



THE INFLUENCE OF MOTIVATION AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT THE UPTD CENTER FOR FOOD CROP PROTECTION AND HORTICULTURE WEST SUMATRA PROVINCE

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ABSTRACT

This study aims to determine the effect of motivation and job satisfaction on the performance of Uptd Employees in the Protection of food crops and Horticulture in west Sumatra province and find out which variables are influential. The results of the analysis using SPSS version 16 show that work motivation has a positive effect on employee performance while job satisfaction does not have a positive effect on employee performance. The results of the t test revealed that the motivation variable was a variable that had a positive and significant effect on the performance of the Uptd employees in the protection of food and Horticultural plants in Sumatra province. From the explanation above, the writer suggests that motivation given to employees should be maintained by the company, in giving awards, participation and being fair to every employee. Job satisfaction given to employees should be considered in a timely manner so that employee confidence in the company is greater and work concentration will be better. So there is no social jealousy between employees. Fulfilling job satisfaction and providing good motivation will certainly increase productivity and improve employee performance.

Keywords: *Motivation, satisfaction of work and of employee performance*

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INTRODUCTION

Nowadays, job competition is increasingly complex and higher, where every employee is required to improve things related to each employee's performance and be more responsive in order to continue to survive and continue to develop. There are many things that must be addressed and improved from all aspects, especially human resources. The human resource aspect of each employee must be considered so that human resources are always maintained, whether health, compensation or employee performance is conducive and produces productivity in accordance with the mutually agreed vision.

Work motivation is the force that drives an employee which gives rise to and directs behavior. What causes a person to take action is the desire to be motivated to work. Wahyusumidjo (1987) states that motivation is a person's self-drive to carry out interactions between a person's needs, attitudes and self-perception with the environment. Motivation gives rise to factors that result from within oneself which are called intrinsic factors, while factors that result from outside oneself. themselves are called extrinsic factors (Riyadi, 2011).

Job satisfaction is an individual thing. The level of job satisfaction that each individual has is very different according to their desires and the value

system they adhere to. The more work you have according to your wishes, the higher the level of job satisfaction you will get. Likewise, vice versa, the more work that is not in accordance with your wishes, the lower the level of job satisfaction you will get (Sanuddin & Widjojo, 2013).

The performance of human resources employees or employees in an office can be influenced by various factors including motivation and job satisfaction. Where motivation and job satisfaction can influence employee behavior in an official agency. Employee performance is a function of the worker's ability to accept work goals. With this definition, it can be said that employees play an important role in carrying out all employee activities so that they can grow and develop to maintain the survival of the agency in the future.

The Effect of Motivation on Employee Performance

(Agusta & Sutanto, 2013) determined that work motivation on employee performance has a very significant influence on the higher work motivation, the higher the employee performance will be. On the other hand, if work motivation is lower or has a negative impact on employee performance, the lower work motivation will significantly reduce employee performance.

Human mental attitudes provide energy that can provide motivation to encourage activities (moves) that lead to and channel good behavior to achieve needs that provide satisfaction in order to reduce imbalances (Subariyanti, 2017).

Work motivation greatly influences employee performance. So work motivation needs to be maintained so that employee performance remains in good condition. Motivation will encourage each employee to work better and be disciplined, because companies must try hard to encourage and motivate their employees with fair treatment, promotions, comfort at work, a conducive working atmosphere and climate (Marliani, 2016). This will also have a positive impact on the company.

H₁: It is suspected that motivation has a positive and significant effect on employee performance.

The Effect of Job Satisfaction on Employee Performance

Very job satisfaction has a significant effect on employee performance, according to (Murti & Srimulyani, 2013) this means that work tends to be full of enthusiasm if satisfaction can be obtained from work and key employees, each of whom drives morale, discipline and employees who have work performance in realizing company goals. Every employee's satisfaction when working for a company can contribute to improving performance.

Job satisfaction has a very big influence on employee performance, so job satisfaction needs to be maintained and maintained so that employee performance remains in good condition. Employee satisfaction can be felt by providing bonuses, incentives, fair treatment, guaranteed health, etc. Feeling safe at work is also a psychological impact that can have an impact on employee satisfaction. Promotions that are often postponed can make employees feel that they are not cared for by the company, which greatly influences the employee's performance and can be detrimental to the company (Marliani, 2016).

(Fei & Siagian, 2018) Employee performance has a significant influence on job satisfaction resulting in a positive value, which means that the higher the job satisfaction, the more the employee's performance will increase significantly (significantly). That employee job satisfaction can support good employee performance.

H₂: It is suspected that job satisfaction has a positive and significant effect on

The Influence Of Motivation...(Lubis)



employee performance.

RESEARCH METHODS

The type of research used is quantitative research and takes the form of numbers and hypotheses. The population in this study were employees at the UPTD Center for Food Crop Protection and Horticulture in West Sumatra Province, totaling 207 employees. The total sample of 207 people was taken using the census/total sampling technique.

The data source of primary data is a questionnaire obtained from the Center for Food Crop Protection and Horticulture in West Sumatra Province.

Operational Definition of Variables and indicators for each research variable are shown in table 1 below:

Table 1
Operational Definition of Variables

No	Variable	Operational Definition of Variables	Indicator	Source
1	Motivation (X1)	Motivation is an impulse that responds to all efforts that arise from employees to achieve the employee's desired goals.	<ol style="list-style-type: none"> 1. Willingness 2. Driving Force 3. Will 4. Skill 5. Skills 6. Responsibility 7. Obligation 8. Objective 	Siagian (2008)
2	Satisfaction Work (X2)	Job satisfaction is a form of work towards a person's feelings related to co-workers.	<ol style="list-style-type: none"> 1. Work Itself (Work It Self) 2. Superior (Supervision) 3. Work friends (Workers) 4. Promotion (Promotion) 	Luthans (2006)
3	Employee Performance (Y)	Employee performance is the result of work obtained by employees to carry out assigned tasks based on expertise, seriousness, experience and time spent working.	<ol style="list-style-type: none"> 1. Work quality 2. Work Quantity 3. Working time 	Hasibuan (2016)

The variables in this research are generally about something in a form that has been determined by the researcher so that it can be understood so that information can be obtained about these things and conclusions can be drawn.

This research contains 3 variables, namely the dependent variable and the independent variable. The dependent variable in this research is Employee Performance (Y), the independent variables are Motivation (X1), Job Satisfaction (X2). Data analysis techniques use research instrument tests (validity test and

reliability test), normality test, multicollinearity test, heteroscedasticity test, descriptive analysis, multiple linear regression analysis and hypothesis testing (T test).

RESULTS AND DISCUSSION

The aim of this research is to provide an empirical example of analysis of the impact of motivation and job satisfaction on employee performance. To prove the question, a collection of data information is first carried out.

1. Kolmogorov Smirnov Normality Test Results

Table 2
Kolmogorov-Smirnov Test Results

N	107
Kolmogorov-Smirnov Z	0.618
Asymp. Sig. (2-tailed)	0.840

Source: SPSS 16 data

Based on the table above, the One Sample Kolmogorov Smirnov Test results show asymp. Sig Unstandardized residual is 0.618. It can be concluded that the significant value is greater than alpha 0.05, thus the normality test results show that the data is normally distributed.

2. Multicollinearity Test Results

Table 3
Multicollinearity Test Results

Variable	Collinearity Statistics	
	Tolerance	VIF
Motivation	0.750	1,334
Job Satisfaction	0.750	1,334

Source: SPSS 16 data

Based on the multicollinearity test, it shows that the tolerance value of each variable is above 0.1, and the VIF value is below 10, so the conclusion is that there is no multicollinearity problem.

3. Heteroscedasticity Test Results

Table 4
Heteroscedasticity Results

Variable	Sig	Conclusion
Motivation	0.949	Free of Heteroscedasticity Symptoms
Job satisfaction	0.591	Free of Heteroscedasticity Symptoms

Source: SPSS 16 data

Based on the results of the Heteroscedasticity test above, it can be seen that the significant value of Motivation is $0.949 > 0.05$ and the significant value of Job Satisfaction is $0.591 > 0.05$, so this research is free from symptoms of heteroscedasticity and is worthy of research.

Results of Multiple Regression Analysis

Table 5
Multiple Linear Analysis

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Variable	Coefficient
(Constant)	7,527
Motivation	0.217
Job satisfaction	-0.055

Source: Data processed

Where variable Y is employee performance, variable1 is motivation, variable X2 is job satisfaction, and variable α is a constant, and variable b is the regression coefficient, variable e is the Error Term (disorder factor)

Based on the multiple linear results in table 5 above, the following equation can be created:

$$Y = 7.527 + 0.217X_1 + -.055 X_2 + e$$

A constant value of 7.527 means that if the variables studied, in this case, motivation towards performance and job satisfaction towards performance are assumed to have a value of zero. So employee performance remains at 7,527. If the regression coefficient value of Motivation on employee performance is 0.217, which means that if Motivation on performance increases by one unit, it will increase employee performance by 0.217 assuming other variables are constant. If the regression coefficient value is -0.055 for Job Satisfaction on performance, it means that the relationship between Job Satisfaction and performance increases by one unit, it will increase employee performance by -0.055 assuming other variables are constant.

Hypothesis Test (T-Test)

Table 6
Hypothesis testing

Variable	Q	Sig	Information
Motivation	5,520	0,000	H ₁ Accepted
Job satisfaction	-0.821	0.413	H ₂ Rejected

Source: Data processed

Based on the t test results in the table, the following analysis can be carried out:

1. Test Hypothesis One

Work motivation has a significant effect on employee performance. The results of calculating the motivation t test (X2) on employee performance have a calculated t value of 5.520 with a significant value of 0.000 when compared with the t table of 1.28974, Ho is accepted and Ha is rejected. This means that the work motivation variable hypothetically does not have a significant positive effect on employee performance at the UPTD Center for Food Crop Protection and Horticulture.

2. Test Hypothesis Two

Job satisfaction does not have a positive and significant effect on employee performance. The results of the t test calculation of job satisfaction (X2) on employee performance have a calculated t value of -0.821 with a significance of $-0.055 < 0.05$ with a t table of 1.28974, Ho is rejected and Ha is accepted. This means that t count is greater than t table. Thus, H2 is accepted, meaning that job satisfaction with employee performance hypothetically does not have a positive and significant effect on employee performance at the UPTD Center for Food Crop Protection and Horticulture.

Discussion

The Influence of Motivation on Employee Performance at the West Sumatra BPTPH Office.

Based on the results of the t test on the motivation variable it is 5.520 and the significance is 0.000 which is smaller than 0.05. In this test, it was stated that motivation had a positive and significant effect on employee performance at the UPTD Office of the Center for Food Crop Protection and Horticulture (BPTPH) West Sumatra, it was declared accepted.

This test concerns motivation variables on employee performance. The results obtained are that motivation variables have a positive effect on employee performance. This test is in line with the test carried out by (Riyadi, 2011) Work Motivation significantly influences Employee Performance with a statistical value of 4.293. With employee motivation, employees can be sure that they will enjoy working, which will also have an impact on their performance as employees.

This means that the higher the motivation of the UPTD employees of the West Sumatra Food Plant Protection and Horticulture Center (BPTPH), the condition will be able to influence positively and significantly on the performance of employees at the West Sumatra BPTPH.

The Influence of Job Satisfaction on Employee Performance at the West Sumatra BPTPH Office.

Based on the results of the t test on the job satisfaction variable it is -0.821 and the significance is 0.413 which is greater than 0.05. In this test, which stated that job satisfaction had no positive and significant effect on employee performance at the UPTD Office of the Center for Food Crop Protection and Horticulture (BPTPH) West Sumatra, was declared rejected.

Job satisfaction does not have a significant effect on employee performance, meaning that the worse and less conducive job satisfaction is, the more employee performance will decrease. Everything that is around the worker and that can influence him in carrying out the tasks assigned to him.

This means that uncomfortable job satisfaction will affect the performance of UPTD employees at the Center for Food Plant Protection and Horticulture (BPTPH) West Sumatra, so this condition will have a negative and insignificant influence on the performance of employees at BPTPH West Sumatra.

CONCLUSION

From the results and discussion that have been presented regarding the influence of motivation and job satisfaction on employee performance, it can be concluded that firstly, the motivation variable has a positive and significant effect on employee performance and secondly, the job satisfaction variable has no significant effect on employee performance. Thus, to improve employee performance, company management must pay attention to employee motivation. Because motivation in this research is the main factor in influencing employee performance.

In the process of this research, the researcher realized that the research results were still far from perfect and had limitations and shortcomings that could influence the research results. So the writing suggests including other variables that can influence employee performance, for example. Work environment, organizational culture and as follows. Using other models such as regression models with mediating or moderating variables. Because the current model is considered a relatively simple model.

From the discussion that has been described, the following conclusions
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can be drawn:

1. The results of testing the motivation variable (X2) hypothetically have a positive and significant effect on employee performance at the Bnarat Sumatra Province Food Crop Protection and Horticulture Center, so that increasing motivation will also increase employee performance.
2. The results of testing the job satisfaction variable (X2) hypothetically do not have a positive and significant effect on employee performance. In the sense that so far job satisfaction has been quite good at the Food Crop Protection and Horticulture Center which is able to motivate employees well such as giving awards, attention and participation which are given fairly so that there is no social jealousy between employees and can improve employee performance so that it does not affect performance. employee.

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