

Relationship of Work Motivation with Employee Performance in The Office of Education and Youth Education Department of Solok District

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Abstract—This study aims to find out how the relationship between work motivation and employee performance. The hypothesis of this study is that there is a significant relationship between work motivation and employee performance at 95% confidence level. The study population was all employees totaling 62 people. Sampling using the Simple Random Sampling Technique by looking at the Krechie table to get a sample of 56 people. The data collection tool is in the form of a Likert scale model questionnaire. Data analysis techniques use product moment correlation formula. The results of this study are that there is a significant relationship between work motivation and employee performance, in which work motivation is positively related to employee performance.

Keywords— work motivation; performance

I. PRELIMINARY

Performance is the result of work that has a strong relationship with the organization's strategic objectives. High employee performance will be able to support the achievement of organizational goals optimally, as well as vice versa where with low employee performance the organizational goals that are expected to be difficult to achieve optimally. Performance improvement for employees has a very important meaning, especially in an effort to achieve organizational goals. But there are still employees who do not understand work procedures so that there are still jobs that are not in accordance with what has been determined and lack of ability to operate modern equipment. In addition, the conceptual ability to innovate is less owned by employees because the work undertaken is only limited to routine.

Employee performance is the implementation of plans that have been prepared to achieve the stated goals. Performance is very important for employees because with good performance or results, the goals are well achieved. But behind that the performance achieved must certainly be as expected [1].

Many factors influence the performance of employees in the field, one of which is work motivation. According to Hamzah B. Uno "motivation is the basic drive that moves a person to behave" [2]. The term motivation comes from the word motive which can be interpreted as the power contained in the individual acting or acting. According to Wibowo

"motivation is an impetus to a series of processes of human behavior on achieving goals [3].

The problem that will be examined in this study is the relationship between work motivation and employee performance. In relation to each level of work motivation and employee performance and how the relationship between work motivation and employee performance at the Solok district youth and sports education office.

Thus the questions that can be asked in this study are as follows:

1. What is employee motivation?
2. What is the employee's performance?
3. Is there a relationship between work motivation and employee performance?

II. THEORETICAL REVIEW

A. Employee Performance

Usman explained that performance is the work that can be achieved by a person / group of people in an organization in accordance with the authority and responsibility of each in order to achieve the objectives of the organization legally, not violating the law and in accordance with moral or ethical [4]. Furthermore Wibowo also stated that: performance is about doing work and the results achieved by the work. Performance is about what is done and how to do it [3].

The limitation of the expert emphasizes that performance as a result of work achieved by a person / group of people at work. Good or bad a job is determined by an employee at work. The ability of employees in carrying out tasks must get the attention of superiors, because success in carrying out tasks is determined by the skills and abilities of employees [5]. For this reason, in order to achieve the goals of an institution, the employee's performance must be improved towards a better direction.

To achieve high performance there are certainly factors that can stimulate the emergence of performance in accordance with these expectations. Many things affect someone to produce good work. According to Wibowo

performance is influenced by (a) knowledge, ability and attitude, (b) work style, personality, interests / interests, basics, values of attitudes, beliefs and leadership styles. Furthermore Bacal [6] mentions the success of an employee can be influenced by the following factors [3]:

1) Individual factors

Included in individual factors include: level of motivation, commitment, expertise, knowledge, skills, and thinking ability.

2) System factors

This factor includes poor work flow, excessive bureaucracy, poor communication and inadequate equipment / equipment.

According to Ruky suggests several characteristics or characteristics that are used as objects of performance measurement are: honesty, obedience, discipline, loyalty, initiative, creativity and others [7]. Dan Sastrohadiwiro argues that, the elements assessed in performance are from the level of employee loyalty, job performance, employee initiatives, employee compliance, and employee cooperation [8]. According to Wibowo which can be used as a benchmark to see employee performance, namely: Productivity, Quality, Timeliness, Cycle Time, Utilization of Resources, and Costs [3].

From some of the opinions above and the facts that occur in the field it can be concluded that the performance indicators of employees in this study are (1) cooperation, (2) work initiatives, and (3) work loyalty, because the three indicators according to the authors have more influence strong against employee performance.

B. Work Motivation

According to Hamzah B. Uno "motivation is the basic drive that moves a person to behave". The term motivation comes from the word motive which can be interpreted as the power contained in the individual acting or acting [2]. According to Wibowo motivation is an impetus to a series of processes of human behavior on achieving goals [3]. From the two expert opinions above it can be said that motivation is a force that encourages someone to do an activity.

Factors that influence motivation according to Malone quoted by Uno can be in the form of intrinsic factors, namely "the motivation that arises does not require external stimulation because it already exists in the individual itself which is in line with needs [2]. While extrinsic factors are motivations arising from external stimuli.

Work motivation is very important because with the motivation in the employee will affect the achievement of organizational goals, for that a leader as a driver and director must be able to generate work motivation of employees in the office.

According to Manulang (2007: 12) "an employee who has work motivation will be seen from the following indications: perseverance, patience, work spirit, work discipline and responsibility".

In Hasibuan (2010: 110) Herzberg's Two Factors Motivation Theory there are 2 factors:

1) Fill in the content

- a) *Prestasi*
- b) *Recognition*
- c) *The work itself*
- d) *Responsibility*
- e) *Development of individual potential*

2) Hygienic factors

- a) *Salary or wages*
- b) *Working conditions*
- c) *Company policies and administration*
- d) *Personal relationships*
- e) *Quality of supervision.*

From some of the opinions above it can be seen that there are many aspects of work motivation. However, if it is related to phenomena that occur in the field, then a number of indicators are taken that are related to work motivation, namely: perseverance, morale, work discipline and responsibility".

Relationship between Work Motivation and Employee Performance

Work motivation is one of the factors that influence employee performance. The effectiveness of the organization when viewed from the standpoint of individual employees will clearly show how important employee work motivation is. Employees will always try to improve the quality of their organization. Trying to improve the quality of the organization also means improving the performance of the employee.

This is consistent with the opinion of Donnely (1996: 13) which states that there are several factors that determine performance, namely: a) motivation and ability to interact, and b) rewards and rewards. In addition Rosset and Arwady (1987) as quoted by Haryono, stated that there are four factors that affect performance, namely: a) lack of skills and knowledge, b) lack of incentives or inaccurate incentives given, c) work environment that is not supportive, and d) lack of motivation. So, it can be said that work motivation has a relationship with employee performance. This can be seen when an employee feels there is an urge from within to act, do or do something in meeting their needs. If someone's motivation to achieve a goal is higher then the higher the effort made to achieve that goal. So it can be expected that there is a relationship between achievement motivation and employee performance.

C. Research Hypothesis

The hypothesis proposed in this study is that there is a significant relationship between work motivation and employee performance.

III. RESEARCH RESULT

A. Employee Performance

Data collection on employee motivation variables was obtained from the questionnaire distribution of 56 respondents. Scores obtained from respondents for work motivation variables with the lowest score 90 and highest score 121. After processing data obtained Mean = 103.6 Median = 104.15 Mode = 105.25 and SD = 8.7

B. Work Motivation

Data collection on employee performance variables was obtained from the questionnaire distribution of 56 respondents. Scores obtained from respondents for employee performance variables with the lowest score 90 and highest score 124. After processing the data obtained Mean = 104.25 Median = 103.25 and Mode = 101.25 SD = 8.2

C. Analysis Requirements

The research hypothesis was tested with correlation techniques. To use this technique there is a requirement, which is to test for normality. Testing of normality is done by chi squared technique on work motivation and employee performance.

IV. DISCUSSION

Based on the results of research conducted there is a significant relationship between work motivation and employee performance at 95% significance level. For more details, the following will be discussed in the discussion of each variable.

A. Work Motivation

Based on the data obtained from the respondents it turns out that by comparing the mean score with the maximum score multiplied by 100% it can be seen that the quantitative assessment of work motivation is in the good category (83% of the ideal score).

Work motivation is a force that can encourage someone to do an activity. In accordance with Uno's opinion "motivation is the basic drive that moves someone to behave" [2]. Motivation is very important for someone at work. Employees who have high motivation will carry out their duties as well as possible, passion and enthusiasm so that organizational goals can be achieved. Conversely, if employees have low motivation, in carrying out their duties carelessly, lacking responsibility and lack of enthusiasm, clearly the goals of the organization will not be achieved.

B. Employee Performance

In line with the processing of data on the work motivation above, then for the employee performance variable shows that the employee's performance is in the good category (83% of the ideal score) this category is obtained by comparing the mean score with the maximum score multiplied by 100%. This means that the performance of the staff of the Office of Youth and Sports Education of the Solok Regency is good.

Performance is the result of work displayed by someone in carrying out their duties and responsibilities. In accordance with the opinion of Sastrohadiwiryono, performance is the result of work achieved by an employee in carrying out the tasks and work given to him [8]. Therefore, employee performance needs to be improved continuously.

As stated above, the correlation coefficient between work motivation and employee performance is influenced by work motivation. This means that the relationship between the two variables is quite high.

C. Relationship between Work Motivation and Employee Performance

The results of testing the hypothesis shows that there is a significant relationship between work motivation and employee performance that is by getting $r = 0.29 > r_{table} = 0.25$ at 95% confidence level. Testing the significance of the relationship between work motivation and the performance of employees of the Office of Youth and Sports Education of Solok Regency is done using the t test formula. The test results also prove the significance of the relationship by obtaining $t_{count} = 2.219 > t_{table} = 2.000$ at 95% confidence level. Means that the better work motivation increases employee performance, otherwise if work motivation is not good then employee performance will be low.

Performance is influenced by knowledge, abilities and attitudes, work style, personality, interests / interests, basics, values of attitudes, beliefs and leadership styles. All of these factors affect the performance of employees but how much influence they need to conduct further and in-depth research.

But clearly one of the important factors that affect employee performance is work motivation. Motivation can affect employee performance. This is in accordance with Haryono's opinion, suggesting that there are four factors that influence performance, namely: a) lack of skills and knowledge, b) lack of incentives or not exactly incentives provided, c) work environment that is not supportive, and d) lack of motivation.

Based on the above opinion, it means that work motivation is closely related to employee performance. For that an employee must have motivation from within him. This can be seen when an employee feels there is an urge from within to act, do or do something in meeting their needs. If someone's motivation to achieve a goal is higher then the higher the effort made to achieve that goal. Trying to improve the quality of the organization also means improving the performance of the employee.

V. CONCLUSION AND SUGGESTION

From the results of the research and discussion that have been stated in the previous chapter, it can be concluded as follows:

- A. *Work Motivation Employees of the Office of Youth and Sports Education of Solok Regency are in the good category. This can be seen from the comparison of the average score (mean) obtained by the maximum score multiplied by 100%. The mean obtained was 103.6, a maximum score of 125, (83%) in the good category.*
- B. *The performance of employees of the Office of Youth and Sports Education Services of Solok Regency was in the good category (83%) of the ideal score with an average mean of 104.25. This means that the performance of employees of the Office of Youth and Sports Education Services in Solok Regency is in the good category.*
- C. *There is a meaningful relationship between work motivation and the performance of employees of the Office of Youth and Sports Education Office of Solok Regency. The magnitude of the correlation coefficient obtained $r = 0.29$ at 95% confidence level.*

From the conclusions above, the following suggestions can be stated:

- A. *Leaders and employees of the Office of Youth and Sports Education of Solok Regency should always increase work motivation by means of perseverance, work patience, morale, work discipline and responsibility in carrying out work.*
- B. *Leaders are expected to be able to increase employee work motivation by providing rewards in the form of promotions, as well as giving bonuses so that employees are more motivated in working.*
- C. *Because there is a positive relationship between work motivation and employee performance, it is expected that the leadership can foster employee motivation to get good performance from these employees. motivation is a force that can encourage someone to do an activity. In accordance with Uno's opinion "motivation is the basic drive that moves someone to behave"[2]*

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