

# **Impact of Motivation and Job Satisfaction on Performance Employee**

## ***(Study in Waroeng Spesial Sambal)***

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**Abstract:** Employees are foundation of company. Company needs high motivation employee. Job satisfaction is needed for optimal performance. The goal of this research to investigate the impact of motivation toward employee performance, job satisfaction toward employee performance, job satisfaction toward motivation and performance toward job satisfaction. The benefit of this research is to explain the research gab, that is not every of the job satisfaction and motivation influence performance not significantly. Hopeful this research can be a reference for another reseacher especially motivation measurement. This research uses McClelland motivation theory. This research conclude that motivation influence on employee performance, job satisfaction influence employee performance, job satisfaction influence motivation and performance influence job satisfaction significantly. The study used 74 respondents and the overall level of staff respondents were employees of Waroeng Spesial Sambal (SS) Yogyakarta. Motivation has positive effect on Employee Performance. Job satisfaction has positive influence on Employee Performance. Job satisfaction has positive influence on motivation. And Employee performance has positive influence on Job satisfaction.

**.Keywords:** [ motivation, job satisfaction, employee' performance]

## **1. INTRODUCTION**

Increasingly intense levels of competition resulting business organizations are faced with the challenge to be able to maintain viability. The success of an organization or an organization is influenced by motivation and Job satisfaction owned by an employee to perform duties in accordance with the responsibilities assigned to them. Employees are an important resource for the organization, because it has the talent, energy, and creativity that is needed by the organization to achieve its objectives.

According to Colquitt, Lepine and Wesson (2009), performance is a reflection of behaviors that contribute positively to the achievement of organizational goals. The definition of the performance described by Colquitt, Lepine and Wesson(2009) may imply that performance include positive attitudes and behaviors in looking at the work attitude of employees to perform work activities and appropriate quality targets set by the organization. From the opinion of two experts who have been described above is different from the research Dobre (2013) which states that the recognition and reciprocity performance of employees who are

members of intrinsic motivation, is also important.

The establishment of Waroeng SS comes from Mr. Huuh-haah's hobbies will sauce. And stand SS-01 on Jl. Kaliurang west of Grha Sabha Pramana UGM in August 2002. then with the capital of steel determination, abstinence ebb, dare because true & desire to meet the necessities of life then opened Waroeng SS-02 in Condong Catur. Next following the opening of the 4th Waroeng SS in Pandega Marta, it continues its fifth branch on Jalan Kaliurang km. 14.

## **2. LITERATURE REVIEW AND HYPOTHESES**

### **Literature Review**

#### **Definition Employee Performance**

According to Bernardin and Russell (1993) suggests that performance as a record obtained from the function of a particular activity or occupation within a certain period as well. According to the views of Hariman and Hilgert (1992), performance is expressed as a manifestation of apparatus work which will then be used as a basis for an assessment of whether or not the targets and objectives of a government organization are achieved.

#### **Definition Motivation**

According to Gibson, Ivancevich and Donnelly (1996) Motivation is a concept that we use to develop the impulses that arise within an individual that moves and directs behavior. Motivation theory is divided into two categories: Theory of satisfaction and process theory.

David C. McClelland has proposed a theory of need for learned motivation that closely relates to the concept of learning. Three of the needs studied are achievement needs (n Ach), affiliation

needs (n Aff), and need for power (n Pow). According to McClelland, when a strong need is within a person, the effect is to motivate him to use behavior that leads to the satisfaction of needs. To measure individual differences in terms of the three proposed requirements, the Thematic Apperception Test (TAT) is used.

#### **Definition Job Satisfaction**

According to Robbins (1996) job satisfaction is the attitude of an employee to his work. According to Lock (in Luthans, 2006: 243) job satisfaction is a positive or pleasant emotional expression as a result of an assessment of a job or work experience.

#### **Research Hypotheses**

The hypotheses of this research are:

- H1 : motivation has a positive effect on performance
- H2 : job satisfaction has a positive effect on performance
- H3 : job satisfaction has a positive effect on motivation
- H4 : performance has a positive effect on job satisfaction

## **3. RESEARCH METHODOLOGY**

### **Research Design**

This research goes into survey research. Population is the whole subject of the study (Arikunto, 1996: 115). If one wishes to examine all the elements present in the research area, his research is a population study. Population in this research is all employees that exist in Special Sambal Yogyakarta that is 90 employees.

## **4. RESULT AND DISCUSSION**

This study used primary data analysed by distributing questionnaires to 90 employees and only 84 returned

questionnaires. The analysis technique used in this research is quantitative analysis.

Coefficients <sup>a</sup>							
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Information
		B	Std. Error	Beta			
1	(Constant)	2,010	,324		6,202	,000	
	MotivasiX1	,312	,069	,429	4,511	,000	Sig.
	KepuasanX2	,184	,066	,265	2,792	,007	Sig.
Dependent Variable: KinerjaY R Square: ,660 Sig. F: ,000							

**Table 2. Multiple Regression Result Motivation and Job Satisfaction Multiple Regression Analy**

1. Based on Table 2 shows the amount of Adjusted R2 value obtained by 0.289. This means 28.9% variation of employee performance change influenced by variation of motivation and job satisfaction, while the rest equal to 71,1% influenced by other variables outside this research model.
2. A constant of 2.010 means the score of motivation and job

satisfaction equal to 0 (no change), then the value of employee performance is 2. 010.

3. Motivation regression coefficient of 0.312 (positive) means that motivation increases, then employee performance will be increase and vice versa.
4. Regression coefficient of job satisfaction equal to 0.184 (positive) means work discipline increases. It will be increase employee performance and vice versa.

**Table 3. Multiple Regression Result Employee performance between Motivation**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,936	,403		7,281	,000
	KepuasanX2	,216	,102	,227	2,114	,038
a. Dependent Variable: MotivasiX1 R Square: ,052						

- 1 The coefficient of determinasi (R2) of 0.052 or 0.052% means the ability of job satisfaction determination model to explain 0.052% motivation and the remaining 99.948% influenced by variables outside this study.
- 2 Constants obtained for 2.936 means the leadership score is equal to 0 (no change) then the motivation value 2.936.
- 3 Motivation regression coefficient obtained at 0.216 (positif) and the results are not significant.

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,853	,584		3,171	,002
	KinerjaY	,525	,149	,363	3,526	,001
a. Dependent Variable: KepuasanX2 R Square: ,132						

1. Coefficient of determination (R2) of 0.132 or 13.2% mean the ability of job satisfaction determination model are able to explain 13.2% to the employee performance and the remaining 86.8% influenced by variables outside this study.
2. The constant is obtained at 1.853 means the job satisfaction score is equal 0 (no change) then the job satisfaction value is 1.853.
3. Regression coefficient of job satisfaction is obtained by 0.525 (positive) and the results are significant which means the job satisfaction increases the employee performance, it will increase and vice versa.

### Test F

Table 2. Obtain significance of 3.09  
The results of this analysis indicates that the variables of motivation and job satisfaction significantly influence the performance of employees of Waroeng Spesial Sambal Yogyakarta. Thus, the test of this model is correct and no variable is left behind.

### Test T

1. Using a significant level of  $\alpha = 5\%$  obtained a significance value of 0.000. Thus the significance value less than 0.05 or ( $0,000 < 0,05$ ) means that in the variable motivation partially have a significant effect on performance.
2. By using a significant level of  $\alpha = 5\%$  obtained a significance value of 0.007. Thus the significance value less than 0.05 or ( $0,007 < 0,05$ ) means that the variable of job satisfaction in partial have a significant effect on performance.
3. This test aims to determine whether there is influence between job satisfaction on motivation. To perform this test used t test. By comparing the significant value of t with significant 0.05. Based on Table 4.10 obtained a significance value of 0.038. Thus the significance value less than 0.05 or ( $0,038 < 0,05$ ) means that the variable job satisfaction has a significant influence on motivation.
4. This test aims to determine whether there is influence between performance on satisfaction. To

perform this test used t test. By comparing the significant value of t with significant 0.05. Based on Table 4.11 obtained a significance value of 0.001. Thus the significance value less than 0.05 or ( $0.001 < 0.05$ ) means that the performance variables have a significant effect on satisfaction.

## 5. RESULTS AND CONCLUDING DISCUSSION

### Discussion

#### a. Effect of motivation on employee performance.

In this research indicates that there is a positive and significant influence of motivation on the performance of Special employee Sambal Yogyakarta. This means working with very high employees in the company, so highly motivated individuals will perform well. Employee motivation caused by the need and need to work, wants to improve themselves in every job and job, and help employees to accomplish difficult tasks. Agreed with Luthan (2006: 297) which states that motivation has a positive relationship to performance and motivation is one important factor that significantly affect the performance (Weixing Li, 2006).

#### b. Effect of job satisfaction on employee performance

The result of the research shows that job satisfaction has a significant influence on the performance of Sambal Yogyakarta Specialist. This means that the higher job satisfaction will cause the high performance of employees in doing their work within the company. By having job satisfaction, the employees have positive or pleasant emotions as a result of the assessment of a job or

work experience so that the employee will work with the best that the impact of performance also improved. This is in line with statements from Nanda and Brown (1977) which say that the level of job satisfaction and motivation affect employee productivity. Donnelly, Gibson and Ivancevich (1994) who explain that job satisfaction causes an increase or decrease that employee performance so that satisfied workers will be more productive than dissatisfied workers.

#### c. Effect of job satisfaction on motivation

Then in testing the influence of job satisfaction on motivation showed a positive and significant influence, it shows that job satisfaction in addition to making employee performance increased also proved to increase employee morale. The desire to excel, build cooperation with colleagues and the desire to influence others is also higher. This is in line with Nanda and Brown (1977) which concluded that the level of job satisfaction affects employee motivation. And according to Prof. S. K. Singh & Vivek Tiwari, states there is a significant difference between the value of motivation from high and low achievers. This implies that motivation is a function of job satisfaction and its value is not affected by changes in the value of satisfaction that is the value of motivation increases with the increase in value of job satisfaction and vice versa.

#### d. Effect of employee performance on job satisfaction

In this study proved that the performance also gives a positive

and significant impact on job satisfaction, which means the high performance of an employee also makes him satisfied with the work he has achieved. Thus, his success in job performance makes him more satisfied in the work and this would be a good capital for employees to continue to excel in their work. This is in line with M. D. Pushpakumari which states there is a relationship of employee performance with job satisfaction. Nanda and Brown (1977) in Gholizade (2014) concluded that employee productivity is related to job satisfaction.

### **Conclusion**

- a. Leader for more relationships between employees to keep performance stable.
- b. Proven motivation to give a significant effect on employee performance, then companies that will meet the needs that are not good with the fulfillment of the needs then the employees will have the spirit and encouragement in work.
- c. Companies that are useful to provide job satisfaction for employees, because it can improve skills and skills in the workplace which impacted employee performance will improve.

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