

## **BUILDING PERFORMANCE AND WORK MOTIVATION**

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### **ABSTRACT**

Every company has a purpose, the establishment of a company has a clear purpose. There are several things that suggest about the purpose of establishing a company. The company's first goal is to achieve maximum profit or profit as much as possible. The second goal of the company is to prosper the company owner or shareholders. The purpose of this research are: 1). to test and analyze the effect of training on employee performance at Sales Department PT. X. 2). to test and analyze the effect of incentives on employee performance at Sales Department PT. X. 3). to test and analyze the effect of supervision on employee performance at Sales Department PT. X. 4). to test and analyze the effect of training on motivation at Sales Department PT. X. 5). to test and analyze the influence of incentives on motivation at the Sales Department of PT. X. 6). to test and analyze the influence of supervision on motivation at the Sales Department of PT. X. 7). to test and analyze the effect of employee performance on motivation at Sales Department PT. X. The results of this study are: 1). there is influence of training on employee performance , with path coefficient 0,167 and tcount 2,015 with probability equal to 0,046 ( $0,046 < 0,05$ ). 2). there is influence of incentive on employee performance , with path coefficient 0,187 and tcount 2,293 with probability equal to 0,024 ( $0,024 < 0,05$ ). 3). there is an influence of supervision on employee performance , with path coefficient of 0,403 and tcount of 5,004 with probability of 0,000 ( $0,000 < 0,05$ ). 4). there is influence of training on motivation , with path coefficient of 0,156 and tcount of 2,185 with probability of 0,031 ( $0,031 < 0,05$ ). 5). There is influence of incentive to motivation , with path coefficient 0,161 and tcount 2,260 with probability equal to 0,026 ( $0,026 < 0,05$ ). 6). there is influence of supervision to motivation , with path coefficient 0,350 and tcount 4,636 with probability equal to 0,000 ( $0,000 < 0,05$ ). 7). there is influence of employee performance to motivation , with path coefficient 0,314 and tcount 3,978 with probability 0,000 ( $0,000 < 0,05$ ).

Keywords: Training, Incentive, Supervision, Motivation, Employee Performance

## **PROEM**

Every company has a purpose, the establishment of a company has a clear purpose. There are several things that suggest about the purpose of company establishment. The first objective of the company is to achieve maximum profit or profit as much as possible. The second company's goal is to prosper the company owner or shareholders. While the third company goal is to maximize the value of the company that is reflected in its share price. The three objectives of the company are actually substantially not much different, just the emphasis that each company wants to achieve different from one another. PT. X is an integrated logistics company that provides transportation and logistics services in an integrated and comprehensive manner, both for transportation and logistics needs with domestic destinations as well as for international purposes. The international market that has great potential for the shipping service industry, provides a great opportunity for PT. XYZ to grow and increase profits. PT. XYZ evolves into one of the largest companies in America that handles more than 3.1 million packages per day. License of PT. XYZ Express in Indonesia is held by PT. X since 1985.

To obtain optimal performance from the existence of employees in the company, then the company needs to establish the right strategy is to think about how to properly manage employees so as to achieve company goals that have been established.

Efforts to build human resources is a continuous learning process, both from the human resources itself and from the company (known as the learning organization) to be better. Training as part of education concerning the learning process for obtaining and improving skills outside the education system is applicable in a relatively short period of time with a method that prefers practice rather than theory. Incentives are things that encourage or have a tendency to stimulate an activity, incentives are motives and rewards that are formed to improve the work someone has done. Incentives are earnings outside of the basic salary given to employees who successfully achieve the specified performance standards.

Provision of incentives is expected to improve employee performance so that more eager in efforts to achieve corporate goals by offering a financial incentive that exceeds the basic wage. Supervision is an important factor to be considered in a company. A supervisor should be work-oriented and have a social sensitivity that provides feedback, appreciation, and recognition of skills to his staff. One way to improve employee motivation and performance is with the quality of effective supervision in which the role of supervisor can lead his subordinates fairly. Motivation is a process that explains the intensity, direction and persistence of an individual to achieve his goal. The explanation can be learned that motivation becomes a very important part that underlies a person in doing something to achieve certain desired goals.

## **THEORETIC**

### **The effect of training on employee performance**

Every company in everyday activities always try to create efficiency in an effort to achieve the goals that have been set. Therefore, it takes a manpower who has the ability, skill and skill in performing tasks well. One way companies do is to provide training programs, this training is intended to increase knowledge, skills and skills in the field. So that after occupying a certain position does not occur a problem between the ability requested by the company with expertise owned by employees.

### **The influence of incentives on employee performance**

Providing incentives to employees strongly supports the improvement of performance. Employees will work maximally and responsibly, even giving incentives can make employees eager, creative, innovative, and helpful. This is a positive element in supporting the performance of employees in terms of achieving company goals.

### **Effect of supervision on employee performance**

Supervisor is a person who has advantages or privileges, whose job is to see and supervise the work of others. While supervision or supervision itself is the task or work. Supervisors have a strong influence on the people who work around them. The success of a company is basically sustained by an effective supervisor in which the supervisor can influence his subordinates to generate their work motivation in order to achieve and increase work productivity.

### **The effect of training on motivation**

The main reason companies conduct training is to make sure the organization gets the best return from the capital invested in the most important (and often the most expensive) source of its employees. Taking into account this effect, the goal of any training is to achieve a change in knowledge, skills, experience, behavior, or attitudes that will enhance organizational effectiveness and efficiency. Not infrequently the training significantly brings benefits to the organization, both in quantity and in quality.

### **The influence of incentives on motivation**

Many companies believe that the reward system in general and the incentive system in particular affects work motivation. In addition, many employees prefer that their pay is associated with their respective work performance. Job incentives and motivation are part of the complex management of declaring and maintaining employment relationships between companies and employees. Both of these demonstrate not only what management intends to achieve, but also the management beliefs about the relationship. Field facts, incentives can motivate employees consistently, both in the daily work of employees, and in retaining employees in the future. Incentives at the same time can improve employee performance and loyalty.

### **The influence of supervision on motivation**

The functions in management have a close relationship with each other, so it becomes a unity that cannot be separated in one container management. Planning establishes the goals and strategies to achieve them, organizes the tasks and facilities required, the staffing of staff (managers and staff) required, the leadership encourages and directs the person to behave in order to achieve the objectives, and the oversight sees whether everything has gone right and at the appropriate time. Direction is the most important part of organizational control, the goal is to make sure every job is held by the right people and done right, thus the organization's goals will be achieved effectively and efficiently.

### **The effect of performance on motivation**

Performance and motivation have a close relationship within an organization. Employees in everyday life are required to always perform well, but in the same time employees also need work motivation, for example in the form of training, appropriate compensation, appropriate allowances, working environment conducive and so forth. Performance is always dependent on motivation, and motivation has an impact on employee performance.

## METHOD

This research type is deductive with quantitative approach, and research method used survey technique with descriptive and verification. The analysis method used is the path analysis with SPSS as a statistical tool. As for the unit of analysis in this study are employees. While data collection using the primary method by spreading the questionnaire.

## RESULT

Table 1 Regression Test Of Structure 1

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22.476	5.660		3.971	.000
	Pelatihan (X1)	.169	.084	.167	2.015	.046
	Insentif (X2)	.147	.064	.187	2.293	.024
	Supervisi (X3)	.316	.063	.403	5.004	.000

a. Dependent Variable: Kinerja Karyawan (Y2)

Table 2 Structured Determination Coefficient Test 1

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.550 <sup>a</sup>	.302	.284	6.19586

a. Predictors: (Constant), Supervisi (X3), Insentif (X2), Pelatihan (X1)

b. Dependent Variable: Kinerja Karyawan (Y2)

Based on the table coefficients and the summary model above can be explained as follows:

### The effect of training on employee performance

The results of statistical calculation of training variables have a significant effect on employee performance variables. This can be proved by the magnitude of the path coefficient of 0.167 with the value of t arithmetic of 2.015 and the probability value of 0.046 is smaller than 0.05 ( $0.046 < 0.05$ ). This shows that the training variables have a positive and significant impact on employee performance.

**The influence of incentives on employee performance**

The results of statistical calculations of incentive variables have a significant effect on employee performance variables. This can be proved by the amount of path coefficient of 0.187 with a t value of 2.293 and the probability value of 0.024 is smaller than 0.05 ( $0.024 < 0.05$ ). This shows that the incentive variable has a significant effect on employee performance.

**The effect of supervision on employee performance**

the result of statistical calculation of supervision variable has significant influence to employee performance variable. This can be proved by the magnitude of the path coefficient of 0.403 with a t value of 5.004 with a probability of 0.000 ( $0.000 < 0.05$ ). This shows that the supervision variable has a significant effect on employee performance.

**The effect of training, incentives and supervision on employee performance**

The contribution amount of training variable, incentive and supervision can be seen from the R Square value of 0.302. This means that 30.2% variable employee performance is influenced by independent variables, namely training, incentives and supervision. While the remaining 69.8% variable employee performance is influenced by other variables that are not discussed in this study. In other words, the results of this study have proven previous theories and research, which suggests training, incentives and supervision can improve performance, so in the implications the company can maximally improve performance through the increase of variables. the above results have addressed the proposed problem formulation, where performance can be well explained by training variables, incentives and supervision. this confirms if the training is done consistently supported by the provision of appropriate incentives and the supervision of the leadership will improve employee performance

Table 3 Regression Test Of Structure 1

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.246	5.309		2.118	.036
	Pelatihan (X1)	.164	.075	.156	2.185	.031
	Insentif (X2)	.131	.058	.161	2.260	.026
	Supervisi (X3)	.285	.061	.350	4.636	.000
	Kinerja Karyawan (Y2)	.325	.082	.314	3.978	.000

a. Dependent Variable: Motivasi (Y1)

Table 4 Structured Determination Coefficient Test 2

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.707 <sup>a</sup>	.499	.482	5.45282

a. Predictors: (Constant), Kinerja Karyawan (Y2), Insentif (X2), Pelatihan (X1), Supervisi (X3)

b. Dependent Variable: Motivasi (Y1)

Based on the table coefficients and the summary model above can be explained as follows.

**The effect of training on motivation**

the results of statistical calculation of training variables have a significant influence on the variable motivation. This can be proved by the magnitude of the path coefficient of 0.156 with the value of t arithmetic of 2.185 with a probability of 0.031 ( $0.031 < 0.05$ ). This shows that the training variables have a significant influence on motivation.

**The influence of Incentives on Motivation**

the results of statistical calculations incentive variables have a significant effect on the variable motivation. This can be proved by the magnitude of the path coefficient of 0.161 with the value of t arithmetic of 2.260 with probability of 0.026 ( $0.026 < 0.05$ ). This shows that the incentive variable has a significant influence on motivation.

**The influence of supervision on motivation**

the result of the statistical calculation of the supervision variable has a significant influence on the motivation variable. This can be proved by the magnitude of the path coefficient of 0.350 with a t value of 4.636 with a probability of 0.000 ( $0.000 < 0.05$ ). This shows that the supervision variable has a significant influence on motivation.

**The influence of employee performance on motivation**

the results of statistical calculation of employee performance variables have a significant influence on the variable motivation. This can be proved by the magnitude of the path coefficient of 0.314 with a t value of 3.978 with a probability of 0.000 ( $0.000 < 0.05$ ). This shows that employee performance variable has a significant influence on motivation.

### **Pengaruh pelatihan, insentif, supervisi dan kinerja terhadap motivasi**

The contribution amount of training variables, incentives, supervision and employee performance can be seen from the R Square value of 0.499. This means that 49.9% of variables are influenced by independent variables, namely training, incentives, supervision and employee performance. While the remaining 50.1% variable.

A path coefficient is a standardized regression coefficient (beta) which shows the direct effect of an independent variable in a dependent variable in the path model. Thus when a model has two or more causal variables, the path coefficient is the partial regression coefficient which measures the effect rate of one variable on another variables in controlling the path model for the other main variable, the use of standardized data or the correlation matrix as input.

From the two path coefficients shown with the coefficients table and the summary model, we can make the following path equations:

$$Y_2 = 0.167X_1 + 0.187X_2 + 0.403X_3$$

$$Y_1 = 0.156X_1 + 0.161X_2 + 0.350X_3 + 0.314Y_2$$

### **CONCLUSION**

1. There is a positive and significant impact of training on employee performance, with path coefficient of 0.167 and t count value of 2.015 with probability of 0.046 ( $0.046 < 0.05$ ).
2. There is a positive influence and significant incentives on employee performance, with path coefficient of 0.187 and t count value of 2.293 with probability of 0.024 ( $0.024 < 0.05$ ).
3. There is a positive and significant influence of supervision on employee performance, with path coefficient of 0.403 and t value of 5.004 with probability of 0.000 ( $0.000 < 0.05$ ).
4. There is a positive and significant influence of training on motivation, with path coefficient of 0.156 and t count value of 2.185 with probability of 0.031 ( $0.031 < 0.05$ ).



5. There is a positive influence and significant incentive to motivation, with path coefficient of 0.161 and t count value of 2.260 with probability of 0.026 ( $0.026 < 0.05$ )
6. There is a positive and significant influence of supervision on motivation, with path coefficient of 0.350 and t count value of 4.636 with probability of 0.000 ( $0.000 < 0.05$ )
7. There is a positive and significant influence of employee's performance on motivation, with path coefficient of 0.314 and t value of 3.978 with probability of 0.000 ( $0.000 < 0.05$ )

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