

THE INFLUENCE OF MOTIVATION ON PERFORMANCE OF EMPLOYEES AT THE DISTRICT TRANSPORTATION SERVICES WEST BANDUNG

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Abstract

Purpose - To analyze the influence of motivation on employee performance at the Department of Transportation, West Bandung Regency

Design/methodology/approach –This study uses an explanatory method through a quantitative approach (Hammarberg, Kirkman, & de Lacey, 2016) with a total population and sample of 43 employees, the sampling technique used is a saturated sampling technique where all populations are sampled.

Findings –The results showed that there is the influence of motivation on employee performance at the West Bandung Regency Transportation Service with the coefficient of determination (KD) 42.00% while 58.00% is the contribution of other variables that affect employee performance but is not investigated

Originality/value –This paper provides one of the foundations Employee Performance at the Bandung Regency Transportation Service

Keywords: Motivation, Employee Performance

INTRODUCTION

From table 1.1 below, it can be seen that the achievement of the performance of the employees of the West Bandung Regency

Transportation Service on average has not reached the 100% target as expected even though the numbers are categorized as good according to the report of the Human Resources Department of the West Bandung Regency Transportation Service.

Table 1.1 Target dan realisasi Rata-Rata Kinerja Pegawai Dinas Perhubungan Kabupaten Bandung Barat tahun 2017-2020

No	Tahun	Jumlah Tenaga	Target (%)	Kinerja	Realisasi Kinerja(%)
1	2017	43	100		86.9
2	2018	43			85.8
3	2019	43			89.7
4	2020	43			87.6
Rata-rata			100		87.5

In addition, the author also found another phenomenon related to employee performance, namely the presence of employees who did not participate in carrying out the morning apple every Monday. Where morning apples are held every working hour on Mondays from 07.30 to 08.00 it is mandatory for employees of the West Bandung Regency Transportation Service, as later it was found that there were employees who stole work time to do other things that had nothing to do with work. , employee performance that is not on target, employee absenteeism is still high, lack of appreciation for active or outstanding employees. From these problems, the purpose of this research is to analyze the influence of motivation on employee performance at the Department of Transportation, West Bandung Regency.

THEORITICAL AND RESEARCH FRAMEWORK

2.1 Theoretical Review

2.2 Motivation

The development of dimensions and indicators of work motivation is based on what Rivai (2014:83) suggests, namely:

A. Dimensions of the need for achievement (Need of achievement) which consists of three indicators:

(1). The need to develop creativity (2). The need to improve skills

(3). The need to achieve the highest achievement (4). The need to work effectively and efficiently

b). The need to establish interpersonal relationships (Need of Affiliation) which consists of three indicators, namely:

(1). The need to be accepted

(2). The need to establish good relations between employees (3). The need to participate and cooperate

c). The need for power and influence on others (Need of power) which consists of two indicators, namely:

(1). The need to exert influence

(2). The need to develop power and responsibility

(3). The need to lead and compete

From this theory, the author concludes that motivation is an impulse that is influenced from within and from outside.

Employee Performance (Shahzadi, Javed, Pirzada, Nasreen, & Khanam, 2014),

Performance is a real achievement that is displayed by someone after the person concerned carries out his duties and roles in his organization.

According to Suliman (2001) In conducting research on performance there are 4 dimensions in measuring employee performance, namely:

a). Quality of work (quality of work)

Quality of work, namely the quality of work achieved based on the conditions of suitability and readiness, the indicators are:

- (1). Neatness in carrying out tasks (2). Accuracy in doing assignments
- b). Quantity of Work (quantity of work)

The resulting amount is expressed in terms of the number of units, the number of completed activity cycles, the indicators are:

- (1). Output volume
- (2). Contribution
- c). Job Knowledge

The breadth of knowledge about work and skills, the indicators are:

(1). Level of knowledge regarding the work performed (2). Have the skills needed to get the job done

- d). Presence

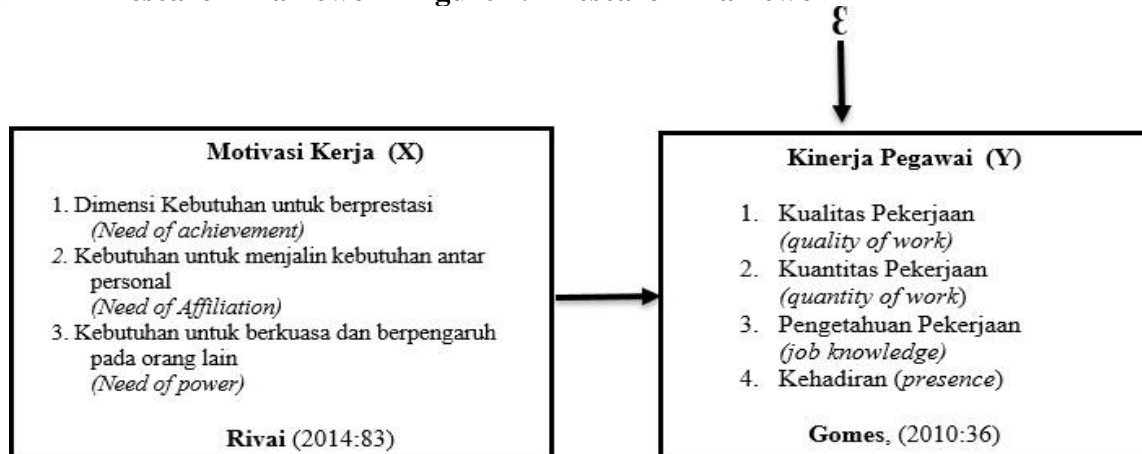
Attendance is related to the timeliness of employees present at work, the indicators are:

- (1). Employee absentee rate (2). Punctuality

2.3 Past Research

The five past research conducted by [Suharyoko \(2016\)](#) *Pengaruh Kompetensi, Motivasi Kerja Dan Budaya Organisasi Terhadap Kinerja Pegawai Pada Dinas Perhubungan Kabupaten Polewali Mandar* ([Widiantari, Azaria, Astika, & Farhaturrehman, 2021](#)), *Pengaruh Tingkat Kedisiplinan Dan Motivasi Kerja Terhadap Kinerja Pegawai Dinas Perhubungan Kota Magelang*. ([Sukmawati, 2017](#)) *Pengaruh Motivasi dan Kompetensi Terhadap Kinerja Pegawai Pada Dinas Perhubungan Kota Cirebon*. ([Dhermawan, Sudibya, & Utama, 2012](#)) *Pengaruh Motivasi Kerja Dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Dinas Perhubungan Kabupaten*. ([Adha, Qomariah, & Hafidzi, 2019](#)) *Pengaruh Komunikasi, Beban Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai* There are several supporting variables such as motivation on employee performance,

2.4 Research Framework Figure 2.1 Research Framework



2.5 Hypothesis

According to [Hammarberg et al. \(2016\)](#), the hypothesis is "a temporary answer to the research formulation. Research Hypothesis:

H0 : $\rho = 0$, There is no influence of motivation on employee performance at the Department of Transportation, West Bandung Regency.

H1: $\rho \neq 0$, There is an Influence of Motivation on Employee Performance at the Transportation Service of West Bandung Regency.

RESEARCH METHOD

This study uses an explanatory method through a quantitative approach (Hammarberg et al., 2016) with a total population and sample of 43 employees, the sampling technique used is a saturated sampling technique where all populations are sampled.

RESULT AND DISCUSSION

Table 4.1 Hasil Perhitungan t hitung dan Regresi Pengaruh Motivasi Kerja pegawai Terhadap kinerja Pegawai

Jumlah sample (n)	t hitung (p value)	Regresi		R ²
		Konstanta(a)	Koefisien Regresi(b)	
43	3.256	14.213	0.545	0.420
	0.0000			

By using these provisions, based on the calculation results as shown in table 4.8, it is known that the t-count value is $3.256 > 1.684$ ($t_{0.05, df = 43-2}$) with p value $(0.000) < 0.05$. Because p value < 0.05 and t count $> t$ table (H_0 is rejected or H_1 is accepted. $t_{0.05, df = n-2}$) then

CONCLUSION

That work motivation has a positive influence on employee performance at the Department of Transportation of West Bandung Regency by 42.00%. This means that the good and bad performance of employees will be determined by the high and low work motivation. The correlation between the two variables is positive, so the higher the work motivation, the better the employee's performance. Meanwhile, other variables of 58.00% have an effect on employee performance but have not been studied.

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