

The Influence of Job Satisfaction and Motivation on Employee Performance of PT. Marumo Indonesia Forging Karawang West Java

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Abstract. Adequate employee performance can be improved by the company through job satisfaction and work motivation for each employee. Satisfaction with the work provided and a manageable level of motivation can make employees do the job better and increase the employee's work intensity. The purpose of this study is to ascertain how work motivation and job satisfaction affect employees' performance. The purpose of this research is to examine the influence of job satisfaction and motivation on employee performance efficiency simultaneously and partially at PT Marumo Indonesia Forging Karawang, West Java. Data analysis uses quantitative methods with a sample size of 60 respondents using five formulas, specifically the T-test, F-test, correlation analysis, and multiple regression analysis. The study's findings indicate that work motivation and job satisfaction have a 50.6% impact on employee performance, while the variable others contributed 49.4%. Simultaneously and partially, Results indicate that work motivation and job satisfaction have a good and significant impact on workers' performance at PT Marumo Indonesia Forging Karawang, West Java.

Keywords: Job satisfaction; Work motivation; Employee performance

1 Introduction

In a corporation, human resources are crucial, large and small. The role of human resources is very important in part of strategy implementation as a subject of organizational strategy. They have potentials such as ideas and thoughts, skills, feelings, desires, status and training, age, gender and so on which, if brought into the organization, can be utilized and maximize their potential to achieve organizational goals. The interaction with the characteristics of each factor forms lifestyle, behavioral patterns, and work ethic, all of which will characterize the state of an organization. This happens because of the influence of human resources themselves in carrying out their duties.

The factor that influences performance improvement is job satisfaction. Job satisfaction is a general attitude towards one's job. Job satisfaction is a personal thing. Each individual has a different level of satisfaction depending on the value system that applies to him. The higher the rating of an activity that is felt to be by personal desires, the higher the level of satisfaction with that activity. [1] Low job satisfaction in an organization can cause decreased employee involvement in carrying out tasks, resulting in less-than-optimal performance. Lack of commitment to work is one of the consequences of leadership style. In carrying out their duties, employees need to commit to the organization.

Low job satisfaction in an organization can be caused by reduced motivation to carry out tasks, resulting in suboptimal performance. Lack of motivation at work is one of the consequences of leadership style. In carrying out their duties, employees need motivation in an organization. A person's motivation is a combination of their attitudes and ideals that push them toward their own objectives. Values and attitudes are imperceptible things that have the ability to motivate people to act in ways that advance their objectives. Furthermore, motivation can be understood as a person's urge to act because he wants to do it. If an individual is motivated then he will make a positive choice to do something because it can satisfy his desires. [2]

A person's motivation is a psychological condition that fuels their desire to engage in certain actions in order to accomplish their goals. A person's innate motivation will show itself as conduct aimed at reaching satisfaction objectives. Employees' inability to carry out their duties is caused by a lack of attention from the leadership. Another factor that can also influence employee performance is the competence produced by the employees themselves. In industrial countries such as France, West Germany, England, and the United States, it shows that growth comes from societal growth supported by quality human resources. Based on this reality, many developing countries, including Indonesia, emphasize that human resource development is very necessary to increase knowledge and competence (skills) in carrying out the tasks for which they are responsible.

Employee performance is the employee's ability to carry out work so that individuals have a relatively strong ability to recognize their involvement in the business. Employee performance does not only mean awareness and existence for the company, but employee performance must include policies for implementing an active employee relationship with the company. With good support, employees will have the desire to devote more energy and responsibility to happiness, well-being, and success at work.

The problem of company motivation must receive serious attention in human resource management. Companies must turn their employees into assets and no longer just tools of production. Therefore, companies must create a supportive environment where employees feel comfortable, and their needs are met and it is hoped that this can motivate them to work together to achieve the company's vision and mission. These favorable conditions may vary according to the characteristics of each company. However, in general, they can be provided with facilities, adequate welfare, clear career paths, opportunities for self-realization, comfort and security at work, old age benefits, and so on.

Decreased job satisfaction is characterized by employees becoming less productive at work and uncomfortable with their working conditions. These things can disrupt the company because employees are less active in the company. Decreased motivation is characterized by a decrease in employee hard work and reduced employee enthusiasm. This can be seen from the lack of rewards, bonuses, and incentives for employees. This hinders the achievement of company goals.

PT. Marumo Indonesia Forging Karawang, West Java is an excellent research site for studying how job satisfaction and motivation indices can influence employee performance. If employee job satisfaction and work motivation are not good, employee performance will decrease and company goals will not be achieved properly. When job satisfaction and employee motivation are good, employee performance will increase.

2 Method

An associative and quantitative research methodology is used in this study. Quantitative research is research that is not carried out in-depth, generally only investigating the surface, thus requiring a relatively shorter time. [3] The reason for choosing this research is because it uses statistical calculation analysis and is mathematical in nature. The associative approach research attempts to examine how a variable is related to other variables, whether a variable is influenced by other variables, or is the cause of changes in other variables.

Employee performance serves as the research's dependent variable. The variable that is affected by or results from the presence of the independent variable is known as the dependent variable. Work indicators include work quality, work quantity, reliability, and attitude. The independent variables used in this research are job satisfaction and work motivation. Independent variables are those that impact the dependent variable or are the source of its changes or emergence.

This research will be conducted at PT. Marumo Indonesia Forging Karawang, West Java, with the subjects or respondents being employees from PT. Marumo Indonesia Forging Karawang, West Java. The data collection technique uses a questionnaire distribution technique. Validity and reliability tests were carried out to determine the quality of the questionnaire. The data analysis technique uses multiple linear regression.

3 Discussion

The performance of an organization depends on the Human Resources (HR) within it, both as individuals and as a team. HR is an asset for humans. For this reason, companies that are smart and wish to improve their performance must strive to develop their human resources sustainably. Performance is the outcome of an employee's job in terms of quantity and quality that he or she achieves while carrying out the obligations assigned to them. Performance reflects the results, responsibilities, and behavior of a person or group who perform work to achieve organizational goals. Employee performance indicators include goals, standards, feedback, tools and means, competencies, motives, and opportunities. [4] Goals are better conditions to be achieved in the future. Standards are a form of measurement to assess whether goals have been achieved or not. Input used to gauge goal attainment, performance standards, and progress toward performance is called feedback. Tools or methods are components that help us accomplish our aims. The capacity of a person to perform the task assigned to him with quality is known as competence. A motivation is what compels someone to act in a certain way. Opportunities are workers' opportunities to show their work achievements.

Job satisfaction is the attitude of an employee in carrying out his work which is related to the work situation, cooperation between employees, wages received, and matters involving physical or psychological factors. [5] Indicators of job satisfaction include turnover, work attendance rate, age, job level, and company organizational size. Turnover is the process of moving employees in and out of a company voluntarily or not. The work attendance rate is the point at which a worker is present or absent and the supporting reasons. The age in question is a fundamental difference related to employee age which is related to the ease or difficulty of employees experiencing job satisfaction. Job level is a fundamental difference regarding an employee's position in terms of work. The size of a company's organization is how large or small the company is and is related to coordination, communication, and employee participation.

Work motivation is the driving force within a person to want to behave and work diligently and well according to the duties and obligations that have been given to him.[6] Indicators regarding motivation include hard work, future orientation, high level of aspirations, task or goal orientation, effort to progress, perseverance, colleagues chosen as experts, and time utilization. Achieving hard work achievements as a form of a person's motivation in doing work and responsibility is based on working hard in carrying out work. Future orientation is based on broad insight, has a real view of the future, and is applied in work. The level of aspirations and success is based on the amount of drive within oneself to achieve the maximum with one's abilities. Task orientation and task seriousness are based on an understanding of the meaning of work carried out as well as possible with the maximum level of seriousness. Efforts to progress are based on a view that motivates oneself to always have ideas and better ways of carrying out work. Diligence at work is based on attitude and loyalty in carrying out work without feeling bored and always working well. Colleagues who support each other will increase employee motivation at work. Motivation will arise automatically as the better the relationship is provided. The time used by employees is used as well as possible as high motivation at work.

To find out the identity of the respondents in this research, you can look at gender and age.

Table 1. Respondent Gender

Gender	Frequency	Percentage
Female	12	20%
Male	48	80%
Total	60	100%

According to the respondent gender table, it shows that male respondents was 48 out of 60 samples or 80%. Meanwhile, female respondent was 12 samples or 20%. Thus, it can be concluded that male respondents are more dominating than the female respondents in PT. Marumo Indonesia Forging Karawang, West Java.

Table 2. 3

Age (years)	Frequency	Percentage
<30	37	61,6%
31-40	18	30%
>40	5	8,4%
Total	60	100%

Based on the table above, it can be seen that the majority of research respondents are aged < 30 years, amounting to 37 employees or 61.6%. The 31-40-year-old group has 18 employees or 30%, while the > 40-year-old group has 5 employees or 8.4%.

This research uses 3 variables, namely X1, X2 and Y. X1 is a variable that shows the level of job satisfaction. X2 is a variable that shows the level of work motivation. Y is a variable that shows the level of employee performance. Multiple linear regression analysis was utilized to determine the impact of work motivation and job satisfaction on employee performance. Based on the results of data processing with the help of the SPSS 20.0 program, the empirical research results can be seen as follows:

Table 3. Data Processing Results

Independent Variable	T-count	Probability	Information
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Job satisfaction (X ¹)	3,452	0,0001	Significant
Work motivation (X ²)	5,632	0,0000	Significant
T-table: 2.052			

The impact of the independent variable on the partially dependent variable is examined using the T statistical test. The purpose of this study is to examine the partial or individual effects of job satisfaction and work motivation on employee performance at PT. Marumo Indonesia Forging Karawang West Java.

T count = 3.452 > T table = 2.052 and the significance value is 0.001 (sig < 0.05) for variable 57, where N = multiple samples and k = number of independent variables, as determined by the t-test. The aforementioned investigation leads to the conclusion that employee performance at PT. Marumo Indonesia Forging Karawang, West Java, is significantly impacted by work satisfaction. In the meanwhile, the work motivation variable's computed t value The aforementioned investigation leads to the conclusion that employee performance at PT. Marumo Indonesia Karawang West Java is significantly impacted by work motivation.

According to the test analysis results, there were both simultaneous and partial impacts between work motivation (X2) and job satisfaction (X1) on employee performance (Y) at PT. Marumo Indonesia Forging. Simultaneous influence can be seen based on data analysis through simultaneous hypothesis testing (F test), It is found that F-count ≥ F-table, Consequently, it can be said that employee performance is influenced by job satisfaction and work motivation, which has proven to be accurate. This is demonstrated by the fact that the F-count number (26.118 > 3.354) is bigger than the F-table, indicating that all independent variables, specifically work motivation (X2) and job satisfaction (X1), have a major impact on the dependent variable. Employee Outcomes. This is consistent with the fact that there is a relationship between satisfaction and performance, job satisfaction causes increased performance so that satisfied workers will be more productive and improve their performance.

The T-Test indicates that work satisfaction has a considerable impact on employee performance, indicating that it has a partial influence on employees' job satisfaction. The T count (3.452 > T table = 2.052) indicates that, in PT. Marumo Indonesia Forging Karawang, West Java, employee performance is somewhat influenced by work satisfaction. This can be interpreted as that job satisfaction which includes satisfaction with the job desk, job satisfaction with salary, opportunities for advancement, satisfaction with colleagues, and an employee's ability to perform better is strongly influenced by their level of contentment with the workplace that the firm provides. The study's findings support the hypothesis that there is a connection between performance and satisfaction, Job satisfaction causes increased performance so that satisfied workers will be more productive and improve their performance. Job satisfaction in short is a person's feelings towards work and everything encountered around the work environment. [5]

Based on the T-Test results, which indicate that the work motivation variable has a considerable impact on employee performance, the partial influence may be observed from the influence of work motivation on employee performance. Examining the findings of the analysis proves this. Work motivation has a t-count of 5,632 and a t-table of 2,052, therefore T-count = 5,632 > T-table = 2,052. The aforementioned investigation leads to the conclusion that employee performance at PT. Marumo Indonesia Forging Karawang West Java is significantly impacted by work motivation. The results of this research are by the theory according to Gie (in Aniversari, 2022) which states that motive or encouragement is an impulse that is the basis for someone to do something or work. a highly driven individual, one who goes above and beyond

to help his work unit and the company where he works achieve their production targets. When it comes to work, an uninspired individual gives it their all.

4 Closing

4.1 Conclusion

The author draws the conclusion that, at PT. Marumo Indonesia Forging Karawang West Java, staff performance is significantly impacted by work motivation and job satisfaction. Work motivation and job happiness together have a big impact on how well employees perform at PT. Marumo Indonesia Forging Karawang West Java. The variables representing work motivation and job satisfaction have a positive (+) regression coefficient, suggesting a unidirectional link. Put otherwise, PT employee performance will be enhanced by these factors. Karawang, West Java, is being forged by Marumo Indonesia. correlation or link between PT employee performance, work motivation, and job satisfaction. Marumo Indonesia Forging Karawang, West Java has an extremely high coefficient of determination ($r = 0.726$) and an R-square value of 0.526. Multiple linear regression should use adjusted R-square or written Adjusted R-square because it is adjusted to the number of independent variables used, where if the independent variable is 1 (one) then use R-square, and if it exceeds 1 (one) use adjusted R-square. The adjusted R-square is 0.506, which means 50.6% of the variation in the dependent variable of employee performance at PT. Marumo Indonesia Forging Karawang, West Java, which can be explained by the independent variables job satisfaction and work motivation, while the remaining 0.494 or 49.4% ($1 - 0.506$ or $100\% - 50.6\%$) is explained by other variables outside the existing variables. However, the value of this other variable is small, namely 49.4%.

Basically, employees who feel satisfied with their work tend to have high performance. Motivation and job satisfaction can have positive/good and negative/bad impacts or influences. If motivation and job satisfaction are optimal, it will have a maximum impact on organizational performance. If motivation and job satisfaction are too low, then motivation and job satisfaction in the organization experience stagnation and the organization becomes slow in adapting to various environmental developments. On the one hand, if motivation and job satisfaction are too high, there will be chaos, uncooperative, and hinder the achievement of organizational goals. The role of leaders and higher-ups is really needed in companies to manage motivation and job satisfaction which of course has a big impact on employee performance.

So, the hypothesis states that the motivation and job satisfaction implemented by PT. Marumo Indonesia Forging Karawang, West Java is acceptable and has a major impact on worker performance.

4.2 Suggestion

From the conclusions stated previously, the author will then present suggestions as input for the company, namely as follows:

- a) To further improve employee performance at PT. Marumo Indonesia Forging Karawang, West Java, the company needs to make harmonious relationships within the company a top priority.

- b) In improving the quality of performance, it is a good idea for companies to continue to pay attention to a comfortable working environment for employees.
- c) To increase work motivation, it is a good idea for companies to continue to pay attention to employee career paths
- d) The company needs to pay more attention to employee motivation and job satisfaction to realize better employee performance at PT. Marumo Indonesia Forging Karawang West Java.

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