



## **The Influence of Motivation and Work Goals on Employee Performance in Organizations**

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### **Abstract**

The purpose of this study is to find out how much work goals and employee motivation influence their performance in the organization. It is hoped that the results of this research will provide practical and majority advantages. In general, the results of this research are expected to improve the repertoire of social sciences, especially in the field of human resources. Overall, it is hoped that the results of this study can make a positive contribution to businesses in terms of improving their performance. This research was conducted using a quantitative method with 70 respondents. The results of data processing showed that employees had high motivation scores for their performance. An R square (R<sup>2</sup>) value of 53.2% indicates this, with an additional 46.2% influenced by other components not discussed in this study. Research shows that PT Panasonic Gobel Energy Indonesia increases work motivation. Therefore, research should be conducted further on the same subject but by considering additional variables such as individual abilities, work environment, and other factors that are directly involved.

**Keywords:** Work Goals, Employee Motivation, Performance, Organization

### **Introduction**

Every organization must be able to optimize its human resources. Human resource management cannot be separated from the employee aspect that is expected to achieve organizational goals as best as possible. Employees are the primary asset of an organization, and they have a strategic role as thinkers, planners, and controllers of operations. The attitude and mental attitude of employees towards their work situation in the Company determines their motivation. A positive mental attitude towards the situation increases their motivation to achieve their best performance.

Performance comes from the word "work achievement" or "actual achievement", which means work achievement or actual achievement achieved by a person at work. Performance, is the level of achievement of results after performing a certain task. Performance, also known as work achievement, is the result of work both in quality and quantity achieved by an employee in carrying out his or her functions in accordance with the responsibilities given to him. If employees have high work motivation, they will be more motivated and put in more effort to complete their tasks. If they have low work motivation, they will give up more easily and have trouble completing their tasks. According to Simanjuntak (2005) and R. Jhonly Pio (2015), In addition, companies must understand that there are many factors that can affect employee motivation. In this case, the organization must play a role in increasing motivation to encourage professional attitudes and actions to



complete the work in accordance with their respective fields and responsibilities. Seeing how important employees are to the organization, employees should be motivated to work harder to achieve the organization's goals. Employees who have high work motivation will try harder to complete their tasks. To improve performance, human resources must be considered so that they can work effectively and show performance that can increase productivity. This is because if there is low work motivation, employees become discouraged to work, give up easily, and have difficulty completing their tasks. How employees do their jobs is called performance.

Employee performance is an important factor in achieving organizational goals, work goals and motivation play a very important role in this process. According to various theories and research, high motivation, along with clear work goals, can improve individual and team performance. According to individual motivation can be understood through a hierarchy of needs; Employees who meet their basic needs tend to be more motivated to achieve higher goals. This shows that meeting basic needs can build a solid foundation for performance improvement. dividing motivator and hygienic factors. Achievement and recognition, for example, increase job satisfaction and performance, while unmet hygienic factors can decrease motivation. Therefore, it is important for companies to understand these two components and manage them to create a productive work environment. In addition, goal theory suggests that setting specific and difficult goals can improve performance. If employees have clear goals, they tend to work harder to achieve them. As a result, the productivity of the organization increases. Maslow (1943), Herzberg (1959)) Locke and Latham (1990)

In the theory of expectations, emphasizes that employees' expectations of work outcomes affect their motivation. Employees tend to be more motivated if they believe that their efforts will yield good results. Instead, it discusses the theory of intrinsic and extrinsic motivation and shows that satisfaction from work is one example of intrinsic motivation that can improve performance more than extrinsic. This shows that companies must create a work environment that allows employees to feel satisfied with their jobs. In fairness theory, it is argued that employees often compare their work and results with others. Perceived injustice can reduce desire and performance. Therefore, it is important for management to ensure that the work environment is fair and open. In addition, according to the theory of self-efficacy, a person's belief in their ability to achieve goals affects motivation and performance. Employees who feel they are capable usually do more. According to , a supportive work environment can increase motivation and performance. Employees should feel free and supported in achieving their goals. This is in line with research, which states that difficult goals can encourage innovation and creativity, which in turn improves performance when completing tasks. In addition, it emphasizes that motivation is not the only factor that affects employee performance; Everyone's traits and abilities also have an effect. Organizations can benefit from understanding how abilities and motivations interact. Vroom (1964) Deci and Ryan (1985) Adams (1965) Bandura (1977) Gagné and Deci (2005) Shalley and Gilson (2004) Campbell (1990)

## **Method**

Quantitative research is the type of research used, and the data used is primary data, i.e. data collected and processed by the researcher himself from the subject. This study

involved 7179 students of the Faculty of Economics and Business, with 75 samples taken using the slovin formula. The data collection method in this study is to read, study, study, and study literature related to the research subject to make theories and references for data processing. The author also tries to collect, study, and analyze secondary data related to the object to be discussed thoroughly

## Results and Discussion

### R Square Value Test

Table 1. R Square Value

Model Summary				
Type	R	R Square	Adjusted Square	RStd. Error Of The Estimate
1	.743a	.552	.538	4.651

A. Predictors: (Constant), Behavior, Leadersip, Motivation  
 B. Dependent Variable: Performance

Source: Output Smart PLS 3.0 (2021)

The adjusted R square value is 0.538 on the investment decision variable. The adjusted R square value in the investment decision variable was 0.538, meaning that 53.8% of investment decisions were influenced by motivation, financial literacy and financial behavior variables, while 46.2% were influenced by other variables that were not explained in this study. If viewed from the requirements that have been determined, the R square value above is included in the moderate category because it has an R square value between 0.33 - 0.67.

### Test Patch Coefficients

The estimated values for pathway relationships in the structural model should be evaluated in terms of the strength and significance of the relationship. The significance of the relationship can be obtained by performing a Bootstrap test. The value generated from the Bootstrapping test is in the form of a t-count value which will then be compared with the t-table value. If the t-count is greater than the t-table (1.96) at the alpha value level of 5 %, then the estimated value of the path can be said to be significant.

Table 2. Path Coefficients Test Results

Original Variable	Sample	Sample Mean	Standard Deviation	t Statistics	P Value
Motivation	0,295	0,297	0,127	2,324	0,021
Leadersip					

Source: Output Smart PLS 3.0 (2021)



The value generated from the Bootstrapping test is in the form of a t-count value which will then be compared to the t-table value. If the t-count is greater than that of the t-table (1.648) at the alpha value level of 5 %, then the estimated value of the path can be said to be significant. If the p values are smaller than the alpha values, it can be concluded that the variable is categorized as significant. The results of the path coefficients test on the motivation variable have a t-value of 2.324 when compared to the t-table (1.648), so the t-value is greater than the t-table, so it can be concluded that motivation has a significant influence on performance decisions. The value of this path coefficient is obtained by comparing the p values with the alpha value (0.050). The p values of the behavioral motivation variable have a value of 0.021, so this variable has a significant influence on performance decisions. To check the positive or negative influence, it is necessary to check the value of the original sample on the variable.

The motivation variable has an original sample value of 0.295 which means that the estimated path of the Leadership Motivation variable to performance decisions has a positive path with a value of 0.295. Therefore, it can be concluded that the motivation variable of leadership has a significant positive effect on motivation decisions in employees, so the first hypothesis (H1) is accepted.

The results of the path coefficients test on the motivation leadership variable had a t-value of 14.359. When compared to the t table (1.648), the value of the t calculation is greater than the t table, so it can be concluded that motivational leadership has a significant influence on employee performance decisions. The p values in the motivation leadership variable have a value of 0.021, so the variable has a significant influence on performance decisions. To check the positive or negative influence, it is necessary to check the value of the original sample on the variable. The motivational leadership variable has an original sample value of 0.838, which means that the estimated path of the motivational leadership variable to performance decisions has a positive path with a value of 0.838. Therefore, it can be concluded that the employee leadership variable has a significant positive effect on performance decisions in employees, so the second hypothesis (H2) is accepted.

The results of the path coefficients test on the leadership behavior variable had a t-count value of 4.961. When compared to the t table (1.648), the t-calculated value is greater than that of the t-table, so it can be concluded that the behavior of leadership has a significant influence on performance decisions. The p values in the leadership behavior variable have a value of 0.021, so the variable has a significant influence on performance decisions. To check the positive or negative influence, it is necessary to check the value of the original sample on the variable. The leadership behavior variable has an original value of 0.559, which means that the estimated path of the leadership behavior variable to performance decisions has a positive path with a value of 0.559. Therefore, it can be concluded that the leadership behavior variable has a significant positive effect on performance decisions in employees. So the third hypothesis (H3) is accepted.

## Respondent Profile

Table 3. Respondent Profile

Characteristic	Person	Proportion
Man	32	47,1%
Woman	36	47,1%
Sum	68	100%
< 18 years old		
81 – 28 years old	61	89,7%
29-50 Years	7	10,3%
>50 Years	-	-
Sum	68	100%
Diploma of SMA/SMK/MA/MAK		56,4%
D3 degree	20	21,1%
S1 degree	15	17,5%
S2 Degree	2	2,1%
Sum	67	100%
Working period < 1 year		52,1%
1 – 5 Years	32	42,1%
6 – 10 Years	1	1,5%
>10 Years	1	1,2%
Sum	68	100%

## Discussion

The results of the study show a considerable motivation value for employee performance. The R Square (R<sup>2</sup>) value is only 53.8%, which is influenced by other factors not studied in this study, indicating this. Motivation is needed by a company to support and realize the company's goals, so it is important for employees to improve their performance. Motivation itself can be defined as the activities that a person does to themselves or vice versa, which encourages a person to do the things they want to do. Motivation must improve employee performance.. Because every motivated worker has the ability to do his or her job the way they want. The results of the study show that companies must increase the variable (X) of their employees' motivation. If this happens, the variable level (Y) of the employee's performance will automatically increase. Organizations have a great influence on motivation, according to the regression coefficient. The positive influence of motivation on employee performance is indicated by regression coefficients and correlation. Therefore, it can be concluded that the performance of the Organization's employees will increase as a result of the increase in the motivation variable, and conversely, the decrease in the motivation variable will result in a decrease in the performance of the Organization's employees' work is by continuously improving their motivation and creating an ideal, comfortable, and in accordance with the work standards that have been agreed upon by the employees and the

management of the Organization. This study also supports Juliyanawati (2010), Rachmawati (2011), Herawati (2015), who stated that motivation affects employee performance. However, the important things to improve employee performance are rewards (salary), incentives (bonuses), rewards (rewards), and a good work environment.

## Conclusion

The results of previous data processing show that the value of motivation is quite large for employee performance. The R Square (R<sup>2</sup>) value of 53.8% indicates that other factors not studied in this study affect most of the values, which is 46.2%. Although motivation has a positive impact on employee performance in the Organization, the value received is quite large. There is a conclusion that employee performance is positively correlated with the level of motivation given, and conversely, if there is a higher level of motivation, the employee's performance will also be better.

Motivation greatly affects employee performance, but it is not one of the factors that affect employee performance. If the performance of the company's employees shows improvement, the motivation to achieve the company's goals will be active. And to find out, motivation comes from the need, desire, and desire to act to achieve the goal. It also shows the drive, effort, perseverance, and integrity of an employee.

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