

Analysis Of Work Motivation On Employee Performance At PT. Surya Langgeng Sejahtera Kalumpang District, Hulu Sungai Selatan District, South Kalimantan Province

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Abstract

Research purposes is For know Motivation Work On Employee Performance at PT. Surya Langgeng Sejahtera District Kalumpang , Hulu Sungai Selatan Regency , Province Southern Kalimantan . Type of method study is study descriptive and qualitative , data analysis methods used is analysis linear regression with using SPSS 20. Data source obtained with using primary and secondary data where the primary data was obtained from questionnaire that has been shared to respondents . Research result state that motivation influential to performance employee At PT. Surya Langgeng Sejahtera District Kalumpang , Hulu Sungai Selatan Regency , Province Sentence South ..

Keywords : Motivation , Performance

INTRODUCTION

Evaluation performance is absolute activity must done For know attainable achievements achieved every employee . is achievements achieved every employee good , medium or bad and with evaluation employee performance get attention from his superior so that push they enthusiastic Work as long as the assessment process honest and objective . Beside That evaluation performance is also carried out For motivating employee with give encouragement and one of them through communication to create it maximum performance. Through evaluation performance can is known lack nor excess from the employees in carry out his job , as well until Where skills and abilities in it works . With exists motivation provided to employee will influence performance , like will Work more

enterprising Work for the sake of development himself and his career as well as push level decline performance (Tafonao , 2023).

Motivation Work this is what drives it employee in do his job . If employees the get strong urge from in himself or strong urge from outside . Motivation Work employee in something organization influenced by source available power and facilities. For support work them , and by supervising superiors department and provide recognition and encouragement to employee . Driving factors that are influenced by something internal self somebody often called with motives and factors motivating nature external to a person produced by someone leader through evaluation to various method or appropriate tool for that person (Magfirani, 2018).

Motivated people For Work Because have objective life. This matter influence individual and becoming more motivating because people feel worried when need his life No fulfilled . Motivation is very important Because is strength possible drivers. We do action For reach goals , objectives , and satisfaction We Alone .

PT. Surya Langgeng Sejahtera Factory Palm is a moving business entity in the field agro-industry that utilizes results agriculture as material standard that is processed palm oil become oil coconut palm oil .

PT. Surya Langgeng Sejahtera Factory Palm in do development employees , necessary apply motivation Work as one of the aspect in increase performance employees , so expected from performance obtained will dreaming of progress and PT. Surya Langgeng Sejahtera Factory Palm Oil .

Based on background behind the problem above then , researcher feel interested For do study with title “ **Analysis Motivation Work On Employee Performance at PT. Surya Langgeng Sejahtera District Kalumpang , Hulu Sungai Selatan Regency , Province South Kalimantan** ”

LITERATURE REVIEW

Management Human Resources

According to Rahman (2020) Management source Power man is a process of utilization man as power Work in a way humane , so that potential physical and psychological it has works maximum for achievement objective organization and According to Susan (2019) resources Human Resources (HR) is individual productive work as mover something organization, good it 's inside institution nor company that owns function as asset so that must trained and developed his abilities . Understanding source Power man macro in a way general consists of the two , namely macro HR that is amount resident in age productivity in a region and micro human resources .

Motivation Work

Motivation Work is something important and frequent things mentioned by the leader organization, good. That in a way open nor regularly sheath. Musyawwir (2021) defines it motivation as an explanatory process intensity, direction, and conditions something moving conditions man to direction objective certain.

Motivation Work is stimulation for every employee. For Work in operate his task. With good motivation then the employees will feel happy and excited in Work so that result significant development and growth in oneself organization.

Employee performance

Siregar (2021) performance employee is process-oriented achieved by employees in accordance his role in organization in accordance with standards that have been determined. For maximizing productivity. Employee performance is results work done by someone in something organization or institution to achieve expected goal minimize loss.

performance employee is results work that can be done achieved employee. Good individual nor group in something organization, accordingly with authority and responsibility the answer given organization in reach vision and mission as well as objective organization with ability finish problem in accordance with specified time and not violate law.

RESEARCH METHODS**Types of research**

Type of research used is Analysis descriptive Quantitative that is analysis used. For describe and explain about influence motivation Work to performance employees at PT. Surya Langgeng Sejahtera Factory Palm Oil. Respondent totaling 30 people in the form of staff/ employees at PT. Surya Langgeng Sejahtera Factory Palm Oil.

Data analysis method**Analysis Simple Linear Regression**

Analysis simple linear regression is connection linearly between. One variable independent (X) with variable dependent (Y). The equation can written as following:

$$Y = a + Bx$$

Information:

Y: Employee performance

a: Constant

X: Motivation Work

B: Coefficient regression



Validity test

According to Sugiyono (2017) Validity test used For measure legitimate or vsalid or not something questionnaire . Validity test analyzed with method compare calculated r value in the correlation item total correlation column with r table ($df = nr$). If r count > r table , then declared valid, and if r count < r table , then stated invalid .

Reliability Test

Reliability test used For measure something questionnaire which is indicator from variable.

t Test (Partial Test)

Purposeful t test For know individual influence One variable independent to variable dependent .

RESULTS AND DISCUSSION**Validity test**

R calculation results Then consulted with r table with level significant more small from 0.05. If r count > r table so statement items can said to be valid, will but if r count < r table so can said that statement item the invalid .

Table 1. Validity Test Motivation Work

Variable	Question Items	R. Count	R. Table	Information
Motivation Work (X)	X1	0.647	0.361	Valid
	X2	0.512	0.361	Valid
	X3	0.396	0,361	Valid
	X4	0.769	0,361	Valid
	X5	0.759	0,361	Valid
	X6	0.825	0,361	Valid
	X7	0.628	0,361	Valid

Sumber: The Result of Primary Data, 2023

Based on table validity test results above , it is known that statement item is used in study This For measure variable motivation work (x) by statistics number correlation obtained must compared to in number r person correlation table . If r count > r table then the statement item the said to be valid. r table determined with method determine amount all over samples (n) and obtained r table of 0.361. Based on table 1 is known that all statement items on variables motivation Work fulfil condition .

Table 2. Performance Validity Test

Variable	Question Items	R. Count	R. Table	Information
Employee Performance (Y)	Y1	0.602	0.361	Valid
	Y2	0.766	0.361	Valid
	Y3	0.756	0.361	Valid
	Y4	0.689	0.361	Valid
	Y5	0.628	0.361	Valid
	Y6	0.412	0.361	Valid
	Y7	0.367	0,361	Valid

Sumber: The Result of Primary Data, 2023

Based on table validity test results above , it is known that statement item is used in study This For measure variable motivation work (x) by statistics number correlation obtained must compared to in number r person correlation table . If r count > r table then the statement item the said to be valid. r table determined with method determine amount all over samples (n) and obtained r table of 0.361. Based on table 1 is known that all statement items on variables motivation Work fulfil condition .

Reliability Test

Reliability questionnaire in study This is use formula Cronbach's alpha coefficient , with method compare Alpha value with the standard . Based on description that , then served results processing data regarding testing data reliability in variable study .

Table 3. Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
,807	14

Source : The Result of Primary Data, 2023

From the results of Table 3 it can be seen seen Cronbach's Alpha value is 0.807 as calculated r value , results This compared to with r table value obtained from N or amount sample = 30 and $\alpha = 0.05$ then r table = 0.361 then the statement item stated reliable . So that can taken conclusion that all existing statement items worthy and fulfilling condition For used as instrument study .

t Test (Partial Test)

A t test was performed For test hypothesis study about influence of each variable free in a way Partial to variable bound .

Table 4. T test

Variable	t	Sig.
Motivation (X)	3,712	,001
	2,662	0.00

Source : Primary Data Processing Results, 2023

It can be seen in table 4 that sig value (0.00) < 0.005 . So that can taken conclusion that motivation influential to performance employees at PT. Surya Langgeng Sejahtera Factory Palm Oil .

CONCLUSION

Based on direct data processing is carried out writer during do research at PT. Surya Langgeng Sejahtera Factory Palm oil , yes concluded that : Test results hypothesis prove there is influence between motivation Work to performance employee . Viewed from results calculations that have been made done obtained sig value (0.00) < 0.005 . Based on results the can concluded that motivation Work influential positive to performance employees at PT. Surya Langgeng Sejahtera Factory Palm Oil .

SUGGESTION

Should If company often provide training (training) for example 1 month twice as appropriate with their tasks _ live it . Order them Can more motivated do work and them Can more competent .

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