

Relationship between Motivation and Job Satisfaction with Performance

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Abstract. This research aims to determine the relationship between (1) motivation (2) job satisfaction with performance, (3) the relation between motivation and job satisfaction with performance altogether. The research method using survey by correlation approach. This research used as a sample of 80 employees, and 20 employees for testing, and selected based on a simple random technique (Simple Random Sampling). Study toward UPTD staff was conducted in each sub district, Karawang regency. Technique data collecting was using the instrument in the form of questionnaire. This instrument is calibrated with the test item validity and reliability coefficients. To test the validity of using Pearson Product Moment correlation, while the reliability coefficient is calculated using the formula of Cronbach Alpha. The implication of this research is an effort in improving the performance of employees can be done through motivation and job satisfaction.

Keywords: Relationship, motivation, job satisfaction, job performance

1 Introduction

The issue of education in Karawang district includes three issues: damaged school building infrastructure, education costs, and teacher quality and those issues have not been maximized.

Overcoming this problem, the district education office at the district level has a large responsibility and plays a very important role in managing human resources, which are able to compete in this globalization.

This situation occurs in the UPTD of the Department of Education of Youth and Sports Karawang regency, the low performance of employees, who have not carried out their duties to the maximum, so that the effect on the output produced.

Indirectly performance is determined by work motivation and job satisfaction, and these three factors are determinants of performance success. The high and low performance of a person is not only influenced the work motivation, and job satisfaction, this is partly characterized by a work environment that is not conducive to disrupted interpersonal relationships between employees, lack of respect for employees.

The high influence of job satisfaction of employees in the Department of Education for Youth and Sports is marked by the form of behavior, this is evidenced by the inaccurate time in completing work, low relationships between employees, lack of quality supervision from the leadership and uncomfortable working conditions, and low employee performance

2 Theoretical framework

2.1 Job performance

Human behavior is essentially goal-oriented, in other words that the behavior is stimulated by the desires to achieve the expected goals. The basic unit of behavior is activity, so it can be concluded that all behaviors are a series of activities or activities carried out and can produce performance. Basically performance will be seen in the condition when someone do a job, because performance is a success achieved or an achievement that is shown by someone in doing their work.

Performance can be interpreted as the total result of the work done by someone for the organization which is done at any time based on a predetermined time. [1]According to sallah employee performance is the most important part of work where the level of performance will increase employee motivation According to sallah employee performance is the most important part of work where the level of performance will increase employee motivation. [2]Performance in an organization can be determined by the employees and have a willingness to give the best to the organization. [3]From various studies of theories and opinions that have been described above, it can be synthesized what is meant by performance in this study is a set of values of actions or behavior of a person in carrying out work to contribute to the achievement of organizational goals

2.2 Motivation

In doing all activities, the determining factors in carrying out activities are the factors of (need) factor drive (drive), and the factor of purpose (goal), which is called motivation. In addition, motivation is essentially an impulse that is stimulated from within and from outside a person through psychological processes and individual thinking.

According to Boddy, Motivation comes from the strength that is inside or outside of someone who can generate and maintain commitment in work. Motivation comes from the Latin word movere, which means to move. But in the current context, motivation represents a psychological process that causes passion, direction, and perseverance with voluntary actions for planned goals. [3]According to Robbins and Decenzo Motivation can be interpreted as the willingness of someone to exert an effort which is to achieve the goals of an organization and strive with all the ability to satisfy his feelings[3].

2.3 Job satisfaction

Basically, job satisfaction is one form of employee attitudes that are shown in the organization of their work Job satisfaction is a set of attitudes toward work.

Robbins and Judge defines job satisfaction as positive feelings a person has for the results of work. [4]Job satisfaction is an employee's general attitude toward the job. The organizational rewards system often has a significant impact on the level of employee job satisfaction. According to Greenberg, Job satisfaction describes the feelings or positive or negative attitudes a person has towards the work and work environment. [1]According to Lin, An explorative study Job satisfaction comes from within employees to direct themselves and relationships with other colleagues. [5]From the study of the above theory can be synthesized what is meant by job satisfaction is a person's behavior towards feeling satisfied not satisfied with the results of his work.

3 Research methodology

The target population in this study were all employees of the West Java Provincial Education Office, Affordable Population of the Karawang District Education and Youth Office. The sample was the UPTD in Karawang district as a Purposive Sampling which numbered 30 UPTD with a total of around 210 employees as Sampling frames, 20 employees from Sampling frames were used as trials, and 80 employees from Sampling frames as samples were selected by Simple Random Sampling (SRS) using the standard error formula $\frac{\sigma}{\sqrt{n}}$. To collect quantitative data, a measurement tool is needed that is able to answer the problems in this study. In this study using statements in the form of questionnaires. The data collected was obtained from each respondent based on their assessment. The research instrument consists of three types, namely: (1) Work Motivation Questionnaire, (2) Job Satisfaction, and (3) Performance (<https://osf.io/mx35a>).

4 Hypothesis

Based on various theoretical studies above, it can be synthesized

- a) There is a positive relationship between the motivation to job performance
- b) There is a positive relationship between job satisfaction to job performance
- c) There is a positive relationship between motivation and job satisfaction together with the work discipline.

5 Research

5.1 Data description

Tabel 1. Job Performance Variables (Y)

Information	Job Performance
Mean	127,77
Median	126,50
Mode	125,00
Standard Deviation	7,77
Minimum	108
Maximum	146
Count	149

Based on the data that has been collected, regarding the performance, the lowest value is 108 and the highest value is 146, mean 127.77, Mode 125, Median 126.5 and standard deviation 7.77

Tabel 2. Motivation (X1)

Information	Motivation
Mean	123,75
Median	123,00

Mode	124,00
Standard Deviation	11,39
Minimum	95
Maximum	150
Count	150

Based on the data that has been collected, regarding the performance, the lowest value is 95 and the highest value is 150, the mean (mean) 123.75, the Median 123 mode 124 and the standard deviation 11.39

Tabel 3. Job Satisfaction (X2)

Information	Job Satisfaction
Mean	123,75
Median	129,00
Mode	125,00
Standard Deviation	8,31
Minimum	108
Maximum	149
Count	149

Based on the data that has been collected, regarding job satisfaction, the lowest value is 108 and the highest value is 149, the mean (mean) is 129.44, mode 125, Median 129, and the standard deviation is 8.31

6 Test analysis requirements

6.1 The results of the research and discussion

In testing the normality of the data, using the liliefors method, the result shows $L_{\text{account}} < L_{\text{tabel}}$, then H_0 states that the distribution of normal distribution scores is rejected, and vice versa H_1 is accepted.

No	Estimeted error	L_{count}	L_{tabel}	Info
1	Y atas X1	0,050	0,115	Normal
2	Y atas X2	0,052	0,115	Normal

6.2 Linearity and significancy test

Tabel 5. List of ANOVA for testing Significance and Linearity Regression $\hat{Y} = 74,72 + 0,429 X_1$

source of variance	dk	Number of squares (JK)	Average Number of square	Fcount	Ftable $\alpha= 0,05$	Ftable $\alpha= 0,01$
Total	80	1310888				
Regresi (a)	1	1306116,05				
Regresi	1	1882,29	1882,29	50,81**	3,98	7,01

(b/a)						
Residu	78	2889,66	37,05			
Tuna	43	1287,33	29,94	0,65ns	1,71	2,13
cocok						
Estimated error	35	1602,33	45,78			

** : Regression is very significant, $F_{hitung} > F_{tabel} = 50,81 > 7,01$ pada $\alpha = 0,01$

ns: Linear regression, $F_{hitung} < F_{tabel} = 0,65 < 2,13$ pada $\alpha = 0,01$

dk: Degree of Freedom

Tabel 6. List of ANOVA for testing Significance and Linearity Regression $\hat{Y} = 59,14 + 0,530X_2$

source of variance	dk	Number of squares (JK)	Rata-rata Jumlah Kuadrat (RJK)	Fcount	F_{table} $\alpha = 0,05$	F_{table} $\alpha = 0,01$
Total	80	1310888				
Regresi (a)	1	1306116,05				
Regresi (b/a)	1	1534,44	1534,44	36,97**	3,98	7,01
Residu	78	3237,51	41,51			
Tuna	32	1179,06	36,85	0,82 ^{ns}	1,71	2,13
cocok						
Estimated error	46	2058,45	44,75			

** : Regresi Regression is very significant, $F_{hitung} > F_{tabel} = 36,97 > 7,01$ pada $\alpha = 0,01$

ns: Linear regression, $F_{hitung} < F_{tabel} = 0,82 < 2,13$ pada $\alpha = 0,01$

dk: Degree of Freedom

Tabel 7. Double Regression Coefficient Analysis $\hat{Y} = 41.73 + 0.327X_1 + 0.355X_2$.

source of variance	dk	Number of squares (JK)	Average Number of squares (RJK)	Fcount	F_{table} 0.05	F_{table} 0.01
Total	80	1310888				
Regresi	2	2463.21	1231.60	41.08**	3.13	4.92
Residu	77	2308.74	29.98			

Tabel 8. Product Moment Correlation Calculation Results

No	Research variable		Rxy	T_{count}	T_{table}	Conclusion
	Free	Bound				
1	X1	Y	0,628	7,13	2,66	Significant
2	X2	Y	0,567	6,08	2,66	Significant

6 Conclusion

Based on data from the previous research results, with all data analysis requirements including, test homogeneity, linearity, regression significance, conclusions can be taken as First, there is a positive and very significant relationship between motivation and performance. That is, if motivation gets higher, then performance will increase. Second there is a positive and significant relationship between job satisfaction and performance. This means that if job satisfaction is higher, then performance will increase.

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