

Analysis of the Impact of Work Motivation and Employee Commitment on Employee Performance at the Staffing Agency and Human Resource Development of the City of Solok

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Abstract

The objective of this study is to examine how work motivation and employee dedication impact the work output of employees at the Personnel and Human Resource Development Agency in Solok City. A quantitative approach was used to survey 54 participants. The statistical analysis revealed that work motivation has a partial but significant influence on work performance. This is supported by the t test results, where the value of tvalue 2.740 exceeds the critical ttable value of 2.008 at a significance level of 0.008, which is less than 0.05. It could be inferred that motivation at work plays a significant role in influencing job performance. After conducting statistical analysis, it can be deduced that the level of commitment among employees has a partial but meaningful impact on job performance within the Solok City Personnel and Human Resource Development Agency. This assertion is supported by the T test, where the t value of 4.526 surpasses the critical t value of 2.008, with a significance level of 0.000 which is lower than 0.05. Hence, it can be concluded that the commitment of employees has a significant influence on job performance. Both work motivation and employee commitment positively impact job performance at the Solok City Personnel and Human Resource Development Agency, as supported by the F test ($F = 57.459$, $p < 0.05$). The R Square value is 0.693, indicating that 69.3% of the variance in job performance is explained by these factors, with the remaining 30.7% influenced by other variables.

Keywords: Employee Commitment, Work Motivation, Work Performance.

1. Introduction

The individuals who compose the workforce in a company or organisation are known as human resources (HR), and they provide value through their expertise, understanding, and background. Human Resource Management involves managing the recruitment, training, development and welfare of workers to improve the productivity and effectiveness of the organisation (Safitri et al., 2023)

The way in which work is done and the outcomes that are attributed to an individual are influenced by their skills, experience, commitment, and the amount of time they put in. Achievements in the workplace refer to tasks and results that can be completed by an individual or a team when carrying out their responsibilities. These achievements can be evaluated after the task has been completed. Work performance, on the other hand, is the outcome that an individual attains based on the specific criteria related to their job. Work



achievement is something the results of work that a person has achieved in carrying out and completing the work assigned to him (Safitri et al., 2023).

Motivation is something that encourages or supports a person's behaviour to take an action because of the willingness and willingness to work. Motivation is a crucial factor that can lead to an increase in employees' productivity. When individuals are motivated, they are more likely to work diligently and enthusiastically, ultimately leading to improved work output. Because motivation is crucial, the leader should focus on this issue by implementing various strategies as outlined in company guidelines. This will help to sustain employee motivation and give them the support they need to boost morale and enhance their productivity (Mashudi et al., 2020).

In the meantime, dedication is a mindset that indicates how much a person is familiar with and connected to their company. Employees who are both committed and skilled are typically dependable and dedicated to using their talents to the fullest extent. Employee dedication is a state where employees show a strong interest in the goals, principles, and aims of their organisation (Nasomboon, 2014).

Drawing on the context provided earlier, the primary concerns and objectives of this proposal are as follows: 1. To what extent does Work Motivation impact the work output of employees at the Solok City Personnel and Human Resources Development Agency? 2. Does Employee Commitment affect Employee Work Performance at the Solok City Personnel and Human Resources Development Agency? 3. Do the motivation to work and the commitment of employees impact their performance at the Solok City Personnel and Human Resources Development Agency?

According to the problem statement provided, the aims of this research proposal are as follows: 1. To ascertain the impact of job motivation on the dedication of employees at the Solok City Personnel and Human Resources Development Agency. 2. The aim is to analyse how employee commitment impacts the work performance at the Solok City Personnel and Human Resources Development Agency. 3. The aim is to investigate how work motivation and employee commitment affect the Solok City Personnel and Human Resources Development Agency.

2. Literature Review

2.1. Work Performance Achievement

Accomplishments at work are the tasks and outcomes that individuals or teams can strive for or achieve while carrying out their responsibilities. Work achievement is a measure that can be known after there is an implementation or action. In realising a work achievement, everyone will always be different, even work performance will experience ups and downs or in other words, a person's work performance is unstable (Baharuddin et al., 2022).

An employee's success can be attributed to their efforts over a specific time frame, in comparison to predetermined standards, targets, or criteria that have been established and approved. Of course, in this case the assessment still considers various situations and conditions that affect the work performance (Baharuddin et al., 2022).

2.2. Motivation

Motivation is the basic element that drives individuals to do something, including work. Of course, every individual at work always has their own motivation so that individuals want to do work. There are those who have the motivation to work to gain experience, earn money,

seek rewards and seek relationships. Motivation is the impetus for the individual to behave in a certain way that leads to a goal (Anggrainy et al., 2018).

Motivation is needed in an organisation. Someone who has the motivation to work will be able to improve performance in the organisation. A person's work motivation can come from outside or from within. An example of motivation from outside is motivation that comes from a leader who motivates employees or members to work harder. Providing bonuses to employees or members is one form of motivation given by a leader so that employee performance is even better. With good performance, it will be able to achieve the goals of an organisation or company (Sriyanti et al., 2024).

2.3. Definition of Commitment

The concept of employee commitment is also called work commitment which has received attention from managers and organisational actors, developing from early studies on employee loyalty that is expected in every employee. Employee commitment is a condition felt in the organisational environment that can lead to strong positive behaviour towards their work organisation (Alhamidi, 2023).

Employee Commitment is something related to the meaning of organisational members towards their work and how individuals carry out their duties within an organisation (Nurhayati et al., 2024).

3. Methods

The research in this study utilises a quantitative approach. The object of research is employees who work at the Solok City Human Resources Staffing and Development Agency (BKPSDM) which is located at Jl. Lubuk Sikarah No.89, IX Korong, Lubuk Sikarah District, Solok City. Having a workforce of 54 individuals, a portion of 54 workers was selected using purposive sampling methodology.

4. Results and Discussion

4.1. Multiple Linear Regression Analysis

Involving multiple independent variables or predictors, multiple linear regression is a model that explains the connection between several quantitative variables. The equation for multiple regression can be expressed as:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Table 1. Multiple linear regression analysis results
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,129	3,472		2,630	,011
	Work Motivation	,246	,090	,332	2,740	,008
	Employee Commitment	,541	,120	,549	4,526	,000

a. Dependent Variable: Work Achievement

Source: SPSS 19 data processing results

Based on the table above, it can be concluded a linear equation with the following equation form :

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

$$Y = 9,129 + 0,246 X_1 + 0,541 X_2 + e$$

Which means:

- Y : Work Achievement
- a : Constant
- b₁b₂ : Coefficient of variable X₁, X₂
- X₁ : Work Motivation
- X₂ : Employee Commitment
- e : error

The following analysis can be derived from the equation of multiple linear regression provided above:

1. The value remains consistent at 9.129, indicating that when Work Motivation (X₁), Employee Commitment (X₂), and Work Achievement (Y) have no variation or are set at zero, the Work Achievement at the Office of Human Resources Staffing and Development in Solok City (BKPSDM) will be 9.129.
2. The Work Motivation variable (X₁) has a regression coefficient of 0.246, indicating that Work Motivation (X₁) is positively related to Work Achievement (Y). If Work Motivation increases by one unit while other variables remain constant, it will lead to a 0.246 increase in Work Performance at the Solok City Office of the Staffing Agency and Human Resources Development (BKPSDM).

The regression coefficient on the Employee Commitment variable (X₂), amounting to 0.541 is positive, meaning that there is a positive relationship between Employee Commitment (X₂) and Work Performance at the Solok City Office of the Civil Service Agency and Human Resources Development (BKPSDM). If there is an increase in one variable with the assumption that other variables remain, then the Work Achievement that rises is 0.541.

4.2. Determination Test (R²)

Table 2. Test Results of the Coefficient of Determination (R²)
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,832 ^a	,693	,681	2,532

a. Predictors: (Constant), Employee Commitment, Work Motivation

Source: SPSS 19 data processing results

The data provided in the table illustrates that the R squared value is 0.693, equating to 69.3%. This indicates that the factors X₁ (Work Motivation) and X₂ (Employee Commitment) collectively impact the outcome Y (Work Achievement) by 69.3%, with the remaining 30.7% being attributed to other unaccounted variables like Training, Work Experience, and Work environment.

4.3. Hypothesis Test

Testing hypotheses is a fundamental aspect of statistical analysis, with the goal of making inferences about a larger population based on information collected from a smaller sample. The main objective of hypothesis testing is to determine whether the hypothesis being examined should be embraced or dismissed. Hypothesis testing is conducted to determine if there is a significant difference between the parameters and the value stated in the null hypothesis. If the data shows a significant difference, the null hypothesis is rejected.

4.3.1. Partial Test (t test)

Table 3. Results of the t-test
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9,129	3,472		2,630	,011
Work Motivation	,246	,090	,332	2,740	,008
Employee Commitment	,541	,120	,549	4,526	,000

a. Dependent Variable: Work Achievement

Source: SPSS 19 data processing results

According to the table provided, it is evident that each tvalue value represents the importance of the independent variable as described below:

1. The variable of Work Motivation (X1) has shown a tvalue of 2.740, which surpasses the t table value of 2.008, and a significance value of 0.008, indicating a noteworthy impact on the tested variable. As a result, H1 is supported, suggesting that the level of work motivation greatly influences the dependent variable in the research conducted at the Solok City Office of the Human Resources Staffing and Development Agency (BKPSDM).
2. The Employee Commitment variable (X2) has been found to have a value of 4.526, which surpasses the t table value of 2.008 and the significance level of 0.000 is less than 0.05. Therefore, H2 is supported, indicating that Employee Commitment (X2) has a notable impact on Work Performance (Y). Essentially, the greater the dedication shown by employees at the Solok City Personnel and Human Resources Development Agency (BKPSDM) office, the higher the level of work performance they attain.

4.3.2. Simultaneous Test (Test f)

Table 4. Results of the f Test
ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	736,486	2	368,243	57,459	,000 ^a
	Residual	326,847	51	6,409		
	Total	1063,333	53			

a. Predictors: (Constant), Employee Commitment, Work Motivation

b. Dependent Variable: Work Achievement

Source: SPSS 19 data processing results

According to the information provided in the table, it is evident that the f_{count} is 57.459, which is statistically significant at 0.000. Additionally, an f_{Table} value of 3.18 was obtained. The analysis of variance results indicate that the f_{count} value of 57.459 is greater than the f_{Table} value of 3.18, with a significance level of less than 0.05. The f_{count} value exceeds f_{Table} and the p -value is below 0.05, suggesting that Work Motivation (X_1) and Employee Commitment (X_2) both have a significant impact on Work Performance (Y). Therefore, it can be concluded that hypothesis 3 (H_3) is valid.

5. Conclusion

According to a study conducted at the Solok City Staffing and Human Resource Development Agency, it was found that Work Motivation and Employee Commitment have a positive impact on Employee Work Performance. The research specifically showed that Work Motivation (X_1) significantly improved Work Performance (Y), with a t -value of 2.740, surpassing the t -table value of 2.008, and a significance level of 0.008 (<0.05). This confirms that motivation—fueled by appreciation, recognition, clear goals, and opportunities for personal growth—encourages employees to work diligently, demonstrate dedication, and contribute maximally to the organization. Secondly, Employee Commitment (X_2) also significantly affects Work Performance, with a t -value of 4.526, exceeding the t -table value, and a significance of 0.000 (<0.05), confirming that commitment positively impacts performance. When employees feel loyal and deeply connected to the organization, they strive to achieve or exceed goals, innovate, and uphold quality in their work, enhancing their overall performance. In conclusion, the F -test outcome reveals a substantial relationship between Work Motivation, Employee Commitment, and performance, evidenced by a high F -value of 57.459 and a significance level of 0.000 (less than 0.05). This implies that when both factors are present and working synergistically, employees tend to achieve optimal performance, thereby contributing positively to the organization's success.

The research findings suggest a number of suggestions put forward by the authors. The primary recommendation is for staff at the Solok City Human Resources Staffing and Development Agency to concentrate on improving Work Motivation and Employee Commitment in order to meet performance targets. For researchers, this study can serve as a comparative reference between theoretical knowledge and practical field applications based on real data and facts. Additionally, future researchers are encouraged to explore other variables beyond those studied here—such as training, work experience, and work environment—to gain more diverse insights. This research provides valuable insights into the connection between motivation at work, loyalty from employees, and performance, but there are still certain areas that require more investigation. Variables like external and long-term factors, deeper research methods, and the impact of different cultural or geographic contexts may yield more comprehensive insights. By examining these aspects, future research could provide a more holistic view of the factors influencing employee performance.

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