Research Paper

The Influence Of Motivation On Employee Performance At Pt. Indoglobal Sejahtera Abadi (IGSA) Warehouse Unit Maros

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ABSTRACT: *This research is to determine the effect of motivation on employee performance in the warehouse unit of PT. Indoglobal Sejahtera Abadi (IGSA) in Maros Regency. There was a decrease in employee performance in the warehouse unit of PT. Indoglobal Sejahtera Abadi (IGSA), more specifically for warehouse employees due to salary cuts and very high incentives. The population of this study is employees in the Warehouse Unit at PT. Indoglobal Sejahtera Abadi (IGSA) Maros. The determination of the sample sets the criteria, namely permanent employees, namely 36 people. Data collection techniques with questionnaires and documentation. Data analysis techniques use descriptive quantitative analysis. and simple regression statistical analysis and simple correlation tests. The results showed that there was a positive and significant influence between motivation on the performance of PT. Indoglobal Sejahtera Abadi (IGSA). The provision of work motivation is expected to improve employee performance towards the company in terms of quality and quality.*

KEYWORDS: *Motivation, Performance, Human Resources*

I. INTRODUCTION

Manpower or human resources have a very important role in efforts to achieve an organization/company goal. Therefore, human resources as a very important element In running an organization/ company, human resources are considered the main object. The increasingly fierce competition in the business world today forces companies to be able to face every change that may happen. It is hoped that the company can have reliable human resources that can compete and contribute to the company.Employees have an active role in contributing to the company's performance.Human resources are the factor that has the most direct impact on the competitiveness of the company (Mangkuprawira, 2002).

The process of applying employee work motivation in different divisions can be There are also different motivations that are expected, as well as at the level of the employee's position itself. It aims to development of human resources and making employees able to work more vigorously. The process of developing human resources is directly related to the performance of the company through the creation of expert and qualified human resources.

PT. Indoglobal Sejahtera Abadi(IGSA), which is engaged in industry, especially in warehouse division employees, seeks to evaluate employee performance to achieve company targets. Industrial enterprises are urgently needed for every country to increase the number of jobs, reduce unemployment, improve the processing of raw materials that are already available.

Motivation is the desire to carry out activities in order to meet needs and goals certain. Employee motivation is influenced by various factors, both internal and external factors. Internal factors influencing work motivation stem from elements arising from the employee himself such as, interest of workers, will, ability and responsibility. While the external factors of work motivation employees in the form of employee welfare, environment, education, awards, training. Besides The factors above the placement of employees in the right position are factors that participate affect employee motivation in the implementation of work as well as employee responsibility.

The theory of satisfaction according to Hasibuan (2016), based on his approach to factors of individual needs and satisfactions that cause to act and behave in a way,focusing attention on factors within the self that strengthen, direct, support and Paying attention to his behavior This theory answers the question of what needs can satisfy and encourage one's enthusiasm for work.

The provision of work motivation is expected to improve employee performance for the company which can be seen from the aspects of job satisfaction, organizational culture and patterns acquired leadership. This is expected to improve work results in quality and the quantity achieved by employees in carrying out their duties and responsibilities as employees.

There are factors that affect employee performance, according to Sedarmayanti in Widodo (2015) namely: a) Attitude and mentality (motivation, work discipline, and work ethics); b) Education; c) Skills; d) Leadership management; e)Income level; f) Salary and health; g) Social security; h) Facilities and infrastructure; and i) Opportunity to excel.

There is a decrease in employee performance in the warehouse unit of PT. Indoglobal Sejahtera Abadi(IGSA) is more specifically for warehouse employees due to salary cuts and very high incentives. The success of a company's achievement in working can be measured in two, namely quality and quantity. This is in accordance with the opinion of Robbins in Sulaksono (2015) that performance indicators:

a. Quality, quality is measured by employee perception of the quality of the work produced and the ability of duties to the skills and abilities of employees
b. Quantity, kuantitas is the resulting amount expressed in terms such as units, the number of cycles of activity completed.
c. Timeliness. Is the level of activity completed at the beginning of the stated time and viewed from a coordination angle with the output results as well as maximizing the time available for other activities.
d. Effectiveness. Represents the level of use of the organization's resources (labor, money,technology and raw materials).
e. Independence. Is the level of an employee who will later be able to carry out his work functions and work commitments in the organization.

Research by Muntha and Mufrihah (2017), shows that the motivation for Providing adequate income compensation is a motivational tool that positively influences performance of employees of the regional general hospital (RSUD) doctor Soedarjo Pontianak.

Furthermore, jauhari's research (2017), external factors of clear career guarantee by the company provides a focus on the performance of executive-level employees in the pt operations division. Pusri Palembang. Employees will work at the expense of totality what is on him for the sake of a clear job and in the hope of being able to work until retirement.

Based on the background of the research, theory and previous research, this research aims to to determine the effect of motivation on employee performance in the warehouse unit of PT. Indoglobal Sejahtera Abadi(IGSA) Maros.

II. METHOD

This type of research is descriptive quantitative research using techniquesSimple regression statistical data analysis and simple correlation test. The population in this study was the entire employees at PT. Indoglobal Sejahtera Abadi (IGSA) Maros as many as 50 people. Technique The sampling in this study was purposive sampling so that a sample of 36 people with permanent employee status was obtained. This study used two research variables consisting of dependent variables (employee performance) and dependent variables (motivation). Data collection techniques Using a questionnaire. The technical data analysis used is descriptive quantitative analysis, statistical analysis, and hypothesis testing.

III. RESULTS AND DISCUSSION

The results of the data obtained from the respondents were analyzed using descriptive statistical analysis. The variables analyzed are employee performance (Y) and motivation (X). The results obtained from the descriptive statistical analysis are shown as follows:

a. Motivational Descriptive Analysis

Analysis of respondents' responses the influence of motivation on warehouse units PT. Indoglobal Sejahtera Abadi, Maros here's the explanation:

Table 1. The results of respondents' responses to the motivation of employees of PT. Indoglobal Sejahtera Abadi (ISGA) Maros.

No	Statement		Respondents' responses					Skor actual	skor ideal	skor %	criterion
			SS 5	S 4	N 3	TS 2	STS 1				
1	The salary I receive can meet my needs, eat, drink, and where I live.	F	21	15	0	0	0				
		S	105	60	0	0	0	165	180	91,6	SB
2	The company I work for provides health insurance	F	17	19	0	0	0				
		S	85	76	0	0	0	161	180	89,4	SB
3.	Safety and security facilities are fulfilled where I work	F	14	22	0	0	0				
		S	70	88	0	0	0	158	180	87,7	SB
4.	I cooperate with each other in the performance of tasks	F	20	16	0	0	0				
		S	100	64	0	0	0	164	180	91,1	SB
5	The building where I work meets security and safety standards	F	17	19	0	0	0				
		S	85	76	0	0	0	161	180	89,4	SB
6	Superior appreciate the results of my work	F	14	22	0	0	0				
		S	70	88	0	0	0	158	180	87,7	SB
7	I don't cover myself in the associations I work for	F	14	22	0	0	0				
		S	70	88	0	0	0	158	180	87,7	SB
8	The boss can accept my solution	F	19	16	1	0	0				
		S	95	64	3	0	0	163	180	90,5	SB
9	My skills help in the completion of the work	F	3	16	17	0	0				
		S	15	64	51	0	0	130	180	72,2	B
10	I am not easily satisfied will work	F	21	15	0	0	0				
		S	105	60	0	0	0	165	180	91,6	SB
	Total							**1583**	**1800**	**87,95**	**SB**

Source: Data processed, 2022.

Based on table 1. above the following will be explained about the meaning of the percentage obtained from the calculation results, as follows:

1. The first statement, it can be explained that the average respondent by giving an answer A With a weight of 5 (five) total scores of 165 points with a percentage rate of 91.6% is included in the excellent category. This is due to the fact that the salary received by the employee can meet his needs.
2. The second statement, it can be explained that the average respondent gives answer A with weight 5 (five) with a total score of 161 points with a percentage rate of 89.4% including categories are excellent. This is because the company I work for provides health insurance.

3. The third statement, it can be explained that the average respondent gives answer A with a weight of 5 (five) with a total score of 158 points with a percentage rate of 87.7% including the very category good. This is because safety and security facilities are met where I work.
4. The fourth statement, it can be explained that the average respondent gave answer A with a weight of 5 (five) with a total score of 164 points percentage rate of 91.1% including the excellent category. This is because I cooperate with each other in the implementation of tasks.
5. The fifth statement, it can be explained that the average respondent in answer gives answer A with a weight of 5 (five) with a total score of 161 points with a percentage rate of 89.4% including category is excellent. This is because the building I work for meets safety standards andsalvation. The sixth statement, it can be explained that the average respondent gives answer A with a weight of 5 (five) with a total score of 158 points with a percentage rate of 87.7% including categories is excellent. This is because the Boss appreciates the results of my work.
6. The seventh statement, it can be explained that the average respondent gives himself in the association in which I work.
7. The eighth statement, it can be explained that the average respondent gives an answer A With a weight of 5 (five) with a total score of 163 points with a percentage rate of 90.5% belongs to the excellent category.This is because the Boss can accept my solution.
8. The ninth statement, it can be explained that the average respondent gives answer B with a weight of 4 (four) with a total score of 130 points with a percentage rate of 72.2% including good category. This is because my Skills help in the completion of the work.
9. Tenth statement, it can be explained that the average respondent gives answer A dengan bobot 5 (five) with a total score of 165 points with a percentage rate of 91.6% belongs to the excellent category. This is because I am not easily satisfied with the work.

Based on the results of the calculation above, it shows that the achievement of a percentage of 87,94%, so that if it is attributed with a predetermined score of 81 to 100%, it can be said that the motivation in the PT warehouse unit. Indoglobal Sejahtera Abadi(IGSA) Maros is included in the excellent category.

a.   Performance Descriptive Analysis

The descriptive analysis of employee performance in the *warehouse unit* of PT. Indoglobal Sejahtera Abadi(IGSA) Maros. Here is the explanation:

Table 2. The results of respondents' responses to the performance of employees in the warehouse unit of PT. Indoglobal Sejahtera Abadi (IGSA) Maros.

No	Statement		Respondents' Responses					Skor actual	Ideal score	skor %	Criteria a
			SS	S	N	TS	STS				
			5	4	3	2	1				
1	Because of the motivation I was able to get the job done more than specified	F	15	21	0	0	0				
		S	75	84	0	0	0	159	180	88,3	SB
2	Because of the motivation of my work, I can meet the measurement standards	F	15	20	1	0	0				
		S	75	80	3	0	0	158	180	87,7	SB
3	Because of the motivation, I can make a positive change to the company	F	20	16	0	0	0				
		S	100	64	0	0	0	164	180	91,1	SB
4	Because the existence is well evaluated by superiors	F	18	18	0	0	0				
		S	90	72	0	0	0	162	180	90	SB

No	Statement		5	4	3	2	1				
5	Because of the motivation, I can finish the work according to the time given	F	18	18	0	0	0				
		S	90	72	0	0	0	162	180	90	SB
6	Because of the motivation I don't delay the work given by the boss	F	16	20	0	0	0				
		S	80	80	0	0	0	160	180	88,8	SB
7.	Because of my motivation to use technology in getting work done	F	14	22	0	0	0				
		S	70	88	0	0	0	158	180	87,7	SB
8.	Because of the motivation to help the availability of raw materials for the smooth running of work	F	23	13	0	0	0				
		S	115	52	0	0	0	167	180	92,7	SB
9	Because of the motivation I am willing to do work without the orders of the superior	F	18	18	0	0	0				
		S	90	72	0	0	0	162	180	90	SB
10	Because of the motivation I was able to solve the problem without the orders of the superior	F	22	13	1	0	0				
		S	110	52	3	0	0	165	180	91,6	SB
	Total							**1617**	**1800**	**89,85**	**SB**

Source: Data processed, 2022.

Based on table 2 above, the following will be explainedThe meaning of the percentage obtained from the calculation results, as follows:

1. The first statement, it can be concluded that the average respondent gives an answer A dengan Weight 5 (four) with a total score of 159 points with a percentage rate of 88.3% is in the excellent category. This is because employees do their work meticulously in accordance with the responsibilities given.
2. The second statement, it can be concluded that the average respondent gives answer A with Weight 5 (five) with a total score of 158 points with a percentage rate of 87.7% belongs to the excellent category. This is because employees perform work in accordance with the company's SOPs.
3. The third statement, it can be concluded that the average respondent gives an answer A with weight 5 (five) with a total score of 164 points with a percentage rate of 91.1% including categories Excellent. This is because employees are able to do tasks according to the specified time.
4. The fourth statement, it can be concluded that the average respondent gives an answer A With a score of 5 (five) with a total score of 162 points with a percentage rate of 90% included in the KATEG ORI is very good. This is because employees have skills in carrying out work.

5. The fifth statement, it can be concluded that the average respondent gives an answer A with a value of 5 (lima) with a total score of 162 points with a percentage of 90% belongs to the category of less excellent.This is because employees master practical / technical information in carrying out work.

6. The sixth statement, it can be concluded that the average respondent gives an answer A with a value of 5 (five) dengan total skor 160 poin dengan tingkat persentase 88,8% termasuk dalam kategori sangat baik. Hal ini di sebabkan karyawan dapat diandalkan dalam penyelesaian tugas.

7. The seventh statement, it can be concluded that the average respondent's answer gives an answer A With a score of 5 (five) with a total score of 158 points with a percentage rate of 87.7% belongs to the excellent category.This is caused by employees being on time in attendance in accordance with company rules.

8. The eighth statement, it can be concluded that the average respondent's answer gives answer A with a score of 5 (five) with a total score of 167 points with a percentage rate of 92.7% including in excellent. This is because employees can do work optimally with or without supervision.

9. The ninth statement, it can be concluded that the average respondent's answer gives answer A with a score of 5 (five) with a total score of 162 points with a percentage rate of 90% including in the category of excellent. This is because the quality of work is better than other employees.

10. The tenth statement, it can be concluded that the average respondent gives an answer A with a score of 5 (five) with a total score of 165 points with a percentage rate of 91.6% including in the category of excellent. This is because a fair division of duties gives you motivation to achieve optimal work results.

Based on the results of the calculation above, it shows that the achievement of a percentage of 87,94%, so that if it is associated with a predetermined score of 81 to 100%, then it can be said that the performance of employees in the warehouse unit of PT. Indoglobal Sejahtera Abadi is included in the excellent criteria.

b. The effect of motivation on employee perfomance

In knowing how much influence motivation has on employee *performance on units warehouse* PT. Indoglobal Sejahtera Abadi(IGSA) Maros, can be done with the following steps:

The following is an explanation of the numbers processed by the questionnaire that has been distributed, as follows:

Table 3. Data from simple linear regression calculations

No	X	X²	Y	Y²	∑XY
1.	43	1849	45	2025	1935
2.	40	1600	49	2401	1960
3.	42	1764	43	1849	1806
4.	47	2209	46	2116	2162
5.	46	2116	44	1936	2024
6.	50	2500	49	2401	2450
7.	42	1764	43	1849	1806
8.	41	1600	42	1764	1680
9.	46	2116	45	2025	2070
10.	47	2209	45	2025	2115
11.	41	1681	44	1936	1804
12.	45	2025	43	1849	1935
13	49	2401	50	2500	2450
14	40	1600	40	1600	1600
15	48	2304	47	2209	2256
16	50	2500	45	2025	2250
17	45	2025	48	2304	2160
18	48	2304	48	2304	2304
19	48	2304	42	1764	2016
20	45	2025	45	2025	2025
21	40	1600	40	1600	1600
22	42	1764	46	2116	1932
23	46	2116	45	2025	2070
24	46	2116	46	2116	2116
25	44	1936	47	2209	2068

26	43	1849	44	1936	1892
27	41	1681	47	2209	1927
28	43	1849	47	2209	2021
29	42	1764	42	1764	1764
30	42	1764	44	1936	1848
31	41	1681	47	2209	1927
32	41	1681	43	1849	1763
33	43	1849	44	1936	1892
34	42	1764	46	2116	1932
35	44	1936	45	2025	1980
36	40	1600	41	1681	1640
Total	1583	69846	1617	72843	71180

Source: Data in process, 2022.

Based on the calculations above, a simple linear regression equation between the variables of motivation and employee performance is:

y = 34.8 + 0,32X

1. The constant value of 34.8 indicates that if the motivation variable is constant or equal to zero then the employee performance variable is 34.8
2. The value of the regression coefficient of 0.23 indicates that if the value of the motivation variable increases by one unit, the value of the employee performance variable increases by 0.23 units.

c. Analysis of the coefficient of choleration

To find out the closeness of the relationship between motivation variables and employee performance, the author uses the correlation coefficient equation with the result of the calculation of the correlation coefficient obtained (R) = 0.34 this shows that motivation and performance employees at PT. Indoglobal Eternal Prosperity (IGSA) Maros has a positive relationship of 0.34 which is in the weak category.

d. Coefficient of determination analysis

To find out how much influence variables have on one another, the author uses the coefficient of determination (D) as follows:

(D) = 0,34 X 0,34
=11,56 %

From the above calculations it can be known that motivation can affect performance The remaining 11.56% of employees, 88.44% were influenced by other factors that were not included in the research model.

e. Test-t

To prove a hypothesis while testing significant whether or not there is a relationship between Both variables, statistical tests are used through the T-test. The results of the t-test calculation are obtained the value of t-count = 2.101 and t-table 1.690 because t-count>t-table (2.101>1.690) can then be it is concluded that HO was rejected and accepted Ha. Thus, it can be concluded that there is a significant influence of motivation variables on employee performance variables in warehouse units PT. Indoglobal Sejahtera Abadi (IGSA) Maros.

From the results of the t test, it can be seen that the t-count ≥ t-table or 2.101 ≥ 1.690 then Ha is accepted and Ho is rejected. Then it is true that there is a positive and significant influence between motivation and employee performance in the warehouse unit of PT. Indoglobal Sejahtera Abadi(IGSA) Maros.

g. Discussion

Based on the hypothesis that motivation has a positive and significant effect on employee performance in the warehouse unit of PT. Indoglobal Sejahtera Abadi (IGSA) Maros.This is in accordance with Robbins' theory in Sardin (2016) states that an employee will be willing to make greater efforts if he believes that the effort will result in a good performance appraisal and will result in salary increases and promotions and all of which allow the person concerned to achieve his personal goals.

To find out the relationship between motivation variables and employee performance. From the results of the calculation of the correlation coefficient obtained (R) = 0.34 this shows that the motivation and

performance of employees in the warehouse unit of PT. Indoglobal Sejahtera Abadi (IGSA) Maros has a positive relationship of 0.34 which is in the weak category.

From the results of the t test, it can be seen that the t-count ≥ t-table or 2.101 ≥ 1.690 then Ha is accepted and Ho is rejected. Then it is true that there is a positive and significant influence between motivation and employee performance in the warehouse unit of PT. Indoglobal Sejahtera Abadi (IGSA) Maros.

Based on the hypothesis that motivation has a positive and significant effect on employee performance in PT warehouse units. Indoglobal Sejahtera Abadi (IGSA) Maros. This is in accordance with Robbins' theory in Sardin (2016) stating that an employee will be willing to make a greater effort if he believes that the effort will result in a good performance appraisal and will result in a raise and promotion and all of which allow the person concerned to achieve his or her personal goals.

The results of this study are also supported by the results of research conducted by Jauhari (2017) and Theodora (2015), where motivation has a significant positive influence on employee performance.

IV. CONCLUSION

Based on the results of previous research and discussions, conclusions can be drawn "that motivation has a significant positive effect on employee performance in the warehouse unit of PT. Indoglobal Sejahtera Abadi(IGSA) Maros".

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