

The Effect of Motivation And Job Satisfaction On Employee Performance (Study at PT.Jepe Press Media Utama)

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ABSTRACT

Human resources are important assets that must be managed properly by the company in order to make an optimal contribution. Keeping employees motivated is very important because motivation underlies each individual to act and do something. With high work motivation, employees will be more active in carrying out their work. Companies need to commemorate motivation and job satisfaction by going through Training, Welfare, Work Motivation, Promotion, and Salary, Co-Workers, Bosses, Jobs, Work Environment, and targets, on time, quality of work used by the company. This type of research uses a quantitative approach with a type of correlation analysis research. Descriptive research does not provide treatment, manipulation, but describes a condition as it is. The research location was taken by all employees of PT Jepe Press Media Utama. Several indicators of the Effect of Motivation on Employee Performance, the Effect of Job Satisfaction on Employee Performance, and the Effect of Motivation and Job Satisfaction on Employee Performance. Based on the results of research that has been carried out, the variables of motivation and job satisfaction have a positive and significant effect simultaneously on the performance of PT. Jepe Press Media Main. This is based on the calculation results of the F test, by comparing F count and F table, it is obtained that F count (92.782) is greater than F table (3.115), and the significance value is 0.000 less than the significance level of 0.05.

Keywords : Employee work motivation, Employee job satisfaction.

INTRODUCTION

In the face of competition in the business world in this era of globalization, companies are required to work more efficiently. The increasingly fierce competition causes companies to be required to be able to increase competitiveness to maintain the company's survival. Existing companies are always trying to get a profitable position. Companies should treat human resources like other production factors owned by the company to obtain optimal contributions.

The problem that is often faced by a company is the low quality of human resources. Human resources are important assets that must be managed properly by the company in order to make an optimal contribution. The workforce has great potential to carry out company activities. Employees are the most important production factor, because they must have a will. and the ability to carry out the tasks assigned by the company.

The main concern of the company is how to maintain and manage employee motivation at work so that they always focus on company goals. Maintaining employee motivation is very important because motivation is something that underlies every individual to act and do something.

With high work motivation, employees will be more active in carrying out their work. Stephen P. Robbins stated motivation as a process that causes intensity (intensity), direction (direction), and persistent effort (persistence) individuals towards peak achievement (.P 2018).

Motivation is the desire that exists in an individual that stimulates him to take actions or something that becomes the basis or reason for a person to behave (Sabena, Hamdani Harahap, and Tarigan 2016). Job satisfaction is job satisfaction enjoyed at work by obtaining praise for work, placement, equipment and a good working environment (Nugraha 2018)

PT. Jepe Press Media Utama is a publishing company that was founded in 2004. In accordance with its vision and mission, PT. Jepe Press Media Utama has joined the Indonesian publishing organization, IKAPI. On the way, PT. Jepe Press Media Utama or better known as JP Books has published many supporting textbooks used by schools, namely Brilliant LKS, Mission, and AS-Salam. In addition, JP Books also publishes popular general books, magazines and is a distributor of teaching aids.

In connection with the importance of motivation and job satisfaction, then in research at PT. Jepe Press Media Utama as a publishing company that is widely known and known to the public, the company needs to pay attention to motivation and job satisfaction through several indicators, which include: Training, Welfare, Work Motivation, Promotion, and Salary, Colleagues, Bosses, Jobs, Environment work, and target, on time, quality of work used by the company. Based on the background that has been described previously, thus the author can write the formulation of the problem as follows:

1. Is there any influence of Motivation and Job Satisfaction on Employee Performance at PT. Jepe Press Main Media simultaneously?
2. Is there any influence of Motivation and Job Satisfaction on Employee Performance at PT. Jepe Press Media Utama partially?

RESEARCH METHODS

The researcher uses a quantitative approach by looking at the phenomenon & to measure the effect of motivation and job satisfaction on employee performance. The type of research in this study is a clause research. Clausal research is research that has the main objective of proving a causal relationship or a relationship affecting and being influenced by the variables studied. Variables that affect are called independent variables, while variables that are affected by independent variables are called dependent variables (Isjianto, 2009) & the data obtained were analyzed quantitatively. The research was conducted based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques were generally carried out

randomly, data collection using research instruments, quantitative data analysis with the aim of testing predetermined hypotheses (Sugiono, 2009).

Data Collection Techniques

To obtain the required data, the authors carry out data collection activities in two ways:

a) Field Research

The method used as primary research data is to distribute questionnaires to all employees of PT. Jepe Press Main Media

b) Literature Research (literature research)

The method used as secondary research data by taking the theories that existed earlier. The sources used in this research come from articles, journals, or books that provide information and are related to the theme or object of research.

Population, Sample, and Sampling technique

According to Sugiyono (Nafis 2020) Population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. The sample used in this study is saturated sampling. According to Ridwan (Priambodo, Vikaliana, and Purnaya 2021) . Saturated sampling is a sampling technique when all the population is used as a sample and is also known as a census.

The population as well as the sample in this study were all employees of PT. Jepe Press Media Utama, totaling 80 employees. This study uses primary and secondary data. Primary data obtained from the results of the questionnaire. While secondary data comes from journals, theses, books, internet websites, research results, and other information deemed relevant to the topic of this research.

Data Analysis Method

This study uses multiple regression because there is more than one independent variable that affects the dependent variable (Hasnawati, Sapiri, and Ruslan 2021) . The independent variables of this study include X1 = tangible, X2 = reliability, X3 = responsiveness, X4 = assurance, X5 = empathy while the dependent variable is Y = consumer satisfaction.

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + \beta_5 X_5 + e \dots \dots \dots (1)$$

Where,

Y = dependent variable , namely the results of the research of the participants training

A = Constant

1 ,..., 6 = **Regression** coefficient of the independent variable on the dependent variable

X1,X6 = Independent variables, namely the factors influencing service quality

e = Standard error

F Uji test

Function to find out how much (significance) the influence of the independent variables together on the dependent variable(2)

Where :

R^2 = Regression coefficient

k = Number of independent variables

N = Number of samples

With the hypothetical formula

$H_0: b_1 = b_2 = b_3 = 0$ and

$H_1: b_1 \neq b_2 \neq b_3 \neq 0$

If F count F-table , then H_0 is rejected and H_1 is accepted so that the results of the study are significant, meaning that the independent variables together have a significant influence on the dependent variable. On the other hand, if F-Calculate F-Table, then H_0 is accepted and H_1 is rejected so that the results of the study are not significant, meaning that the independent variables together have no significant effect on the dependent variable. F test using a significance level of 5%

t test

With a significance level of 5% to test the significance level of the influence of the independent variable partially on the dependent variable.

t-count =(3)

Where :

(b_j) = Regression coefficient to be tested

S(b_j) = Standard error to be tested

With the formula of the hypothesis:

$H_0 : b_i = 0$ and $H_1: b_i \neq 0$, where $i=1,2,3$

If t-count t-table , then H_0 is rejected & H_1 is accepted so that the results of the study mean that the independent variable partially has a significant influence on the dependent variable. On the other hand, if t-count is t-table, then the independent H_0 partially does not have a significant effect on the dependent variable. The t-test uses a 5% significance level. With the t-test, it is known that the dominant independent variable has a large t-table value and a large partial determination coefficient (r^2).

RESULTS AND DISCUSSION

Respondent's description

The number of respondents analyzed in this study amounted to 80 people. All employees of PT.Jepe Press Media Utama are required to fill out a questionnaire. The presentation of data regarding the identity of the respondent here is to provide an overview of the respondent's condition. The description of the respondents who became the sample in this study is classified based on gender, age, education and years of service.

The following will discuss the conditions of each of the demographic classifications of the respondents:

Table 1. Respondents by Gender

Gender	Number of Respondents	Percentage
Man	29	36.3
Woman	51	63.7
TOTAL	80	100

known that the majority of respondents are women, as many as 51 people (63.7%) while male respondents are 29 people (36.3%).

Table 2. Respondents by Age

You're in vain	Number of respondents	Percentage
16-20 years old	2	2.5
21-25 years old	25	31.3
26-30 years old	30	37.5
>30 years old	23	28.8
TOTAL	80	100

shows that the majority of respondents are aged 26-30 years as many as 30 people (37.5%), followed by respondents aged 21-25 years as many as 25 people (31.3%), then aged more than 30 years as many as 23 people (28.8%) and respondents aged 16-20 years as many as 2 people (2.5%).

Table 3. Respondents by Last Education

Education	Number of respondents	Percentage
SMA/SMK	11	13.8
Diploma / D III	29	36.3
Bachelor degree	40	50.0
TOTAL	80	100

it is known that the most recent education of respondents is Bachelor/S 1, which is 40 people (50%), then Diploma/D III is 29 people (36.3%) and the last education is SMA/SMK as many as 11 people (13.8%).

Table 4. Respondents by Working Period

Years of service	Number of respondents	Percentage
< 1 year	9	11.3
1-3 years	37	46.3
3-5 years	28	35.0
>5 years	6	7.5
TOTAL	80	100

it is known that the working period of employees of PT.Jepe Press Media Utama is 1-3 years as many as 37 people (46.3%), then 3-5 years as many as 28 people (35%), then less than 1 year as many as 9 people (11.3%) and more than 5 years as many as 6 people (7.5%).

Table 5. Overview of research variables

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Motivasi	80	2,90	5,00	3,6325	,44687
Kepuasan Kerja	80	2,80	4,80	3,5950	,36592
Kinerja Karyawan	80	3,00	4,80	3,7000	,36422
Valid N (listwise)	80				

Description of Motivation

From the table above, it can be explained that the lowest (minimum) score is 2.9 and the highest (maximum) is 5 with a range of 5. The average score of the answers to these variables is 3.63 with a standard deviation of 0.446 so that the standard deviation is smaller than the average value. -flat

Job Satisfaction Description

From the table above, it can be explained that the lowest (minimum) score is 2.80 and the highest (maximum) is 4.80 with a range of 5. The average score of the answers to these variables is 3.59 with a standard deviation of 0.365 so that the standard deviation is smaller than average value. This indicates that the distribution of the data on respondents' perceptions of job satisfaction (X2) employees of PT. Jepe Press Media Utama is good.

Employee Performance Description

From the table above, it can be explained that the lowest (minimum) score is 3 and the highest (maximum) is 4.80 with a range of 5. The average score of the answers to these variables is 3.70 with a standard deviation of 0.642 so that the standard deviation is smaller than the average value. -flat. This indicates that the distribution of data will be respondents' perceptions of employee performance (Y) employees of PT. Jepe Press Media Utama is good.

Validity Test

Validity test is used to measure the validity or validity of a questionnaire. The results of the study are considered valid if there are similarities between the data collected and the data that actually occurs in the object under study. In this case, question *items are used* which are expected to accurately reveal the measured variables (Widiyanto, 2005). Testing the validity of using Pearson's *product moment formula* is carried out by calculating the correlation between each question *item score* of each variable with the total score of that variable. If the score of *the item* is positively correlated with the total score of the *item score* and is higher than the correlation between *items* , it indicates the validity of the instrument. For this study, the value of df can be calculated as follows $df = nk$ or $80-2 = 78$, with a significance level of 0.05, then we get an r table of 0.1852 (*one tail*).

Table 6. Table of Validity Test Results

Variable/Item	r count	r table (one tail)	Valid/ Not ac
Motivation			
X1.1	0.559 _	0.1852	Valid
X1.2	0.334	0.1852	Valid
X1.3	0.718 _	0.1852	Valid
X1.4	0.546 _	0.1852	Valid
X1.5	0.539	0.1852	Valid
X1.6	0.673 _	0.1852	Valid
X1.7	0.722	0.1852	Valid
X1.8	0.412	0.1852	Valid
Job satisfaction			
X2.1	0.563 _	0.1852	Valid
X2.2	0.464 _	0.1852	Valid
X2.3	0.641 _	0.1852	Valid
X2.4	0.373 _	0.1852	Valid
X2.5	0.348 _	0.1852	Valid
X2.6	0.302	0.1852	Valid
X2.7	0.397	0.1852	Valid
X2.8	0.363	0.1852	Valid
X2.9	0.333	0.1852	Valid
X2.10	0.468	0.1852	Valid
Employee Performance a n			
Y1	0.361 _	0.1852	Valid
Y2	0.469	0.1852	Valid
Y3	0.498 _	0.1852	Valid
Y4	0.751 _	0.1852	Valid
Y5	0.557 _	0.1852	Valid
Y6	0.292	0.1852	Valid

Y7	0.674	0.1852	Valid
Y8	0.273	0.1852	Valid

source: data processed by researchers, 20 22

Reliability Test

The reliability test was used to measure the consistency of the research constructs/variables. A variable is said to be *reliable* if the respondent's answers to questions are consistent or stable from time to time. The level of reliability of a research construct/variable can be seen from the statistical results of Cronbach Alpha (α). A variable is said to be reliable if it gives a Cronbach alpha value > 0.60 (Ghozali, 2005) .

The results of the calculation of reliability As shown in table 4.8 all statements in the questionnaire are considered reliable because the *value of Cronbach's Alpha Based on Standardized Items* in each variable is >0.6.

Results per h reliability count by SPSS could seen on following table this:

Table 7. Reliability

Reliability Statistics	
Cronbach's Alpha	N of Items
.737	27

Source: Processed primary data, 2022

Based on the data in the table above, all statements in the questionnaire are assessed reliable because score *Score Cronbach's Alpha Based on Standardized Items* on each variable >0.6.

Assumption Test Classic

Multicollinearity Test

Multicollinearity test was conducted to test whether the regression model found a correlation between independent variables. Testing for the presence or absence of multicollinearity symptoms is carried out by taking into account the value of the correlation matrix generated during data processing as well as the VIF (Variance Inflation Factor) and Tolerance. If no correlation matrix value is greater than 0.5, it can be said that the data to be analyzed is free from multicollinearity. Then if the VIF value is below 10 and the tolerance value is close to 1, it can be concluded that the regression model does not have multicollinearity (Singgih Santoso, 2000).

Heteroscedasticity Test

Heteroscedasticity test is carried out to test whether in a regression model the residual variance inequality from one observation to another is fixed, it is called Heteroscedasticity (Singgih Santoso, 2000). One way to detect heteroscedasticity is to look at the scatter plot graph between the predicted value of the dependent variable (ZPRED) and the residual value (SRESID). If the dots form a certain regular pattern such as a large wave widening, then narrowing then

heteroscedasticity has occurred. If the points spread above and below the number 0 on the Y axis without forming a certain pattern, then there is no heteroscedasticity. The results of the heteroscedasticity test from the SPSS program can be seen in the following figure:

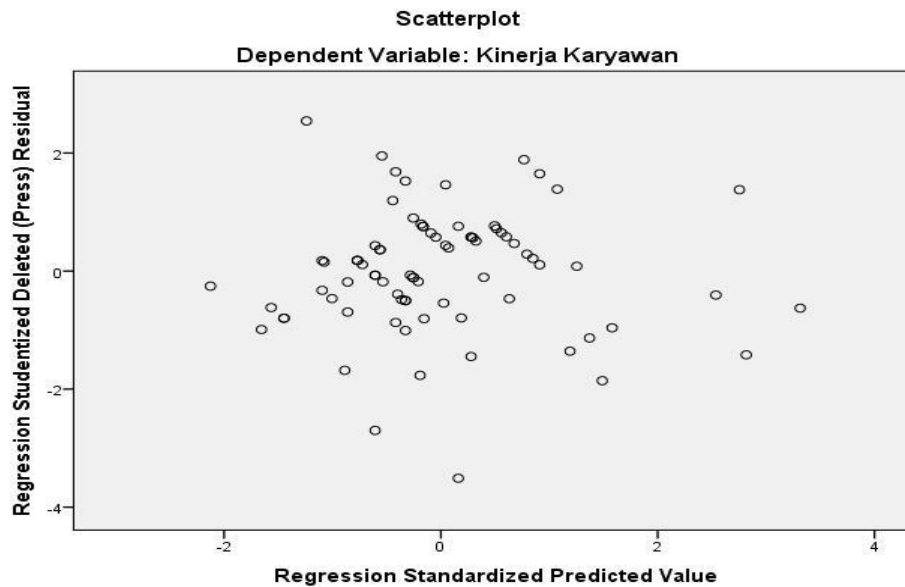


Figure 1. The results of the heteroscedasticity test from the SPSS seen in the
Source: Processed primary data , 2022

Normality test

The purpose of the normality test is to test whether in a regression model, the dependent variable and the independent variable or both have a normal distribution or not. A good regression model is a normal or close to normal data distribution. Normality detection is done by looking at the Normal Probability Plot graph (Ghozali, 2005).

To test whether the data distribution is normal or not, it can be done by looking at the normal probability plot graph which compares the cumulative distribution of the actual data with the cumulative distribution of the normal distribution. If the data spreads around the line and follows the direction of the diagonal line then the regression model fulfills the assumption of normality but if the data spreads away from the diagonal line and/or follows the direction of the diagonal line then the regression model does not meet the assumption of normality. The results of the normality test can be seen in the following figure:

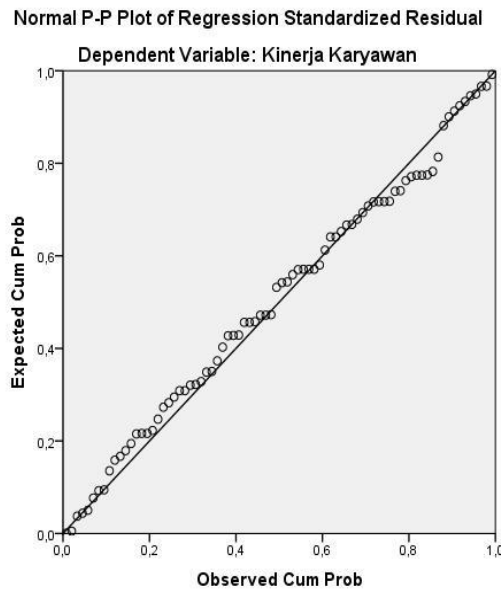


Figure 1. The results of the normality test

Source: Processed primary data, 2022

Autocorrelation Test

The autocorrelation test aims to test whether in the linear regression model there is a correlation between the confounding error in period t and the confounding error in period $t-1$ (previous). Autocorrelation detection was carried out by using the Durbin-Watson statistical test (Ghozali, 2013:110) .

Table 8. results of the autocorrelation

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.841 ^a	.707	.699	.19979	2.124

a. Predictors: (Constant), Kepuasan Kerja, Motivasi

b. Dependent Variable: Kinerja Karyawan

Based on the table from the results of the autocorrelation test above , the calculation of the *Durbin-Watson value* it can be seen that it has a value of 2.124, it means that in this study there is an autocorrelation problem because *Durbin-Watson* is at $du < d < 4-du$ which is $1.5859 < 2.124 > 1.6882$.

Linearity Test

The linear test aims to prove whether the model used is linear or not. To detect whether the model should use linear or not, several methods are used, one of which is the linearity test with the *Ramsey method* used in this study.

Table 8. The Results Of The SPSS Output Obtained

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7,407	2	3,703	92,782	,000 ^b
	Residual	3,073	77	,040		
	Total	10,480	79			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kepuasan Kerja, Motivasi

Source: Processed primary data, 2022

Based on the table above, the results of the *SPSS output* obtained by the calculated F value (92.782) > F table (3.115), it is stated that the regression model is linear, where F table = 3.115 obtained from alpha 5%, m = 1 and (n - k) = 80 - 2 = 78.

Multiple Linear Regression Analysis

This study uses multiple linear regression to prove the research hypothesis. This analysis uses input based on the data obtained from the questionnaire.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	,598	,240		2,490	,015		
	Motivasi	,498	,057	,611	8,794	,000	,789	1,267
	Kepuasan Kerja	,360	,069	,361	5,203	,000	,789	1,267

a. Dependent Variable: Kinerja Karyawan

Based on the data table above where the results of the regression analysis obtained the following regression equation:

$$Y = 0.598 + 0.498 X_1 + 0.360 X_2$$

The results of multiple linear regression analysis which are still in the form of numbers can be explained in easy-to-understand language as follows:

1. Constant = 0.598

It can be explained that the magnitude of the constant of 0.598 indicates that if there are no variables that include the motivation variable (X_1) and job satisfaction (X_2), then the employee's performance increases by 0.598 units.

2. $B_1 = 0.498$

Value 0, 498 on variable motivation (X_1) is worth positive so it can be said that se m a k i n t high level of motivation _ given by the company to employees , then means will so m a k i n t all also employee performance.

3. $B_2 = 0, 360$

Score 0.614 _ on variable job satisfaction (X_2) is worth positive so it can be said that so m akin tall job satisfaction which given by the company to employees , then will so m akin tall also employee performance.

Statistical Hypothesis Testing

t test

Basically the T test shows how far the influence of one independent variable partially in explaining the variation of the dependent variable.

Table 9. Table of Partial Test Results (t test)

Model	T	Sig.
(Constant)	2,490	0.015
x1	8,794	,000
x2	5,203	,000

The results of the coefficients through hypothesis testing and then compared with the T table, namely $n =$ number of samples 80 with $\alpha = 0.05$, then the T table is 1.664. So from the results of each variable it can be seen which variables affect employee performance as follows:

H1: Test the motivation hypothesis on employee performance from the calculation results obtained that T count for X_1 is 8.794 which is greater than T table 1.664 with a significance of 0.000 less than a significance level of 0.05. It means that it can be concluded that H_0 is rejected, so this shows that the motivation variable has a positive and significant effect on employee performance

H2: Test the hypothesis of job satisfaction on employee performance from the calculation results obtained that T count for X_2 is 5.203 greater than T table 1.663 with a significance of 0.000 less than a significance level of 0.05. It means that it can be concluded that H_0 is rejected, so this indicates that the job satisfaction variable has a positive and significant effect on employee performance.

Simultaneous Test (F Test)

Used for I know the relationship Among variable *independent* and varia b el *dependent* , is variable motivation (X_1) and job satisfaction (X_2) really significantly influence the m ultan (with m a-sa m a) ter h adap variable dependent Y (employee performance).

The testing steps are as follows (Ghozali, 2005)

a. Determine Formulation __ Hypothesis

$H_0 : 1 = 2 \ 0$, it means variable X_1 , _ X_2 , X_3 , X_4 and X_5 no m e mp u have influence which significant by the multan limited ap _ variable Y.

$H_1 : 1 = 2 \ 0$, meaning that the variables X_1 , X_2 , X_3 , X_4 and X_5 have the influence that significant by simultaneous to variable Y.

b. Determine degrees trust 95% ($\alpha = 0.05$)

c. Determine significance

Score significance (*P Value*) < 0.05 m aka H_0 rejected and H a received m a.

Score significance (*P Value*) > 0.05 _ m aka H_0 diteri m a and H_a rejected.

d. I m making kesi m home

When (*P Values*) < 0.05 _ m aka H_0 rejected and H_a dite ri m a . Artin y a independent variable simultaneously (bers a m a-sa m a) affect the dependent variable . _

When (*P Values*) > 0.05 _ m aka H_0 received m a and H_a is rejected. It means *independent* variable *n t* by s i multan (with m a- s a m a) no I am influencing *dependent* variable .

The results of the F test in this study can be seen in the following table:

Table 10. Table of Simultaneous Significance Test Results (Test F)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7,407	2	3,703	92,782	,000 ^b
	Residual	3,073	77	,040		
	Total	10,480	79			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kepuasan Kerja, Motivasi

Source: Processed primary data, 2021

From results test F on study this get value F count of 92,782 with number significance (P values) as big as 0.000. With level significance 95% ($\alpha = 0.05$). I don't think so significance (P values) as big as $0.000 < 0.05$. On base the comparison, m a ka H_0 ditol a k or fallow r ti va r i abel motivation and job satisfaction have an effect which significant by with m a-sa m a against variable employee performance.

Discussion

The Effect of Motivation and Job Satisfaction on Employee Performance .

Based on the results of research that has been done by researchers that the variables of motivation and job satisfaction have a positive and significant effect simultaneously on the performance of employees of PT. Jepe Press Main Media. This is based on the results of the F test calculation, by comparing the calculated F and the F table, it is obtained that the calculated F (92.782) is greater than the F table (3.115), and the significance value is 0.000 less than the significance level of 0.05.

The better or higher the motivation and job satisfaction that is owned and provided by a company, it will be able to improve employee performance.

The results of the analysis of the coefficient of determination (R^2) show the number of Adjusted R Square 0.699 or 69.9%. This means that 69.9% of motivation and job satisfaction variables can explain the variance of employee performance variables, the remaining 30.1% can be explained by other variables outside of the research variables that are not discussed in this study. The above analysis and data on motivation and job satisfaction have a positive and significant effect on employee performance.

Based on the analysis and data above, it can be concluded that H1 (Hypothesis 1) in this study, namely motivation and job satisfaction have a positive and significant effect simultaneously on the performance of employees of PT. Jepe Press Media Utama accepted. By increasing motivation and job satisfaction, it will have a positive effect on employee performance

CONCLUSION

Based on the data obtained after reprocessing, the results of research on the effect of motivation and job satisfaction on the performance of employees of PT. Jepe Press Media Utama , the following conclusions can be drawn:

- a. Testing together, shows that the variables of motivation and job satisfaction affect jointly or simultaneously on the performance of employees of PT. Jepe Press Main Media. So that H1 (Hypothesis 1) which states that motivation and job satisfaction have an effect on the performance of employees of PT. Jepe Press Media Utama, accepted.
- b. Motivation has a positive and significant influence on employee performance. So H2 (Hypothesis 2) which states that motivation has a positive and partially significant effect on the performance of employees of PT. Jepe Press Media Utama, accepted
- c. Job satisfaction has a positive and significant effect on employee performance so that H2 (Hypothesis 2) which states job satisfaction has a positive and significant effect partially on the performance of employees of PT. Jepe Press Media Utama, accepted.

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