

THE INFLUENCE OF WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT CLASS IIA BENGKULU CORRECTIONAL INSTITUTION



¹M. Ejo Pratama Ladico, ²Padmono Wibowo

^{1,2}Program Studi Bimbingan Pemasyarakatan, Politeknik Ilmu Pemasyarakatan – Indonesia

e-mail:

¹ejhopratama23@gmail.com (corresponding author)

²padmonowibowo@gmail.com

ABSTRACT

This study aims to determine how work motivation affects employee performance at the Bengkulu Class IIA Correctional Institution. The research method used is a quantitative approach with data collection through questionnaires distributed to 89 employees. The data were analyzed using normality test, simple linear regression test, significance test, and determination test processed using IBM SPSS software version 25. The results showed that there is a significant positive influence between work motivation and employee performance. This finding indicates that increasing work motivation through various programs and policies that support it can improve employee performance in correctional institutions. This research is expected to provide insights for management in designing more effective strategies to improve employee motivation and performance in the institution.

Keywords: Work Motivation; Employee Performance; Class IIA Correctional Institution Bengkulu



©2025 Copyright : Authors

Published by : Program Studi Manajemen, Universitas Nusa Cendana, Kupang – Indonesia

This is an open access article under license :

CC BY (<https://creativecommons.org/licenses/by/4.0/>)

INTRODUCTION

As one of the public sector organizations, the Correctional Institution aims to meet the needs of the community and is oriented towards the public interest. To achieve these goals, it is necessary to provide services that are in accordance with the nature and needs of the organization (Saputro, 2023). An organization is a container consisting of a group of individuals who work together to achieve certain goals. In order to manage an organization, human resources (HR) are needed, with the condition that the HR required must meet the quality and quantity standards that are in accordance with the needs of the organization.

According to Berelson and Steiner in Pargiani (2019), work motivation is a state of mind and mental attitude of humans that drives activities or moves and directs or channels behavior towards achieving satisfying needs. Work motivation creates an internal drive that encourages individuals to work optimally, while the work environment includes the physical and social conditions of the workplace that can influence employee behavior and attitudes. High work motivation is expected to improve employee performance, making them more focused and productive in carrying out their duties.

Performance is basically what employees do or do not do (Wulan et al., 2017). Performance is said to be important because performance is the level of achievement of results from carrying out certain tasks. To create high performance, it is necessary to have optimal work improvements and be able to utilize the potential possessed by employees to achieve company goals, so that it will provide a positive contribution to the development of the company. Based on research by Welbourne et al. (1998) in Chien et al., (2020) at the Class IIA Bengkulu Prison, employees are quite good at making friends with coworkers even though there are still gaps in work. Some employees are still seen violating regulations, such as untidy clothes or being late to the office. Punctuality in attendance is also a form of obedience at work and a reflection of good employee work motivation, but there are still many employees who arrive late. The following is data regarding attendance at the Class IIA Bengkulu Prison.

LITERATURE REVIEW, RESEARCH FRAMEWORK, AND HYPOTHESES

Motivation

According to Deci & Ryan (2017) in Crow & Henning (2021), motivation etymologically concerns what "moves" people to act more specifically focusing on what energizes and directs behavior. Research conducted by Chien et al., (2020a), developed a conceptual model of five constructs in work motivation that have a positive influence on employee performance. The five work motivation constructs include:

- a) Financial Motivation, financial motivation is a gift to employees in the form of financial payments as compensation for work carried out and as a work motivator. Deci et al (1991) describe forms of motivation such as good salaries and additional benefits.
- b) External Self-concept, is an appreciation of an individual's assessment in relation to the outside world or external environment, especially in relation to others.
- c) Enjoyment of-Work, is a feeling of enjoying a job, which is intended to encourage the spirit of working with a full sense of responsibility. According to Deci & Ryan (1985), Ryan et al., (2000), Deci et al., (1991), intrinsic motivation is positively related to task persistence, task enjoyment, and task performance.

- d) Internal Self-concept, is an individual's observation of the whole experience or assessment of himself as a unique and dynamic whole.
- e) Goal Internalization, is a term that means instilling behavior and values that underlie the behavior itself into a person's own beliefs and values.

Employee Performance

Performance is the achievement of work results carried out by an individual or group in a company in accordance with the responsibilities and authorities and main tasks of the function that have become personal responsibilities as a form of effort to achieve the final result, namely organizational goals that are based on legality and do not conflict with norms, ethics, and morals.

Employee performance is a sign or variable that can be observed and measured to indicate the level of employee performance in their work. Indicators of employee performance according to Welbourne et al. (1998) in Liaquat et al., (2024), namely:

- a) Job, employees do specific things related to the job description of each employee.
- b) Career, employees can acquire the skills needed for their future through an organization.
- c) Innovator, employees are expected to be creative and innovative in completing work individually and as an organization.
- d) Team member, work with coworkers and team members for the success of the company.
- e) Organization, employees carry out their duties as a form of dedication to the progress of the company.

METHOD

This study uses a quantitative research type with a descriptive method. The problem-solving procedure used in this method is to describe the current research object based on the facts as they are, then analyze and interpret in the form of surveys and development studies. In compiling this thesis, the researcher used a Causal Associative research design, this design is often used to prove whether there is an influence between independent and dependent variables. Causal associative research is research that aims to analyze the causal relationship between two or more variables with other variables (Rahman & Yanti, 2016).

This study uses a purposive sampling technique that takes samples based on certain criteria, such as population characteristics and previous data. The population is 89 officers and the sample is 89 people. Data analysis uses univariate analysis, normality test, simple linear regression, significance test and determination test using IBM SPSS 27 software.

RESULTS AND DISCUSSION

Validity Test

A validity test is used to evaluate whether a research instrument created by a researcher can be considered valid or not. The purpose of the validity test is to assess whether the measurement instrument used is appropriate in measuring the intended variable. The validity test is carried out using the Pearson correlation coefficient. This validity test was carried out with 30 respondents with a Sig value of 0.05. An item is declared valid if the calculated Sig > Sig. The results of the validity test on variable X (Work Motivation) are as follows:

Table 1
Validity Test of Work Motivation

Item	Sig	R Count	R Table	Remarks
X_1		0,860	0,361	Valid
X_2		0,819	0,361	Valid
X_3		0,809	0,361	Valid
X_4		0,806	0,361	Valid
X_5		0,768	0,361	Valid
X_6		0,828	0,361	Valid
X_7		0,779	0,361	Valid
X_8		0,764	0,361	Valid
X_9		0,756	0,361	Valid
X_10		0,726	0,361	Valid
X_11		0,782	0,361	Valid
X_12		0,870	0,361	Valid
X_13		0,752	0,361	Valid
X_14		0,557	0,361	Valid
X_15		0,786	0,361	Valid
X_16		0,739	0,361	Valid
X_17		0,408	0,361	Valid
X_18		0,441	0,361	Valid
X_19		0,502	0,361	Valid
X_20		0,625	0,361	Valid
X_21		0,551	0,361	Valid
X_22		0,691	0,361	Valid
X_23		0,688	0,361	Valid
X_24		0,592	0,361	Valid

Source : Data Processing, 2024

Based on the results of the validity test results seen from the comparison of the calculated r and table r values, there were 24 statement items that had calculated $r > \text{table } r$. So it can be concluded that all items are valid.

Job Performance has 15 statements regarding Employee Performance. This validity test was carried out with 30 respondents with a table r value of more than > 0.361 and the table below all the results are declared valid for the Employee Performance variable.

Table 2
Validity Test of Employee Performance

Item	Sig	R Count	R Table	Remarks
Y_1		0,881	0,361	Valid
Y_2		0,889	0,361	Valid
Y_3		0,861	0,361	Valid
Y_4		0,831	0,361	Valid
Y_5		0,894	0,361	Valid
Y_6		0,911	0,361	Valid
Y_7		0,887	0,361	Valid
Y_8		0,863	0,361	Valid
Y_9		0,918	0,361	Valid
Y_10		0,878	0,361	Valid
Y_11		0,795	0,361	Valid
Y_12		0,866	0,361	Valid
Y_13		0,858	0,361	Valid
Y_14		0,833	0,361	Valid
Y_15		0,684	0,361	Valid

Source : Data Processing, 2024

Based on the results of the validity test seen from the comparison of the calculated r and table r values, there were 15 statement items that had calculated $r >$ table r . So it can be concluded that all items are valid.

Reliability Test

In determining the test related to whether a research instrument is reliable or not, namely if the coefficient value is higher than > 0.6 , then the measuring instrument can be accepted for use or is considered reliable, and vice versa. The results of the research reliability test are explained as follows:

Table 3
Reliability Test Results

<i>Reliability Statistics</i>	
Cronbach's Alpha	N of Items
0,958	24
0,973	15

Source : Data Processing, 2024

The table 3 explains that two research tables with 24 items each for variable X and 15 items for variable Y, then the Cronbach's Alpha value of the above variables is work motivation 0.958 and employee performance 0.973. Where each of these values shows a coefficient value of $\alpha > 0.6$, thus identifying that the research instrument is suitable for use or can be said to be reliable.

Normality Test

The normality test of data is carried out to determine whether the sample which is the object of research can be normally distributed or not. Normally distributed data is needed as a requirement in conducting a regression test. One Sample Kolmogorov-Smirnov Test is used in this study with the help of IBM SPSS 26 software in determining data distribution. The test carried out using a significance level (α) of 5% or 0.05. The conclusion obtained from the data normality test is if the significance value or Asymp. Sig. (2-tailed) > 0.05 then it can be concluded that the data being tested is normally distributed. If the significance value or Asymp. Sig. (2-tailed) < 0.05 then it can be concluded that the test result data is not normally distributed. The results of this test using SPSS IBM 27 can be seen in table 4. The results of the normality test conducted by the researcher obtained a significance value or Asymp. Sig. (2-tailed) of 0.176. Where this value is in accordance with the requirements of the normality test, namely with a result of $0.200 > 0.05$. This shows that the data owned is normally distributed because it has a significance value greater than 0.05. Therefore, this study can be used in further analysis.

Determination Test

The determination test is conducted to determine how much the level of influence of the independent variable on the dependent variable. In this study, the determination test was conducted to determine how much the level of influence of job stress as an independent variable on the job performance variable as a dependent variable. The level of influence can be seen in table 4.

Table 4
Determination Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,561 ^a	,315	,307	10,347

a. Predictors: (Constant), Job Stress

b. Dependent Variable: Job Performance

The results of the determination test table 4, obtained the R value as a correlation coefficient of 0.561. This indicates that there is a strong positive correlation between the independent variable (Work Motivation) and the dependent variable (Employee Performance). The determination test results table above also shows that the R square value (r^2) is 0.315 which shows how much influence the Work Motivation variable as a whole can affect the rise and fall of the Employee Performance variable. Based on the R square value, it shows that the percentage of the influence of Work Motivation on Employee Performance at the Class IIA Bengkulu Penitentiary is 31.5%. While the remaining 68.5% is influenced by other variables that are not explained in this study. This indicates that there are still other variables that have an influence on the Employee Performance variable at the Class IIA Bengkulu Penitentiary besides Work Motivation. This research was conducted by distributing questionnaires to 89 respondents, namely employees of Class IIA Bengkulu Prison as a research sample. Data analysis conducted in this study was the respondent characteristic test, univariate analysis, and data analysis. Statistical testing in this study was assisted by IBM SPSS 25 software to determine and measure the level of influence of work motivation variables on employee performance variables at Class IIA Bengkulu Prison.

The statistical tests conducted in this study began with a normality test, which functions to determine whether the data from the questionnaire is normally distributed. Furthermore, a simple linear regression test is used to analyze the influence between two or more variables that are assumed to have a linear relationship. After that, a significance test is carried out to determine whether the hypothesis set by the researcher can be accepted or rejected. Finally, a determination test is carried out, which functions to measure how much influence variable X has on variable Y through the coefficient of determination value. To support the research, it is important for the author to understand the perceptions of employees at the Class IIA Bengkulu Prison regarding work motivation and its impact on employee performance. The explanation and analysis related to the respondents' perceptions are then analyzed descriptively based on the data that has been collected and processed by the researcher.

Perception of Employee Work Motivation at Class IIA Bengkulu Prison

The results of data analysis conducted by researchers on the overall work motivation variable showed a moderate category, with 89 respondents or 56.1%. The perception of employees in this category shows that employee work motivation at Class IIA Bengkulu Prison and employee work motivation in daily life are quite good, although there are still several aspects that need to be improved. Employees feel that employee work motivation can be improved, because it is often hampered by several aspects. In addition, limited time and opportunities also hinder them in improving employee work motivation.

Employee Performance Perception in Class IIA Bengkulu Correctional Institution

Employees in Class IIA Bengkulu Correctional Institution who show moderate employee performance in the organization dimension have an understanding of the organization's goals, but are not fully committed to achieving them. Although they can adapt to the existing work culture, they often have difficulty in consistently following the organization's values. These employees have adequate managerial skills, but sometimes have difficulty in setting task priorities, which results in less than optimal performance.

The Influence of Work Motivation on Employee Performance in Class IIA Bengkulu Penitentiary

The results of the data analysis show that there is a positive and significant influence between Work Motivation behavior on employee performance in Class IIA Bengkulu prison. The data obtained by the researcher shows that the level of significance or probability is 0.000. The significance test has a requirement that if the significance value is less than 0.05 then H_0 is rejected and H_a is accepted which indicates a simultaneous influence between the independent variable and the dependent variable. While H_0 is accepted and H_a is rejected if the significance value is more than 0.05 or which indicates that there is no simultaneous influence between the independent variable and the dependent variable. The results of the significance test show that the significance value is $0.000 < 0.05$ which means that there is an influence of knowledge sharing behavior on the innovative work behavior of employees in Class IIA Bengkulu prison.

CONCLUSION AND SUGGESTION

Based on the results of the data analysis conducted in this study, it is concluded that Work Motivation has an influence on the Performance of Class IIA Bengkulu Prison employees. The main objectives of this study are first to determine the level of employee perception regarding the form of work motivation that exists within them, second is the level of

employee perception of their performance while on duty, and to measure the level of influence between work motivation possessed by employees on employee performance at Class IIA Bengkulu Prison.

There is a significant positive influence between work motivation and the performance of Class IIA Bengkulu Prison employees. The greater the form of motivation that exists in each employee, the better the performance process of the employees will be. The level of influence of the form of work motivation on Class I Malang Prison employees on their performance has a percentage of 66.1% and the remaining 43.9% is influenced by other factors or other independent variables

REFERENCES

- Alrawahi, S., Sellgren, S. F., Altouby, S., Alwahaibi, N., & Brommels, M. (2020). The application of Herzberg's two-factor theory of motivation to job satisfaction in clinical laboratories in Omani hospitals. *Heliyon*, 6(9).
<https://doi.org/10.1016/j.heliyon.2020.e04829>
- Chien, G. C. L., Mao, I., Nergui, E., & Chang, W. (2020a). The effect of work motivation on employee performance: Empirical evidence from 4-star hotels in Mongolia. *Journal of Human Resources in Hospitality and Tourism*, 19(4), 473–495.
<https://doi.org/10.1080/15332845.2020.1763766>
- Chien, G. C. L., Mao, I., Nergui, E., & Chang, W. (2020b). The effect of work motivation on employee performance: Empirical evidence from 4-star hotels in Mongolia. *Journal of Human Resources in Hospitality and Tourism*, 19(4), 473–495.
<https://doi.org/10.1080/15332845.2020.1763766>
- Crow, S. R., & Henning, J. A. (2021). Designing Lessons and Programs that Motivate Students. *School Libraries Worldwide*. <https://doi.org/10.29173/slw8257>
- Deci, E. L., Ryan, R. M., Vallerand, R. J., & Pelletier, L. G. (1991). Motivation and Education: The Self-Determination Perspective. *Educational Psychologist*, 26(3–4).
<https://doi.org/10.1080/00461520.1991.9653137>
- Ilham, A. R. (2020). Sejarah Dan Perkembangan Konsep Kepenjaraan. *Jurnal Kajian, Penelitian & Pengembangan Pendidikan Sejarah*, 5(1).
- Wahjono, S. I. (2022). Perkembangan Dan Sejarah Konsep Manajemen. *Universitas Muhammadiyah Surabaya, April*.
- Ishtiaq, M. (2019). Book Review Creswell, J. W. (2014). Research Design: Qualitative, Quantitative and Mixed Methods Approaches (4th ed.). Thousand Oaks, CA: Sage. *English Language Teaching*, 12(5). <https://doi.org/10.5539/elt.v12n5p40>
- Jasni, M. A., Abu Bakar Ah, S. H., Mohd Yusoff, J. Z., Md Shahid, K., & Omar, N. (2017). Konsep Residivisme : Kekaburan Definisi , Pengukuran dan Praktis. *Akademika*, 87(3).
- Leonade. (2019). Teori Motivasi Abraham Maslow (Hierarki Kebutuhan). In *Studi Manajemen*.
- Liaquat, M., Ahmed, G., Ismail, H., Ul Ain, Q., Irshad, S., Sadaf Izhar, S., & Tariq Mughal, M. (2024). Impact of motivational factors and green behaviors on employee environmental performance. *Research in Globalization*, 8.
<https://doi.org/10.1016/j.resglo.2023.100180>
- Mee, J. F., & McFarland, D. E. (1959). Management Principles and Practices. *Journal of Marketing*, 23(4). <https://doi.org/10.2307/1247430>
- Miskiani, K. A., & Bagia, I. W. (2020). Peningkatan Kinerja Karyawan melalui Motivasi Kerja Disiplin Kerja. *Prospek: Jurnal Manajemen Dan Bisnis*, 2(2).

- Muhammad, M. (2021). Pelatihan Manajemen Sdm Dalam Meningkatkan Kualitas Sumber Daya Manusia (Sdm) Karyawan Di Universitas Malahayati Bandar Lampung. *Community Development Journal: Jurnal Pengabdian Masyarakat*, 2(2). <https://doi.org/10.31004/cdj.v2i2.1769>
- Pargiani, P. (2019). Pengaruh Lingkungan Kerja Dan Penempatan Kerja Terhadap Semangat Kerja (Studi Pada Karyawan Bagian Produksi CV. Ghivella Wood Fortune Volatilitas.
- Prasiwi, Y., Santoso, B., & Iriyanti, E. (2022). Pengaruh Motivasi dan Beban Kerja Terhadap Loyalitas Karyawan Melalui Kepuasan Kerja Karyawan Sebagai Variabel Intervening Pada PT. Wangta Agung Surabaya. *Briliant: Jurnal Riset Dan Konseptual*, 7(2). <https://doi.org/10.28926/briliant.v7i2.878>
- Prayoga, A. dkk. (2023). Peran Lembaga Pemasyarakatan Dalam Sistem Peradilan Pidana Pada Proses Pembinaan Sebagai Tujuan Akhir Pemidanaan.
- Reichenbach, A., Bringmann, A., Reader, E. E., Pournaras, C. J., Rungger-Brändle, E., Riva, C. E., Hardarson, S. H., Stefansson, E., Yard, W. N., Newman, E. A., & Holmes, D. (2019). fungsi dan tujuan motivasi. *Progress in Retinal and Eye Research*, 561(3).
- Robbins, S. P., & Judge, T. A. (2008). Perilaku Organisasi, Edisi 12 Buku 1. In *Jakarta: Salemba Empat*.
- Saputro, H. N. (2023). Inovasi Pelayanan pada Organisasi Publik. *Jurnal Wacana Kinerja: Kajian Praktis-Akademis Kinerja Dan Administrasi Pelayanan Publik*, 26(1). <https://doi.org/10.31845/jwk.v26i1.823>
- Suarez-Barraza, M. F., & Miguel Davila, J. A. (2020). Exploring Fayol's management process in a traditional Mayan dance (Pochó Dance): an ethnographic study. *Asia-Pacific Journal of Business Administration*, 13(2). <https://doi.org/10.1108/APJBA-07-2020-0234>
- Wulan, M. T., Condro, H. D., & Triono, S. P. (2017). Pengaruh motivasi kerja, penggunaan teknologi informasi, dan kemampuan berkomunikasi interpersonal terhadap kinerja karyawan (Studi di Bank Rakyat In *Surakarta: Fakultas Ekonomi dan Bisnis IAIN Surakarta*.
- Zakky. (2018). Pengertian Manajemen Menurut Para Ahli Secara Umum. In *Zona Referensi*.