The Influence Of Motivation And Job Satisfaction On The Employees Performance of PT. Centa Brasindo Industry Chemical Abadi (CBA)

Hasena Listy Munafa[1], Julina[2*], Raden Lestari Ganarsih[3]

[1,2] Management, Universitas Islam Negeri Sultan Syarif Kasim Riau, Pekanbaru, Indonesia
[2] Management, Universitas Riau, Pekanbaru, Indonesia

A R T I C L E   I N F O

A B S T R A C T

This research aims to determine the effect of motivation and job satisfaction on employee performance. Data was collected using a questionnaire distributed online using Google Form. A total of 31 respondents participated in this research. The results of this research have passed the validity and reliability tests, the next analysis uses the multiple linear regression method in SPSS version 23. The research results show that motivation has a positive and significant effect while job satisfaction has a positive but not significant effect on employee performance. Simultaneously motivation and job satisfaction influence employee performance. Motivation and job satisfaction have an influence of 85.7% while the remaining 14.3% is influenced by other factors or variables that were not studied.

*Corresponding author.
E-mail: julina@uin-suska.ac.id

INTRODUCTION

In today's modern era, various aspects of excellence are needed by every organization in order to achieve its goals. An organization or company requires strong internal potential and strength to face various challenges and changes. Organizations that can overcome problems with the right strategy and according to conditions will find it easier to progress and develop. One of the important factors needed by a company to achieve organizational goals is the human resource factor. The existence and competence of a company or organization is influenced by humans who are an important element in the organization. This means that the existence and competence of an organization can be achieved by human activity within it. Therefore, whether an organization exists or is competitive or not is largely determined by humans. This is crucial, especially in facing current and future changes in the times, environment or business climate.

A good organization is an organization that is able to place duties and authority in fair and measurable groupings, so that every employee who works for the organization will be able to carry out their duties with responsibility according to the authority given to them. Assigning tasks and responsibilities requires appropriate motivation from leaders by observing and understanding the behavior of subordinates, and taking into account, supervising and changing and directing employee behavior.

Motivation is formed from an employee's attitude in facing work situations. Mental attitude is a mental condition that encourages employees to strive to achieve maximum work performance. Thus, the motivation expected from employees is a function of motivation and this ability can influence employee performance. If this happens, the employee's abilities must be improved in the form of training and giving rewards. Performance can be viewed as a process or result of work. Performance is a process of how work takes place to achieve work results (Wibowo, 2014). Performance in an organization is carried out by all human resources in the organization, both leadership and workers.

The company's main concern is how to maintain and manage employee motivation at work so that they always focus on the company's 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 states that motivation is a process that causes intensity, direction and continuous effort by individuals towards peak achievement (Wibowo, 201). From this definition, it can be seen that motivation is a very important part that underlies a person's ability to do something or achieve a desired goal. The employee's positive mental attitude towards the work situation is what strengthens his work motivation to achieve maximum performance. Motivation is a desire that exists in an individual that stimulates him to carry out actions or something that becomes the basis or reason for someone to behave (Usman, 2010).

Companies must also pay attention to job satisfaction, because employees who do not feel comfortable at work, are less appreciated, or cannot develop all the potential they have, then automatically employees cannot focus and concentrate fully on their work. Job satisfaction is an emotional attitude of being happy and loving one's job. Job satisfaction means employee emotions at the level of likes and dislikes towards their work (Munir & Rahman, 2016). Job satisfaction is a person's feelings and thoughts towards work which are expressed affectively or cognitively to some degree of favor or bad experience. Thus, job satisfaction represents employees' emotions, feelings and thoughts, and perceptions of their workplace from many perspectives.

Research on motivation and job satisfaction on employee performance conducted by Sofyan (2018) showed positive and significant results, while research conducted by Siengthai (2015) had limitations in that the research was conducted only in the banking industry and is expected to be carried out in other industrial sectors. In this research, the author develops research into the transportation services industry sector to find out how job satisfaction variables influence employee performance in transportation service companies. Research from Juniantara & Riana (2015) shows that motivation has a positive and significant effect on performance, motivation has a positive and significant effect on job satisfaction, job satisfaction has a positive and significant effect on performance.With this phenomenon, researchers want to know how motivation and job satisfaction influence employee performance, especially employees at PT. Centa Brasindo Abadi Chemical Industry (CBA).

METHODOLOGY

This research was conducted at PT. Centa Brasindo Abadi Chemical Industry (CBA). The research time is approximately 2 months, starting from September – October 2023. The population in this study were all employees at PT. Centa Brasindo Abadi Chemical Industry (CBA). The number of samples in this research was 31 respondents. The data collection technique used in this research used a questionnaire technique via Google Form. A questionnaire is a data collection technique carried out using a list of questions asked to PT employees. Centa Brasindo Abadi Chemical Industry (CBA) related to research. In this study, researchers used quantitative data. As mentioned by Sugiyono (2016), quantitative data is data that is expressed in the form of numbers. Therefore, quantitative data tends to be analyzed using statistical methods or techniques. This data can be in the form of numbers or score values, and is usually collected through data collection tools that produce responses in the form of score ranges or questions with certain weights.

RESULTS AND DISCUSSION

Analysis of Respondent Characteristics

Based on the results of the questionnaire distributed, data was obtained on the characteristics of respondents based on gender, age and length of service. Below we will discuss the conditions of each demographic classification of respondents.

Table 1. Respondents Identity

Category	Number of Respondent	Persentase
Gender		
Male	17	54,8%
Female	14	45,2%
Age		
17-27	23	75,2%
28-38	3	9,3%
39-49	3	9,3%
> 50	2	6,2%
Masa Kerja		
1 – 5 tahun	27	87,1%
>15 tahun	4	12,9%
Total	**31**	**100%**

Validity and Reliability Test

The validity test is used to measure whether a questionnaire is valid or not according to Ghozali (2013). A questionnaire is said to be valid if the questions in the questionnaire are able to reveal something that the questionnaire will measure. The validity test is carried out by comparing the calculated r value with the r table (0,355). If the calculated r value > r table and is positive, then the question is said to be valid. Reliability testing is a tool for measuring a questionnaire which is an indicator of a variable. A questionnaire is said to be reliable if a person's answers to the questions are consistent or stable over time. From the reliability test results in Table 2, it is known that the alpha value of each variable is ≥ 0.60. This means that the measuring instruments used in this research are reliable or trustworthy. The results of the validity test can be seen as follows:

Table. 2 Validity and Reliability Test

Variable	Item	Pearson Correlation	Cronbach's Alpha
Motivation	M.1	0,885	0,949
	M.2	0,803	
	M.3	0,772	
	M.4	0,834	
	M.5	0,942	
	M.6	0,820	
	M.7	0,911	
	M.8	0,940	
Job Satisfaction	KP.1	0,933	0,952
	KP.2	0,827	
	KP.3	0,833	
	KP.4	0,830	
	KP.5	0,781	
	KP.6	0,938	
	KP.7	0,902	
Employee Performance	KN.1	0,929	0,949
	KN.2	0,834	
	KN.3	0,966	
	KN.4	0,788	
	KN.5	0,958	
	KN.6	0,954	

Based on table 2, it can be seen that the validity test results show that the calculated r has a value greater than the r table, which means all questions are valid. So that all these questions can be used as measuring tools in subsequent analysis

Classic Assumption Test

Normality test

Normality test is a test carried out to test whether data is normally distributed or not. The normality test aims to test whether the independent and dependent variables or both have a normal distribution or not in the regression model. In this research, to find out whether data is normally distributed or not, it can be done using the Kolmogorov-Smirnow test. Data can be said to be normally distributed if the significance value is > 0.05. Following are the results of the Kolmogorov-Smirnov test:

Table. 3 Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		31
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.63329128
Most Extreme Differences	Absolute	.140
	Positive	.135
	Negative	-.140
Kolmogorov-Smirnov Z		.780
Asymp. Sig. (2-tailed)		.577

a. Test distribution is Normal.

b. Calculated from data.

Based on the results of the normality test using the Kolmogorov Smirnov method. It is known that the significance value is 0.577 > 0.05. Thus it can be concluded that the data is normally distributed.

Multicollinearity Test

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. To test multicollinearity, you can do it in two ways, namely by using the VIF (variance inflation factor) and paying attention to the tolerance value. If the tolerance value is > 0.1 then multicollinearity does not occur. If the VIF value < 10 then multicollinearity does not occur. The following are the results of the multicollinearity test as follows:

Table.4 Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	VIF
1	(Constant)	1.123	1.942		.578	.568		
	Motivation	.564	.117	.729	4.813	.000	.222	4.496
	Job Satisfaction	.195	.136	.217	1.432	.163	.222	4.496

a. Dependent Variable: Employee Performance

Based on Table 4, the tolerance and VIF values for each variable are obtained. The tolerance and VIF values for the motivation variable are respectively 0.222 and 4.496 for the job satisfaction variable. Thus, it can be concluded that there is no multicollinearity in the regression model because the tolerance value is > 0.1 and VIF < 10.

Heteroscedasticity Test

The heteroscedasticity test is used to show whether there are residual similarities in all observation data. In this observation, a statistical test was used to determine the homogeneity of the data by looking at the scatterplot. If the distribution of data in a scatterplot is regular and forms a certain pattern (increases, decreases, clusters) heteroscedasticity occurs. If the scatterplot data distribution is not uniform and does not form a grouping pattern, then it can be concluded that there are no symptoms of heteroscedasticity. The following are the results of the heteroscedasticity test in this study:
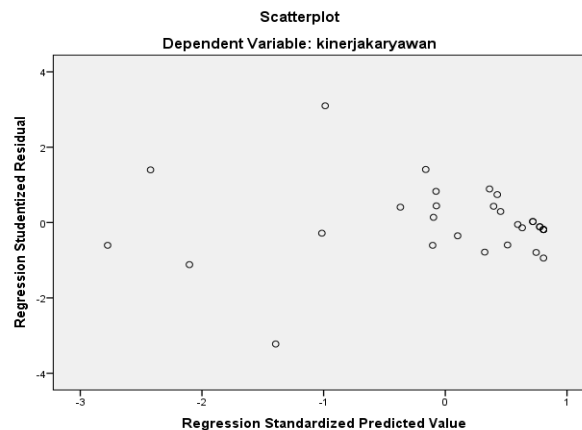

Figure 2. Heteroscedasticity Test Results

Based on the image above, the scatterplot graph shows whether the points are scattered randomly or not to form a certain clear pattern and spread both upwards and downwards, so it can be concluded that in the regression model there is no heteroscedasticity, which means the regression model is suitable for predicting dependent variable based on the independent variable.

Multiple Linear Regression Analysis

Multiple linear regression analysis is a statistical method used to understand the relationship between one dependent variable and two or more independent variables in

a mathematical model. This analysis helps in measuring the extent to which independent variables can explain or predict variations in the dependent variable.

Table. 5 Multiple Linear Regression

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.123	1.942		.578	.568
	Motivation	.564	.117	.729	4.813	.000
	Job Satisfaction	.195	.136	.217	1.432	.163

a. Dependent Variable: Employee Performance

Based on Table 5 above, the regression equation can be arranged as follows:

$$Y = 1{,}123 + 0{,}564X1 + 0{,}195X2 + e \quad \ldots\ldots\ldots (1)$$

Based on the regression equation above, it can be explained as follows:
1. The constant value (a) of 1.123 states that if the value of the motivation and job satisfaction variables is considered constant then the value of the employee performance variable (Y) is 1.123.
2. The b1 value is the regression coefficient of X1. This shows that each additional unit of the motivation variable will affect employee performance (Y) by 0.564, assuming the other independent variables are constant.
3. The b2 value is the regression coefficient of X2. This shows that each additional unit of the job satisfaction variable will affect employee performance (Y) by 0.195, assuming the other independent variables are constant.
4. Standard error (e) is a random variable and has a probability distribution that represents all factors that have an influence on Y but are not included in the equation. The standard error is 1.942. All variables calculated in SPSS have a confounding variable level of 1.942.

Motivation is known to have a calculated t value of 4.813 > t table of 2.048 and sig 0.000 < 0.05, so Ho is rejected and Ha is accepted, meaning that the motivation variable partially has a positive and significant effect on employee performance. The results are in line with research by Romadhani et al (2022) who found motivation has positive and significant effect on job performance. Employee motivation has a significant impact on job performance, as it affects various aspects of an employee's work, such as productivity, happiness, commitment, collaboration, and willingness to go above and beyond for a project, customer, or co-worker. Motivated employees are more likely to stay with the organization, reducing turnover and absenteeism, which in turn

boosts overall performance. Some key effects of motivation on job performance include productivity, loyalty, collaboratin, adaptability, and job satisfaction. Motivated employees are more productive, as they are driven to achieve organizational goals and find value in their work. Motivated employees are loyal to their organization, which can lead to increased efficiency and quality in the workflow. Motivated employees are better collaborators, as they are more willing to work together and adapt to change. Motivated employees are more adaptable to change and can maintain a positive attitude at work, even in challenging situations. Motivated employees find satisfaction in reaching their goals and find value in their job, which can lead to increased engagement and commitment to the organization. Effective performance management is essential for maintaining high motivation and high performance. Organizations can create official recognition and rewards programs to further boost employee motivation and engagement. By focusing on employee motivation, organizations can improve their overall performance and achieve better results.

Job satisfaction is known to have a calculated t value of 1.432 < t table of 2.048 and sig 1.63 > 0.05, so Ha is rejected and Ho is accepted, meaning that the job satisfaction variable partially has a positive but not significant effect on employee performance. The results are in line with research by Romadhani et al (2022) who found that job satisfaction has a positive but insignificant effect on job performance. Husein & Hanifah (2018) also found that job satisfaction does not have significant impact on employe performance in Banjarmasin Government.

Simultaneous Test (F Test)

The F test will be tested jointly to find out whether the joint influence of the independent variable (X) on the dependent variable (Y) is significant. To see the effect of motivation and job satisfaction on employee performance together or simultaneously by looking at the ANOVA table.

Table. 6 Simultaneous Test (F Test)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1248.360	2	624.180	84.013	.000[b]
	Residual	208.027	28	7.430		
	Total	1456.387	30			

a. Dependent Variable: kinerja karyawan

b. Predictors: (Constant), kepuasan kerja, motivasi

Based on Table 6, it is known that the calculated F value is 84.013 > F table > 3.316 with sig. (0.000) < 0.05, then Ho is rejected and Ha is accepted, meaning that the

influence of motivation and job satisfaction simultaneously has a significant effect on employee performance.

Coefficient of Determination

The coefficient of determination (R^2) is used to find out how much the independent variable can explain the dependent variable. The coefficient of determination values are zero (0) and one (1). A value close to one means that one independent variable provides almost all the information used to predict the dependent variable.

Table.7 Coefficient of determination test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.926[a]	.857	.847	2.72572

a. Predictors: (Constant), kepuasan kerja, motivasi

Based on Table 7, it can be seen that the R Square value is 0.857, which shows that Motivation and Job Satisfaction have an influence of 85.7% on employee performance variables, while the remaining 14.3% is influenced by other variables not examined in this research.

CONCLUSION

In accordance with the initial objectives, this research aims to determine the influence of motivation and job satisfaction on the employees performance of PT. CBA. Based on the research results explained in the previous chapter, the following conclusions can be drawn. This research states that the motivation variable partially has a positive and significant effect on the employees performance of PT. CBA. The higher the motivation provided, the more employee performance will increase. Furthermore, the research results stated that job satisfaction partially had a positive but not significant effect on the employees performance of PT. CBA. This means that the higher the employee's job satisfaction, the higher the employee's performance will not necessarily be. Finally, results were obtained which stated that simultaneously the motivation and job satisfaction variables had a positive effect on the employees performance of PT. CBA.

Based on respondents' answers regarding motivation, researchers suggest that leaders can provide good motivation so that employees are enthusiastic at work and have creativity in their work. This can be done by providing fair and adequate compensation, giving rewards to employees who have good performance and providing career development opportunities. Based on respondents' answers regarding job satisfaction, researchers suggest that companies can increase job satisfaction by providing a safe and comfortable work environment, giving rewards to employees, making work time more efficient and creating exciting routines. When employees are

satisfied with their work, they will be more motivated to work and have good performance.

REFERENCES

Afandi, Pandi. 2018. *Manajemen Sumberdaya Manusia Teori,Konsep dan Indikator*. Pekanbaru: Zanafa Publishing.

Asmawiyah. A.Mukhtar,A.,& Nurjaya, N. (2020). *Pengaruh Motivasi Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan*. Jurnal Mirai Management, 5(2).

Edison Emron, Yohny Anwar dan Imas Komariah., 2016., *Manajemen Sumber Daya Manusia,* Alfabeta, Bandung.

Endra, T. S. S. (2022). *Pengaruh Motivasi Dan Kepuasan Kerja Terhadap Kinerja Karyawan di Perusahaan Dazzel Yogyakarta*. Among Makarti, 14(2).

Husein, N. M., & Hanifah, H. (2019, April). The Effect of Job Satisfaction on Employee Performance Through Coaching as Intervening Variables in Banjarmasin Government. In *2nd Padang International Conference on Education, Economics, Business and Accounting (PICEEBA-2 2018)* (pp. 546-552). Atlantis Press.

Indrayani, H. Mahyarni. M., Meflinda, A., & Nurfaisal. (2013). *Manajemen Sumberdaya Manusia Terintegrasi*. Pekanbaru: Suska Press.

Juniantara, I. W., & Riana, I. G. (2015). *Pengaruh motivasi dan kepuasan kerja terhadap kinerja karyawan koperasi di Denpasar*. E-Jurnal Ekonomi dan Bisnis Universitas Udayana, *4*(9), 611-628.

Kasmir. (2016). *Manajemen sumber daya manusia (teori dan praktik)*. Depok: Rajagrafindo Persada.

Malayu S, P. Hasibuan (2014). *Manajemen Sumber Daya Manusia*. PT. Bumi Aksara.

Maulina, I. (2020). *Pengaruh Kepuasan Kerja Dan Komitmen Organisasi Terhadap Kinerja BPJS Ketenagakerjaan Cabang Pekanbaru Panam* (Doctoral dissertation, Universitas Islam Negeri Sultan Syarif Kasim Riau).

Munir, R. & Rahman, R. (2016). Determining Dimensions of Job Satisfaction using Factor Analysis. Science direct Procedia Economics and Finance 37 (2016) 488 – 496

Priansa, D.J (2016). *Perencanaan & Pengembangan SDM*, Bandung: CV. Alfabeta

Putra, I. C., & Yusri, S. (2020). Pengaruh Motivasi Kerja, Kepemimpinan Transaksional dan Kepemimpinan Transformasional terhadap Kinerja Karyawan Lpp Rri Pekanbaru. *Jurnal Al-Iqtishad*, *16*(1), 68-88.

Robbins, S.P. & Judge, T., (2013). *Perilaku Organisasi*, Edisi 16, Jakarta: Salemba Empat.

Romadhani, D. N., Kirana, K. C., & Subiyanto, E. D. (2022). Work culture and job satisfaction on performance with motivation as intervening variable. *Jurnal Riset Bisnis dan Manajemen*, *15*(01), 7-14.

Sofyan, H. *Pengaruh Motivasi Dan Kepuasan Kerja Terhadap Kinerja Karyawan (Studi Kasus Pada Guru Smpit Putra Cendekia)* (Bachelor's thesis, Jakarta: Fakultas Ekonomi dan Bisnis UIN Syarif Hidayatullah Jakarta).

Siengthai, S., & Pila-Ngarm, P. (2016, August). The interaction effect of job redesign and job satisfaction on employee performance. In *Evidence-based HRM: a Global Forum for Empirical Scholarship* (Vol. 4, No. 2, pp. 162-180). Emerald Group Publishing Limited..
Usman, 2010. *Manajemen (Teori, praktek, dan riset pendidikan)*. Jakarta: Bumi aksara.

Wibowo, 2014. *Manajemen Kinerja,* Edisi Keempat. Jakarta: Rajawali Pers.

Wirawan, (2012). *Evaluasi Kinerja Sumber Daya Manusia*. Jakarta: Salemba Empat,.