

## MOTIVATION AND IMPLEMENTATION OF EMPLOYEES PERFORMANCE OF NUGRAHA EKAKURIR TRACK, LTD IN SURAKARTA

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**Abstract:** Exemplary leaders motivate employees in building company performance. The study shows that motivation has an important influence on employee performance. The purpose of this study was to determine whether motivation had an effect on employee performance at Nugraha EkakurirTrack, Ltd in Surakarta. Hasibuhan's theory (2010) and Robbins (2011) state that performance is the result of work achieved based on motivation. This study uses a quantitative approach. Sample 70 employees of Nugraha Ekakurir, Ltd Surakarta route was taken by census with a saturated sampling technique. Questionnaire as an instrument to collect data. The data obtained were analysed by linear regression test, t test, and R<sup>2</sup> test. Regression test shows that motivation has a significant positive effect on the performance of Nugraha Ekakurir Track, Ltd in Surakarta. In relation to the t test, it shows that the motivation variable has a significant effect on the performance of employees of Nugraha Ekakurir Track, Ltd in Surakarta. Meanwhile, the results of the R<sup>2</sup> test obtained the number 0.656 or 65.6% of employee performance is influenced by motivation, the remaining 34.4% is influenced by variables outside the study. The results of this study are useful as guidelines and recommendations and references for management practitioners, and researchers, especially those related to Human Resource research.

**Keywords:** Motivation, Employee Performance.

### 1. Introduction

Motivation has an influence on human resources in an organization, the progress of an organization is determined by the existence of its human resources. The success of an organization in achieving organizational goals is determined by the motivation given to employee performance. The ability of employees to do the work that is their responsibility as well as a benchmark for achieving organizational goals. If an organization is able to achieve the goals that have been set, it can be said that the organization is effective. Along with the development of time, all organizations are required to be able to compete to provide the best service, including government organizations. Motivation at Nugraha Ekakurir Track, Ltd that occurs is the lack of rewards or awards for employees who are active in improvement will become less enthusiastic employees, employee performance appraisals are less selective between employees who are diligent and less diligent, so that employees are less motivated to compete for better work values. If the company gives more attention to employees who are active and enthusiastic at work, the performance of Nugraha

Ekakurir Track, Ltd in Surakarta will increase. In this study, researchers examined the motivational variables on the performance of employees of Nugraha Ekakurir Track, Ltd in Surakarta. Hasibuhan (2010) suggests that performance is a work achieved by a person carrying out the tasks assigned to him based on skills, experience and sincerity and time. Robbins (2011) motivation is the willingness to expend a high level of effort for organizational goals, which is conditioned by the ability of that effort to meet several individual needs. Based on the description above, it can be concluded that the formulation of the problem is as follows: "Does motivation affect the performance of employees of Nugraha Ekakurir Track, Ltd in Surakarta?"

## **2. Literature Review**

### **Employee performance**

Hasibuhan (2010) suggests that performance is a result of work achieved by someone carrying out the tasks assigned to him based on skills, experience and sincerity and time. In other words, performance is the result of work achieved by a person in carrying out the tasks assigned to him in accordance with established criteria. Meanwhile, according to Tika (2006) performance is the result of the work function/activity of a person or group in an organization which is influenced by various factors. to achieve organizational goals within a certain period of time. Based on the understanding of performance from the opinion of the researcher above, performance is the result of work achieved by employees with predetermined standards. Performance also means the results achieved by a person, both quantity and quality in an organization in accordance with the responsibilities given to him.

### **Motivation**

#### **a. Definition of Motivation**

According to Robbins (2011) motivation is a willingness to expend a high level of effort for organizational goals, which is conditioned by the ability of that effort to meet several individual needs. According to Mangkunegara (2011) motivation comes from the word motive which is an encouragement of needs in employees that need to be fulfilled so that employees can adapt to their environment. So, motivation is a condition that moves employees to be able to achieve the goals of their motives. Furthermore, it is said by Mangkunegara (2011) motivation is an encouragement in a person to do or do an activity or task as well as possible in order to achieve achievement.

#### **b. Motivational techniques**

There are several techniques for motivating employees according to Mangkunegara (2010: 101), namely: (1) Employee Needs Fulfilment Techniques: Meeting employee needs is the fundamental underlying work behaviour and it is impossible to motivate employees' work without paying attention to what the employees need. (2) Persuasive Communication Techniques: Persuasive communication technique is one of the techniques to motivate employees' work which is done by influencing employees astrologically. This technique is formulated as "AIDDA", namely:

**A = Attention; I = Interest; D = Desire; D = Decision (Decision); A = Action;  
S = Satisfaction (Satisfaction)**

### **3. Research Methods**

In conducting this research, the researcher used a quantitative approach. Sampling technique using. The samples taken were 70 employees of Nugraha Ekakurir Track, Ltd in Surakarta with an error rate of 5%. This research was conducted at Nugraha Ekakurir Track, Ltd on Jalan Adi Sucipto No. 29 Colomadu, Karanganyar Surakarta. Meanwhile, to get information from the respondents, the researcher used a questionnaire.

### **4. Research Result and Discussion**

#### **4.1. Results**

##### **Characteristics of Respondents**

Respondents obtained from the research results are known that the average employee of Nugraha Ekakurir, Ltd in Surakarta is about 31-41 years old, with a high school education and status as a permanent employee.

##### **Data Analysis**

In the classical assumption test that the researcher did using the SPSS program tool, the following results were obtained:

##### **Classic assumption test**

Based on the results of the normality test, it can be concluded that the data is normally distributed, this can be seen from the overlapping points around and along the diagonal line, so the data is said to be normal. The results of the Multicollinearity test show that the tolerance value of the independent variable is  $> 0.1$  and the VIF value of the independent variable is  $< 5$ , so it can be concluded that this regression is not affected by multicollinearity. Based on the results of the Heteroscedasticity test, it can be seen that there is no clear pattern, and the points spread above and below the number 0 on the Y axis, so based on the graphical method there is no heteroscedasticity in the regression model. The results of the Autocorrelation Test from the Durbin Watson table of 2.117 will be compared with the table value using a 5% confidence degree.

The number of samples is 100 and the number of independent variables is 3 and the dependent variable is 1, then the Durbin Watson table will get a DW value of  $1.5 < 2.117 < 2.5$ .

##### **Linear Regression Analysis**

The results of data processing using the SPSS program in this study are shown in the table as follows:

**Table 1**  
**Linear Regression Analysis**

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	1,345	1,463		,919	,361		
Gaya Kepemimpinan	,144	,050	,275	2,879	,005	,545	1,835
Motivasi	,592	,141	,446	4,208	,000	,444	2,254
Kompensasi	,268	,121	,213	2,222	,030	,543	1,843

a. Dependent Variable: Kinerja

**Processed Data Source 2020**

$$Y = 1.345 + 0.592X_2$$

Interpretation:

$\alpha = 1.345$ , indicating that if motivation is equal to 0, then the performance of employees (Y) in the Nugraha Ekakurir (JNE), Ltd, Surakarta increases (positive) whereas  $b_2 = 0.592$ , indicating that motivation ( $X_2$ ) has a positive effect on the performance of employees of Nugraha Ekakurir Track, Ltd in Surakarta. This means that if the motivation at Nugraha Ekakurir (JNE), Ltd Surakarta route is improved, then employee performance will increase, assuming that Leadership Style and Compensation are considered constant or constant.

**t test**

The results of data processing using the SPSS program in this study are shown in the table as follows:

**Table 2**Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	1,345	1,463		,919	,361		
Gaya Kepemimpinan	,144	,050	,275	2,879	,005	,545	1,835
Motivasi	,592	,141	,446	4,208	,000	,444	2,254
Kompensasi	,268	,121	,213	2,222	,030	,543	1,843

a. Dependent Variable: Kinerja

Processed Data Source 2020

The motivation variable has a significance of  $0.000 < 0.05$  so that  $H_1$  is accepted and  $H_0$  is rejected, which means that the motivation variable has a significant effect on the employee performance variable of Nugraha Ekakurir Track, Ltd in Surakarta and the hypothesis is accepted.

### Coefficient of Determination Test ( $R^2$ )

The results of data processing using the SPSS program in this study are shown in the table as follows:

Table 3

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,819 <sup>a</sup>	,671	,656	2,909	2,117

a. Predictors: (Constant), Kompensasi, Gaya Kepemimpinan, Motivasi

b. Dependent Variable: Kinerja

Processed Data Source 2020

Based on table 3, it is known that the value of Adjusted  $R^2$  is 0.656. This shows that motivation is able to explain 65.6% of the employee performance of Nugraha Ekakurir Track, Ltd in Surakarta, while the remaining 34.4% is explained by other variables not included in this study: Organizational Culture, Work Discipline, Communication, Job Satisfaction, Education and Training and others.

## 4.2 Discussion

From the estimation results of Linear Regression with the SPSS program, the linear regression equation in this study is as follows:

$$Y = 1.345 + 0.592X$$

### The Influence of Motivation on Employee Performance at Nugraha Ekakurir Track, Ltd in Surakarta:

The results showed that the motivation variable had a significant influence on the performance of the employees of Nugraha Ekakurir Track, Ltd in Surakarta. This is evidenced by the results of the t-test with a t-value of 15,735 which is greater than the table value (2.254) with a significance value of 0.000 less than 0.05. This means that if motivation is increased, employee performance will increase. This can be caused because the motivation carried out by the company has reached the employees. This is in accordance with previous research from Praska Yohanes Aditya (2017) with a study entitled "The Influence of Leadership Style, Compensation, and Motivation on Employee Performance at the LPP Garden Hotel Yogyakarta" In this study, it showed that motivation had a positive and significant effect on employee performance.

## 5. Conclusion

Based on the analysis that has been done, the following conclusions can be drawn: that (1) The results of the classical assumption show that this study is normally distributed, there is no heteroscedasticity, multicollinearity, or autocorrelation in the regression model. (2) The results of the linear regression equation show that there is a positive and significant influence between motivation on the performance of employees of Nugraha Ekakurir Track, Ltd in Surakarta. (3) The value of the Regression coefficient of the Motivational Variable has the largest coefficient value among other variables, meaning that the Motivation variable is the most dominant variable in this study. In terms of motivation, Nugraha Ekakurir Track, Ltd in Surakarta is expected to increase employee motivation so that employee performance can increase. Considering that loyal employees are hard to come by in the emerging competition era.

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