THE EFFECT OF MOTIVATION ON EMPLOYEE PERFORMANCE AT UPTD PUSKESMAS PINRANG

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Abstract
Motivation plays a crucial role in influencing employee performance across various dimensions. When employees are motivated, they exhibit higher levels of engagement, productivity, and commitment towards their work. The objective of this study is to examine the impact of work motivation on employee performance at UPTD Puskesmas Pinrang, Wajo Regency. Quantitative data was collected through questionnaires distributed to a sample of 51 individuals, specifically tailored to address the research problem. The collected data was then subjected to analysis using the simple linear regression method, with data processing performed using SPSS software to validate the research hypotheses. The findings indicate that the motivation variable yields a significant level of 0.000, which is smaller than the threshold value of 0.05. Moreover, the coefficient value of 0.650 demonstrates a positive influence on the dependent variable.

Keywords: Employee Performance, Human Resources, Motivation, Puskesmas

1. INTRODUCTION

Human resources are crucial in any business organization even though the role and function of the workforce has been replaced by increasingly complex technology. Globalization has a major impact on health centers as public health services that must have effective management. To improve the performance of its employees in effective management requires the support of capable and competent employees in their fields.

Good motivation and work experience can support the success of a company in achieving its goals. Because with these two factors, a high level of labor productivity will be created to support the success of the company. Every employee needs to have high motivation in order to perform well in the future. Work motivation is a condition that affects a person to continue to improve, direct and maintain behavior that is directly or indirectly related to the work environment.

According to Rivai and Sagala (2011), motivated individuals will make positive choices to do something because it can satisfy their desires. Employee performance is the result of work performance that is assessed in terms of quality and quantity based on work standards determined by the organization.

UPTD Puskesmas Pinrang is located in Doping Village, Pinrang District, Wajo Regency. This health center has enormous benefits for the general public in the vicinity and other areas. The community needs health services that are quite affordable both in terms of financing and the speed of services provided. One indicator of the success of health services in the community is the quality of health services.

Based on preliminary observations, at UPTD Puskesmas Pinrang it was found that according to one employee said that the performance produced by employees was quite good but not optimal where there were still problems that affected employee performance, the problems found were still lack of enthusiasm for work, lack of discipline such as going home early because the work was considered finished. Lack of motivation given by superiors to their employees, such as the lack of rewards given such as promotions or bonuses by superiors. So that these employees are less disciplined in doing their work which of course will lead to poor or less than optimal performance results.

Performance achievement based on service standards has indicators that have not yet reached the target, namely in 2019-2021 the mandatory SPM implemented by the Pinrang Health Center refers to Permenkes number 4 of 2019. With so many minimum service standards that have not met the target, the achievement of targets and strategies will be planned.

Based on the data on the achievements and targets of the strategy, the highest percentage in 2019 was the percentage of newborns, health screening of children of primary education age and HIV testing (100%), the highest percentage in 2020 was the HIV test with a percentage of 100%, the highest percentage in 2021 was the service of people with mental disorders (ODGJ) with a percentage of 141.67%. Meanwhile, the lowest percentage in 2019 is the percentage of health screening for people of productive age, which is 28.9%, the lowest percentage in 2020 is the percentage of services for people with hypertension, which is 5.9%, the lowest percentage in 2021 is the percentage of services for people with hypertension, which is 25.58%. Therefore, this study is intended to determine the effect of motivation on the employee performance located at UPTD Puskesmas Pinrang.

2. LITERATURE REVIEW
2.1. Motivation

According to Sinungan (2008: 135), motivation can be interpreted as an integral part of industrial relations or in the context of the process of fostering, developing and directing human resources in a company. And according to Swasto (2011: 100), motivation is a certain psychological state in a person that arises because of an urge to fulfill needs.

Motivation is a psychological concept that refers to the internal or external factors that drive individuals to initiate, sustain, and direct their behavior towards achieving certain goals or satisfying their needs. It is the force that energizes, guides, and maintains behavior, leading individuals to take action and make efforts to accomplish desired outcomes. Thus, motivation is a fundamental aspect of human behavior and performance, influencing individuals' choices, efforts, and persistence in pursuing their goals and achieving desired outcomes.

2.2. Performance

According to Wibowo (2010), performance comes from the notion of performance. Performance also has the meaning of work results or work performance. Actually performance has a broader meaning, not only the results of work, but including how the

work process takes place. Sedarmayanti in (Dwipayana & Dewi, 2016) revealed that performance is a translation of performance which means the work of a worker, a management process or an organization as a whole, where the work results must be shown concretely and can be measured (compared to predetermined standards).

According to Sinambela et al (Fadhil & Mayowan, 2018) suggest that employee performance is defined as the ability of employees to perform certain skills. Generally, performance refers to the execution and achievement of duties, obligations, or responsibilities by an individual or organization. It involves meeting set standards, achieving desired results, and continuously improving performance through various means.

3. RESEARCH METHOD

The research method employed in this study is quantitative research. Quantitative research involves the presentation of data in numerical form and utilizes statistical analysis to establish relationships between variables, test theories, and derive generalizations that possess predictive value.

The research was conducted at UPTD Puskesmas Pinrang, situated on JL. Doping, Kec. Pinrang, Wajo Regency, South Sulawesi. The study population comprised all employees working at UPTD Puskesmas Pinrang, totaling 51 individuals. According to Danin's opinion (2007), when the population is less than 100, it is preferable to include the entire population in the sample. However, if the population exceeds 100, a sample size of at least 10-25% is recommended. Based on this guideline, the author opted to include the entire population of 51 individuals as the sample for this study.

Primary and secondary data sources were utilized for this research. The data underwent analysis using the simple linear regression analysis method, with the assistance of SPSS data processing, to substantiate the research hypothesis.

4. RESULTS AND DISCUSSION
4.1. Research Results
4.1.1. Descriptive Statistic

Table 1. Descriptive Statistical Result

	N	Minimum	Maximum	Means	Std. Deviation
Motivation	51	40.00	60.00	47.4510	5.59755
Employee Performance	51	40.00	60.00	49,0000	4.95984
Valid N (listwise)	51				

Source: Processed primary data, 2023

The table above explains the results of descriptive statistics regarding the variables in this study, including:

1) Motivation (X)

Based on the table above, X has a minimum value of 40, a maximum value of 60, and a mean of 47.4510 with 15 statement items (47.4510 : 15 = 3.1634) so that 3.1634 is on a scale of values indicating the answer choices agree. The standard deviation value indicates a deviation of 5.59755 from the average value of the number of respondents' answers.

2) Employee Performance (Y)

Based on the table above, Y has a minimum value of 40, a maximum value of 60, and a mean of 49,000 with 15 statement items (49 : 15 = 3.2667) so that 3.2667 is on the value scale which indicates the answer choices strongly agree. The standard deviation value indicates a deviation of 4.95984 from the average number of respondents' answers.

4.1.2. Frequency Statistical Test Results

1) Motivation (X)

Based on the calculation results on the work motivation variable, the results and the calculation index are in good criteria. The statement that was used by the most respondents gave an assessment of agreeing and the fewest respondents gave an assessment of strongly disagreeing. The total average value of the 15 statements is 3.1634 which is on the value scale which indicates the answer choices agree. So, it can be concluded that the results of the answers from 51 respondents to the 15 questions that have been asked are at a good level.

2) Employee Performance (Y)

Based on the calculation results on the performance variable, the results and the calculation index are in good criteria. The statement used by the most respondents gave an agreement rating and the fewest respondents gave a disagree assessment. The total average value of the 15 statements is 3.2667 which is on the value scale which indicates the answer choices strongly agree. So, it can be concluded that the results of the answers from 51 respondents to the 15 questions that have been asked are at a good level.

4.1.3. Instrument Test

1) Validity Test Results

Validity test is a tool used to measure the validity of the questionnaire.Based on calculations, the results of the validity test show that all question items from the Work Motivation (X) and Performance (Y) variables studied are valid with r-statistic values for all items above 0.2759 or r-statistic > r-table so that it can be it was concluded that all question items in the study were valid.

2) Reliability Test

Reliability test is a tool for measuring a questionnaire which is an indicator of a variable or construct.

Table 2. Variable Reliability Test Results

Variable	Cronbach's Alpha	Information
Motivation (X)	0.937	Reliable
Employee Performance (Y)	0.928	Reliable

Source: Processed primary data, 2023

Based on the calculation results in the table above, the reliability test shows that the Cronbach's alpha value for all variables is greater than 0.60. Where the work motivation variable has Cronbach's alpha 0.937 > 0.60 and the employee performance variable has a Cronbach's alpha value of 0.928 > 0.60. So, it can be concluded that each question item used will be able to obtain consistent and reliable data as a variable measuring tool.

4.1.4. Classical Assumption Test
1) Normality Test

Table 3. Normality Test Result
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		51
Normal Parameters, [b]	Means	.0000000
	Std. Deviation	3.37194317
Most Extreme Differences	Absolute	.120
	Positive	076
	Negative	-.120
Test Statistics		.120
asymp. Sig. (2-tailed)		.064[c]

a. Test distribution is Normal.

Source: Processed primary data, 2023

Based on the Kolmogorov-Smirnov table above, it is known that the significance value of Asiymp. Sig (2-tailed) of 0.064 is greater than 0.05, it can be concluded that the data is normally distributed. Thus, the assumptions or requirements for normality in the regression model have been fulfilled. It can be seen that the dots spread around the diagonal line, and the direction of their spread follows the direction of the diagonal line. This shows that the regression model is feasible to use because it meets the assumption of normality.

2) Linearity Test

Table 4. Linearity Test Result
ANOVA Table

			Sum of Squares	df	MeanSquare	F	Sig.
Employee Performance* Motivation	Between Groups	(Combined)	922,002	17	54,235	5,811	.000
		Linearity	661,500	1	661,500	70,876	.000
		Deviation from Linearity	260,502	16	16,281	1,744	087
	Within Groups		307,998	33	9,333		
	Total		1230,000	50			

Source: Processed data, 2023

Based on the table above, the value of Deviation from Linearity Sig is obtained. of 0.087 greater than 0.05. So, it can be concluded that there is a significant linear relationship between variables motivation(X) with employee performance variable (Y). this shows that there is a good correlation between variables motivation with employee performance variables.

4.1.5. Hypothesis Testing Results
1) Simple Regression Analysis

Table 5. Regression Equation Model
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.166	4,111		4,419	.000
	Motivation	.650	086	.733	7,551	.000

a. Dependent Variable: Employee Performance

Source: Processed data, 2023

Based on the table above, the regression equation formed in this regression test is:

$$Y = 18.166 + 0.650\ X + e$$

The model can be interpreted as follows:
1) The constant value is 18.166 this shows that, if the independent variable (motivation) is zero (0), then the value of the dependent variable (employee performance) is 18.166 units.
2) Regression coefficient motivation (b) is 0.650 and is positive. This means that the value of variable Y will increase by 0.650 if the value of variable X increases by one unit and the other independent variables have a fixed value. The coefficient with a positive sign indicates that there is a direct relationship between the motivation variable (X) and the employee performance variable (Y). The higher the employee's motivation, the higher the employee's performance.

2) R^2 Test (Coefficient of Determination)

The coefficient of determination test aims to determine how much the ability of the dependent variable can be explained by the independent variable.

Table 6. R^2 Test Results
Summary models

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.733[a]	.538	.528	3.40618

a. Predictors: (Constant), Motivation

Source: Processed primary data, 2023

From the table above, there is an R number of 0.733 which indicates that the relationship between employee performance and the independent variable is strong, because it is in the definition of strong, the number is between 0.6 – 0.8. While the R square value of 0.538 or 53.8% indicates that employee performance variables can be explained by the motivational variable of 53.8% while the remaining 46.2% can be explained by other variables not present in this study.

3) Partial Test Results (t test)

Table 7. Partial Test Results (t test)
Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	**Std. Error**	**Beta**		
1	(Constant)	18.166	4,111		4,419	.000
	Motivation	.650	086	.733	7,551	.000

a. Dependent Variable: Employee Performance

Source: processed data, 2023

Table above shows that the motivation variable has a significant level of 0.000, which is less than 0.05. The coefficient value is 0.650 indicating a positive influence on the dependent variable. This means that Ha is accepted and Ho is rejected so that it can be said that motivation has a positive and significant effect on employee performance.

4.2. Discussion

Based on the results of the study, it can be seen that gender has no effect on performance. According to Priansa (2014) a person's performance is not part of individual characteristics, but rather a form of talent and skill. Meanwhile, gender is a biological difference that becomes self-identity in every human being.

Based on the characteristics of age under 30 years is the age group of the workforce which is still classified as productive. According to Megawati (2017) as people get older, they have a higher sense of responsibility in carrying out work and in acting more carefully.

Based on the characteristics of the respondent's education level obtained by the author, the majority of respondents have a D3 final education, namely 22 employees out of 51 respondents. The higher a person's education, the easier it is for that person to receive information.

Based on the characteristics of the respondent's tenure, the majority of respondents worked for less than 10 years, namely 32 employees out of 51 respondents. According to Handoko (2014) work experience is the acquisition of employee knowledge and expertise as seen from the length of service, insight and expertise possessed by employees.

Based on the results showed that the motivation variable has a positive and significant effect on employee performance. The higher the employee motivation, the more employee performance will increase. According to Hasibuan (2017) motivation is

an action or driver that creates a work spirit in a person to be able to work together in bringing up a work idea or looking for the desired target. According to Robbins (2001: 24) motivation is the willingness of individuals to expend high efforts to achieve organizational goals. If someone is motivated, he will try his best to achieve the goal. According to Ady and Djoko (2013) forms of motivation that can be given basically such as providing decent salaries, health insurance, benefits and conducive working conditions, promotions and development opportunities for employees who excel and awards for good performance. With motivation, it will encourage them to actively complete various tasks in accordance with their responsibilities. Motivated employees will have high job satisfaction and performance, and have a strong desire to succeed.

5. CONCLUSION

In conclusion, this study found a positive and significant relationship between work motivation and employee performance. The results show that higher levels of motivation positively affect employee performance, indicating that when employees are encouraged and motivated, their performance tends to improve. The findings of this study are in line with the general understanding that motivation plays an important role in driving employee performance.

The work motivation variable shows that there is a positive and significant influence on employee performance. It can be said that the higher the encouragement in the form of motivation given, the more employee performance will increase. In the work motivation variable, it is said that this variable can have an impact or influence on employee performance, where employee performance can be carried out properly and in accordance with what is expected by the agency. By understanding the factors that motivate employees and implementing strategies to foster motivation, organizations can create an environment that encourages high levels of performance, job satisfaction, and overall organizational success.

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