



THE EFFECT OF MOTIVATION ON THE WORK PERFORMANCE OF CV. MAKMUR SEJAHTERA

Tommy Saputra
*Industrial Engineering Study
Program, Ibnu Sina Batam
University, Indonesia*
E-mail: tommy@uis.ac.id

Armansyah
*STIE Development,
Tanjungpinang, Indonesia*
E-mail:
manchab494@gmail.com
ORCID: 0000-0002-0225-
4413

ABSTRACT. The purpose of this study is to assess the influence of intrinsic motivation, which consists of achievements achieved, recognition of others, the job itself, opportunities for growth, and responsibility, partially and simultaneously on the work performance of employees on CV. Makmur Sejahtera. The population and sample in this study are all CV employees. Makmur Sejahtera which totals 30 people, using a saturated sampling technique. This study uses multiple regression analysis tools, t-test, and F test to evaluate the influence of intrinsic motivation variables on employee work performance. The results of the test both partially (t-test) and simultaneously (F-test) showed that the intrinsic motivation variable did not have a positive and significant influence on the work performance of employees in CV. Makmur Sejahtera. Thus, it can be concluded that in the context of such companies, intrinsic motivation, which consists of factors such as achievements achieved, recognition of others, the job itself, opportunities for growth, and responsibilities, does not have a significant impact on the employee's work performance.

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Introduction

In general, every company has goals that have been set from the beginning. However, in its journey, the company often faces various challenges, both from internal and external factors. These problems can pose an undesirable obstacle in achieving organizational goals. To overcome these obstacles, the existence of quality human resources is very important, because humans play a significant role in increasing the company's work productivity.

In this case, work motivation is one of the key factors that affect employee performance and company success. High motivation encourages employees to achieve optimal achievement and productivity, so that the company's goals can be achieved well, even exceeding the targets that have been set. Motivated employees will be more encouraged to make their best contribution in supporting the achievement of the company's vision and mission. Therefore, companies need to create a supportive and motivating work environment for employees. This can be done through the provision of incentives, recognition of achievements, and other policies

that are able to increase work morale. Thus, work productivity can be significantly improved, allowing the company to achieve its goals more efficiently and effectively.

The company always motivates its employees with the aim of maintaining productivity so that it continues to increase. Increased productivity is the driving force for economic progress and company profits. According to ¹Motivation², it comes from the word motive, which means encouragement. Thus motivation means a condition that encourages or causes a person to do an act or activity, which takes place consciously. Motivation is very important because with motivation, it is expected that every individual employee is willing to work hard and enthusiastic to achieve high work productivity (Sunnyoto, 2015).

In general, motivation can be interpreted as giving motives, generating motives, or something that causes motivation in a person. In other words, motivation is a process that aims to encourage a person to act in a certain way. In the context of work, motivation has a very important role. With work motivation, employees will be more encouraged to work optimally and achieve higher achievements. Good motivation will also increase productivity and work effectiveness, so that it not only supports the achievement of company goals but also helps employees achieve satisfaction in their work.

According to³, ⁴work performance is the result of a person's efforts which is determined by his or her abilities, personal characteristics and perception of his role in the job According to⁵ work performance is the process through which the organization evaluates and assesses the work performance of employees. Employee performance assessment is a staffing system where an employee will rise or drop his position. In accordance with the work performance that has been achieved. Job performance is an important issue in every organization and especially in employees. Very high work performance requires good cooperation in one work team to achieve the expected goals. Increasing work motivation is very necessary for every company because it concerns a work result that is very profitable for the company. Through work motivation, it is hoped that employees will be able to improve their performance at work and can be a factor that increases the productivity of the company or organization.

The purpose of this study is to evaluate the influence of intrinsic motivation, which consists of achievements achieved, recognition of others, the job itself, opportunities for growth, and responsibilities, partially and simultaneously on the work performance of employees on CV. Makmur Sejahtera. In this context, the influence will partially show the extent to which each intrinsic motivation variable contributes to the performance of individual employees. Meanwhile, simultaneous influences will provide an understanding of the extent to which the combined of all of these intrinsic motivation variables affect the overall performance of employees.

Thus, this study aims to provide deeper insights into the intrinsic motivational factors that can affect employee performance in CV. Makmur Sejahtera, thus allowing management to develop appropriate strategies and policies to improve employee performance.

¹ Armansyah, "The Influence of Intrinsic Motivation on the Work Performance of Employees of the Mahato Bersatu Palm Oil Cooperative," *Journal of Managerial and Business Tanjungpinang* 4, no. 2 (2021): 159–164.

² Armansyah, "Intrinsik Motivation of Work Achievement of Batik Employees of Nakula Sadewa Sleman Yogyakarta" (West Pasaman: West Pasaman. CV. Azka Pustaka, 2022).

³ Herman Armansyah, Yuritanto, Alfi Hendri, Riska Susanti, Eko Murti Saputra, *Introduction to Business Management* (West Pasaman: West Pasaman. CV. Azka Pustaka, 2022).

⁴ Satrio Bimo Syahputra Yuritanto, Alfie Hendry, M Safnur, Armansah, Katri Zinter, Tommy Saputra, *Introduction to Management Theory and Application*, 1 ed. (West Pasaman: West Pasaman. CV. Azka Pustaka, 2023).

⁵ Indra Bastian Tahir Kurnia Saputra, Muhammad Rizki, Armansyah, Herman, Risnawati, Tommy Saputra, *Human Resource Management*, 1 ed. (West Pasaman: West Pasaman. CV. Azka Pustaka, 2023).

Literature Review

Motivation

According to⁶ Motivation is a concept used to describe the impulses that appear in a person. This impulse acts as a driving force while directing the individual's behavior to achieve a specific goal. Motivation is an important factor that determines how a person takes actions and strives in various aspects of life, including in the context of work. By understanding motivation, we can better identify ways to encourage someone to act positively and productively.

Motivation that comes from within a person is an intrinsic impulse that encourages individuals to act and behave in certain ways. In the context of the company, this encouragement is manifested through work behavior that aims to achieve self-satisfaction while supporting the achievement of organizational goals. This internal motivation plays an important role in spurring employees to work with passion and dedication, without always relying on external factors. With strong motivation, individuals tend to be more proactive in completing tasks and achieving satisfactory results, both for themselves and for the company

Job Performance

According⁷ to and⁸ Work achievements are the results of activities and achievements that can be obtained by individuals or groups in carrying out work tasks. Work performance serves as a measure that can be measured and known after the implementation of the task or work is done. It's important to note that everyone's job performance can vary, depending on a variety of factors, including abilities, motivation, and working conditions. In addition, work performance can also experience ups and downs, which means that a person's performance is not always stable and can change over time. This underscores the importance of continuous efforts to improve and maintain the quality of work to remain optimal.

Basically, work achievement is rooted in the individual's work abilities and skills, which are realized through hard work and consequences in carrying out their duties. This is reflected in the attitude of discipline, which is the key to achieving optimal work results. With high work performance, the company's goals can be achieved more effectively and efficiently.

Conversely, if an employee's work performance is low, this can lead to unintended negative consequences for the company, such as decreased productivity, poor quality of work, and other potential losses. Therefore, it is important for companies to encourage improved employee performance to ensure the growth and success of the organization as a whole.

Research methods

This research uses a quantitative method, which is a research approach based on the philosophy of positivism. This method aims to examine a specific population or sample by collecting data through research instruments, such as questionnaires or surveys. The collected data is then analyzed quantitatively or using statistical techniques to test previously formulated hypotheses. This approach allows researchers to obtain results that are objective, measurable, and relevant to the problems raised in the research⁹.

The population in this study is all CV employees. Makmur Sejahtera which totals 30 employees. According to¹⁰ the sampling method used is saturated sampling or census, where all members of the

⁶ Eko Murti Saputra Armansyah, Selvia Andita, Muhammad Isa Alamsyahbana, Yuritanto, Herman, "The Effect of Motivation on Improving Employee Performance in the Development Administration Bureau," *Scientific Journal of Batanghari University of Jambi* 23, no. 1 (2023): 233.

⁷ T. Sulistiyani and Rosidah Ambar, "Human Resource Management" (Yogyakarta: Graha Ilmu, 2017).

⁸ Armansyah, "The Influence of Intrinsic Motivation on the Work Performance of Employees of the Mahato Bersatu Palm Oil Cooperative," *Journal of Managerial and Business Tanjungpinang* 4, no. 2 (2021): 159–164.

⁹ Sugiyono, *Quantitative, Qualitative, and R&D Research Methods*, 2 ed. (Bandung: Alfabeta, 2022).

¹⁰ One Alamsyahbana dkk, *Quantitative and Qualitative Research Methodology*, 1 ed. (Bandung: CV. Indonesian Science Media, 2023).

population are used as samples. Therefore, the sample size used is equal to the total employee population, which is 30 people.

The data collection technique in this study was carried out through the distribution of questionnaires to CV employees. Prosperous Prosperous. Respondents were asked to provide answers to the questions in the questionnaire using the Likert scale as a measuring tool. In addition, supporting data is also collected through literature studies to strengthen the theoretical foundation in the research.

In data analysis, this study applies several techniques, namely Multiple Regression Analysis, t-Test, F-Test, and Coefficient of Determination, with the help of SPSS statistical software version 25. This combination of analysis techniques allows the research to produce accurate and useful findings, so as to be able to answer the questions that have been formulated in the research

Results and Discussion

Research Results

Multiple Regression Analysis

Table 1. Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Mr.
	B	Std. Error	Beta		
1	(Constant)	5.201	19.237	.270	.789
	Achievements	.555	.869	.142	.639
	Recognition of others	.207	.682	.064	.303
	The work itself	.169	.633	.052	.267
	Opportunities to grow	.999	.778	.261	1.285
	Responsibility	.194	.853	.052	.228

a. *Dependent Variable: Work Performance*

Data processed in 2024

Based on the results of the multiple regression analysis above, the multiple regression equation is produced as follows:

$$Y' = 5,201 + 0,555 X1 + 0,207 X2 + 0,169 X3 + 0,999 X4 + 0,194 X5$$

Test t

The results of the individual influence test (t-test) on work performance are as follows:

1. The achievement achieved (X1) partially had no significant influence on work performance, with a significance value of 0.529.
2. The recognition of others (X2) partially had no significant influence on work performance, with a significance value of 0.764.
3. The work itself (X3) partially had no significant influence on work performance, with a significance value of 0.792.
4. The opportunity to develop (X4) partially had no significant effect on work performance, with a significance value of 0.211.
5. Responsibility (X5) partially had no significant influence on work performance, with a significance value of 0.822.

From the results of the test, it can be concluded that individually, these variables do not have a significant influence on employee work performance. A significance value greater than the established significance level indicates that there is no significant relationship between these variables and employee work performance. The results of this study are the same as the research by¹¹ Contrast with the research¹².

¹¹ & Ranat Mulia Pardede Eko Murti Saputra, Marina Lidya, "The Influence of Intrinsic Motivation on the Work Performance of CV Employees. Prosper Forever," *JOEL: Journal of Educational and Language Research* 8, no. 3 (2024): 411–416, <https://bajangjournal.com/index.php/JOEL/article/view/7600>.

¹² Armansyah, "The Influence of Intrinsic Motivation on the Work Performance of Employees of the Mahato Bersatu Palm Oil Cooperative."

Test F

Table 2. Simultaneous Hypothesis Testing

ANOVA						
	Model	Sum of Squares	df	Mean Square	F	Mr.
1	Regression	113.728	5	22.746	.829	.542b
	Residual	658.439	24	27.435		
	Total	772.167	29			
a. <i>Dependent Variable:</i> Work Performance						
b. <i>Predictors:</i> (<i>Constant</i>), Responsibility, Work itself, Opportunities to grow, Recognition of others, Achievements achieved						

Data processed in 2024

The results of the simultaneous test showed that the variables of Achievement achieved (X1), Recognition of others (X2), Work itself (X3), Opportunity to grow (X4), and Responsibility (X5) together did not have a significant influence on employee work performance. This is shown by a fairly large significance value, which is 0.829, which indicates that the relationship between these five variables and employee work performance is simultaneously not significant. Thus, it can be concluded that these five variables, although important in a particular context, do not simultaneously significantly affect employee performance in this study. These findings underscore the need to explore other factors that may be more relevant in determining employee performance. In contrast to research by ¹³.

Coefficient of Determination (R²)

Table 3. Coefficient of Determination

Model Summary				
Mode	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.384a	0.147	-0.030	5.23784
<i>Predictors:</i> (<i>Constant</i>), Responsibility, Work itself, Opportunities to grow, Recognition of others, Achievements achieved				

Data processed in 2024

From the results of the data analysis, the R Square value was recorded at 0.147, which indicates that the independent variable in this study contributes 14.7% to the variability or variation observed in employee work performance. In other words, only a small fraction of the changes in employee performance can be explained by the variables studied.

Meanwhile, as many as 85.3% of the variation in employee performance was influenced by other factors that were not included in the scope of this study. This shows that although independent variables have an influence, there are still many other external factors that also affect employee performance. Therefore, to obtain a more comprehensive understanding, it is necessary to conduct further studies on other factors outside the variables that have been studied. This approach is expected to provide more accurate insights into the elements that contribute to improving employee performance.

Conclusion

Based on data analysis and discussion, the following conclusions were drawn:

¹³ Armansyah Armansyah, "The Influence of Intrinsic Motivation on the Work Performance of Employees of Batik Nakula Sadewa Sleman Yogyakarta," *Journal Competency of Business* 4, no. 1 (2020): 10–16.

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5. Responsibility (X5) partially had no significant influence on work performance, with a significance value of 0.822.

Achievements achieved (X1), Recognition of others (X2), Work itself (X3), Opportunities to grow (X4), Responsibilities (X5) simultaneously have no influence and are not significant to Work Achievement with.

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