State University, Padang, Indonesia

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## ABSTRACT

This research is motivated by the low performance of employees. Many factors affect employee performance, one of which is work motivation. This study aims to determine how much influence work motivation has on employee performance at the Energy and Mineral Resources Office of West Sumatra Province. This research is a quantitative study with correlational research type. The population in this study were employees at the Energy and Mineral Resources Office of West Sumatra Province totaling 80 people and the sample size was determined by the Slovin formula with an error rate of 10%, sampling was carried out using proportional random sampling technique with a total sample of 45 people. The data collection tool uses a likert scale model questionnaire that has been tested to see validity and reliability, and the results of the trial that the questionnaire is valid and reliable. The data analysis technique used Simple Linear Regression technique with the help of the SPSS version 25 program. The results showed that 1) Employee performance at the Energy and Mineral Resources Office of West Sumatra Province was in the good category with an achievement level of 89.24%. 2) Work motivation at the Energy and Mineral Resources Office of West Sumatra Province is in the high category with an achievement level of 89.50%. 3) There is a significant influence between work motivation and employee performance of 67.2%. Based on the results of this study, it can be concluded that the higher the work motivation of employees, the better the level of performance produced by employees at the Energy and Mineral Resources Office of West Sumatra Province.

## Corresponding Author:

Annisa Ramadhani

Email: [annisaramadhanii922@gmail.com](mailto:annisaramadhanii922@gmail.com)

## 1. INTRODUCTION

The life of an organization is fundamentally determined by the existence of humans and all their resources. It is humans who can move an organization by connecting all their energy, thoughts, talents, creativity, and efforts for the survival of the organization's life. According to Aristotle in Salam (2002:41), humans are Zoon Politicon, which means that humans always interact and relate to other humans, and humans cannot live alone without the help of others. Humans are the resources that have the highest value for every organization, because they can provide great benefits if the use of human power is appropriate. Human resources owned by the organization have various characteristics including work ability, motivation, and performance. These three components are closely related and reside within employees who carry out daily tasks. According to Hasibuan (2007), an employee is someone who sells his energy (physical and

mental) to work for a company and receives compensation based on a contract. In working, employees must have a sense of responsibility and special abilities, so that their work performance and productivity are high and in turn will lead to the development of the organization.

Performance is the result of work that has a strong relationship with the organization's strategic goals. Performance refers to the quality of work results when an employee carries out a job within a certain period of time through a work process that meets company standards (Marhawati, 2022). Employee performance plays an important role in determining whether an organization is able to achieve the goals set. According to Nellitawati, et al (2022) high employee performance will be able to support the achievement of maximum organizational goals, and vice versa where with low employee performance the expected organizational goals are difficult to achieve optimally. The success of the organization depends on employee behavior to achieve goals effectively and efficiently. Employee performance is influenced by several factors, including motivation and psychological abilities (Mangkunegara, 2016). In addition, the conceptual ability to innovate is lacking by employees because the work undertaken is only limited to routine. Bacal (2002:149) states that the success of an employee can be influenced by factors including individual factors, which include the level of motivation, commitment, expertise, knowledge, skills, and thinking ability, and system factors, this factor includes poor workflow, excessive bureaucracy, poor communication and inadequate equipment or equipment. This is in accordance with the opinion of Donnely (1996:13) that there are several factors that determine performance, namely a) motivation and ability to interact, and b) rewards and awards.

Performance is very important for the organization because (1) high performance can certainly reduce the number of absenteeism or not working because of laziness, (2) with high performance, the work given or assigned to him will be completed in a shorter or faster time, (3) with high performance the organization benefits from the point of view of the small number of damages because the more dissatisfied at work, (4) high performance automatically makes employees feel happy to work so that it is less likely that employees will move to work elsewhere, (5) high performance can reduce the number of accidents because employees who have high performance tend to work carefully and carefully so that they work according to existing procedures (Tohardi, 2002:44).

Antoni (2008) argues that encouragement as a form of motivation is important to increase employee enthusiasm at work and achieve the desired results of management. Organizational goals can be achieved through motivated employees. This motivation is mainly transmitted to subordinates and followers. Motivation is the development of work enthusiasm in subordinates and the willingness of subordinates to actively exert all their energy, skills and abilities for the benefit of the organization (Malayu, S.P Hasibuan, 2010:92). Motivation is important because with motivation, individuals are expected to work hard and enthusiastically to achieve high productivity. It is very difficult for leaders to increase motivation because they cannot understand the needs and desires of subordinates based on the results of their work. Motivation is the cause of action (Hamli Arif Yusuf, 2018). Motivation aims to increase employees' sense of responsibility for their duties and create a good working atmosphere and relationship. Motivation is a condition that encourages others to be able to carry out tasks in accordance with their functions in the organization (Bangun, 2012:312). According to Manulang (2007:12), an employee who has work motivation will be seen from indications such as perseverance, work patience, work enthusiasm, work discipline, and responsibility.

In the Energy and Mineral Resources Office of West Sumatra Province, a number of phenomena of low employee performance were found, such as employees who did not understand how to do their work properly, lack of employee work initiative in carrying out tasks, employees who postponed work and did not care about helping their colleagues in doing work, and there were still employees who carried out activities other than office work. This is thought to occur due to the weak work motivation of each employee.

Based on this phenomenon, researchers are interested in conducting research related to "The Effect of Work Motivation on Employee Performance at the Energy and Mineral Resources Office of West Sumatra Province". This study aims to examine the effect of work motivation on employee performance at the Energy and Mineral Resources Office of West Sumatra Province. The selection of this location is based on the need to find out the extent to which the leader, in this case the Head of Service, carries out his role in increasing the work motivation of his employees and employee performance. Thus, this research is expected to contribute to improving employee performance through encouragement and reinforcement from leaders in shaping better employee work motivation.

## 2. METHOD, DATA, ANALYSIS

This research is a correlational research using a quantitative approach. Correlational research aims to determine whether there is a relationship and the level of influence between two or more variables, while the quantitative approach is used to test hypotheses formulated for a particular population or sample. Data collection is done using research instruments and analyzed statistically (Sugiyono, 2016). This study specifically aims to determine how much influence between work motivation as the independent variable and employee performance as the dependent variable at the Energy and Mineral Resources Office of West Sumatra Province. According to Sugiyono (2016), population is a generalization area consisting of objects or subjects that have certain characteristics set by researchers to study and then draw conclusions. The population in this study were all employees at the Energy and Mineral Resources Office of West Sumatra Province, totaling 80 people. The sample is part of the population that is used as a source of data in the study. The sampling technique used is proportional random sampling, which is taken randomly without regard to the strata in the population Irianto (2010:144). The sample size was determined using the Slovin formula with an error rate of 10%, so that a sample size of 45 employees from various work fields at the Energy and Mineral Resources Office of West Sumatra Province was obtained.

## 3. RESULT AND DISCUSSION

### Result

#### a. Description of Employee Performance Data

Data collection on employee performance was obtained from distributing questionnaires with 26 statement items to 47 employees (respondents). From the results of the questionnaire collected, the score obtained by the respondents with the highest score was 130 and the lowest score was 68. From the results of data processing using SPSS 25, the average score = 115.98, median = 115, mode = 127, and standard deviation = 11.943.

**Table 1.** Description of Employee Performance Data

| No    | Indicator       | Average | TCR    | Category  |
|-------|-----------------|---------|--------|-----------|
| 1     | Quality of work | 4,56    | 91,16% | Very good |
| 2     | Work quantity   | 4,39    | 87,74% | Good      |
| 3     | Timeliness      | 4,44    | 88,81% | Good      |
| Total |                 | 4,46    | 89,24% | Good      |

Based on the table above, it can be concluded that the work quality indicator is in the very good category with a score achievement level of 91.16%. The work quantity indicator is in the good category with a score achievement level of 87.74%. The timeliness indicator is in the good category with a score achievement level of 88.81%. Overall, when summed up, all employee performance indicators are in the good category with a total score achievement level of 89.24%.

#### b. Description of Work Motivation Data

Data collection regarding work motivation was obtained from distributing questionnaires with 26 statement items to 47 employees (respondents). From the results of the questionnaire collected, the score obtained by respondents with the highest score was 130, and the lowest score was 57. From the results of data processing using SPSS 25, the average score = 116.34, median = 116, mode = 130, and standard deviation = 13.680.

**Table 2.** Description of Work Motivation Data

| No    | Indicator      | Average | TCR    | Category |
|-------|----------------|---------|--------|----------|
| 1     | Discipline     | 4,49    | 89,79% | High     |
| 2     | Work ethic     | 4,44    | 88,89% | High     |
| 3     | Responsibility | 4,49    | 89,83% | High     |
| Total |                | 4,47    | 89,50% | High     |

Based on the table above, it can be concluded that the discipline indicator is in the high category with a score achievement level of 89.79%. The work enthusiasm indicator is in the high category with a score achievement level of 88.89%. The responsibility indicator is in the high category with a score

achievement level of 89.83%. Overall, when summed up all work motivation indicators are in the high category with a total score achievement level of 89.50%.

## **Discussion**

This study shows that employee performance at the Energy and Mineral Resources Office of West Sumatra Province is in the "good" category with a percentage achievement of 89.24%. Good employee performance is reflected in the quality of work, quantity of work, and timeliness in carrying out tasks. Of the three indicators analyzed, the work quality indicator has the highest value of 91.16%, while the work quantity indicator recorded the lowest value of 87.74%. According to Robbins (2006: 260), work quantity is the amount expressed in units and cycles of activities completed. This statement is reinforced by (Triastuti, 2019 and Pangestu, 2020), work quantity is the ability and speed in completing tasks in accordance with job standards. According to Elmuti and Kathwala, 1997 (in Husnawati, 2006:24) quality is the result of activities carried out that are close to perfect, in the sense of adjusting several ideal ways of performing activities in meeting the expected objectives of an activity.

The importance of work quantity in work can support performance and also depends on employee motivation. Mathis and Jackson (2002) work quantity, this standard is carried out by comparing the amount of work volume that should be (normal work standards) with actual abilities. Employees who have a high quantity of work can be seen from high productivity, being able to work under pressure, quickly completing tasks, efficient use of time, and commitment to work (Syahril, et al, 2021). Employees who have a high quantity of work are able to produce a lot of work in a limited time and still maintain efficiency and effectiveness in every task they carry out. Budiwanto (2012:43) suggests that accuracy is a person's ability to direct something to a target in accordance with the goal or make a movement without making a mistake.

Work motivation in this study also received a "good" assessment with an achievement percentage of 89.50%. Of the various indicators, the responsibility indicator obtained the highest score of 89.83%, while the work enthusiasm indicator received the lowest score of 88.89%. This shows that employee work motivation has been carried out optimally, but still needs to be improved again because with the motivation from within himself to act, do or do something, this will greatly affect the performance of these employees. Anoraga (2001:46) says work discipline is punctuality at work, awareness at work, and compliance at work.

Statistically, there is a positive and significant influence between work motivation and employee performance. The analysis results show a correlation coefficient (R) of 0.820 and a determination value (R<sup>2</sup>) of 0.672. This means that 67.2% of the variation in employee performance can be explained by work motivation. In other words, increasing work motivation directly impacts on increasing employee performance. This finding supports the theory proposed by Haryono (1999), that there are four factors that affect performance, one of which is motivation.

## **4. CONCLUSION**

Based on the results of research and data analysis using simple linear regression analysis techniques that have been carried out in this study, several things can be concluded, namely Employee Performance at the Energy and Mineral Resources Office of West Sumatra Province is in a good category, namely with a respondent achievement level of 89.24%. Work motivation is in the high category, namely with the respondent's achievement level of 89.50%, and there is a positive and significant influence between work motivation on employee performance of 67.2%. This means that high work motivation will be followed by an increase or change in good employee performance.

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