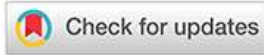


## THE INFLUENCE OF WORK MOTIVATION ON EMPLOYEE PERFORMANCE EMPLOYEES IN CORRECTIONAL INSTITUTIONS CLASS IIA ABEPURA



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### ABSTRACT

*This study aims to determine the effect of work motivation on the performance of Class IIA Abepura Correctional Institution employees. The research method used is the quantitative research method. To obtain research data, questionnaires were distributed to 100 respondents who were officers of the Abepura Class IIA Correctional Institution. The questionnaire used was 40 questions related to the research variables. To analyze the research data using descriptive analysis techniques through simple linear tests, significance tests, and determination tests using IBM SPSS 27. The results of this study indicate the percentage of influence given by the work motivation variable on employee performance in the determination test, which shows that the work motivation variable as an independent variable has an influence of 43.8% on the performance of the dependent employee. Meanwhile, the hypothesis test obtained that there is an effect of work motivation on employee performance at the Class IIA Abepura Correctional Institution.*

*Keywords: Motivation; Employee Performance; Correctional Institution*



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## INTRODUCTION

Human Resources (HR) is one of the most important factors in the running of an organization, HR itself cannot be separated from an organization. Basically, human resources are humans who are employed in an organization as planners and implementers as a driving force to achieve the goals of the organization. Departing from that, it is very important for the HR in question to be prioritized and paid attention to its management properly for its availability and competence / ability to move forward or backward in achieving organizational goals. In this context, HR refers to individuals employed to achieve organizational goals as movers, thinkers and planners. Then HR management becomes an art and science in managing the workforce in its relationship to play a role in order to achieve effective and efficient targets to realize organizational goals. Therefore, it is important that an organization is able to manage and arrange structurally the human resources in the organization.

Efforts to develop human resources are also needed from within the employees themselves so that they can have achievements and quality, one of which is motivation. In a government organization, high motivation is a sign that there is concern from the organization to want to improve the performance of the organization by carrying out responsibilities in the tasks assigned to the organization with high motivation. But sometimes many leaders and employees of a government organization do not care about the work motivation of their employees. This has an impact on unsatisfactory public services, as a result of the organization's human resources not having motivation at work. In the era of increasingly tight globalization, employee performance is one of the key factors that affect the success and sustainability of an organization or agency. Employees who have high performance are able to make maximum contributions in achieving agency goals, increasing operational efficiency, and creating competitive advantages. Therefore, it is important for organizations to understand the factors that can affect employee performance. Based on the background and problem formulation above, the research objectives to be achieved by the author are to regulate the effect of work motivation on employee performance.

## LITERATURE REVIEW AND HYPOTHESES

To support researchers in conducting further research, researchers need to find and read various reference sources contained in previous similar studies. It is intended that researchers have broad insight and a strong foundation so as to avoid mistakes in conducting research.

In research conducted by Grace, et al. (2020) raised the issue of the importance of increasing work motivation and performance of correctional employees to reduce violations and increase employee work motivation, so that employee performance can run well. This is done because correctional officers are one of the necessary and valuable resources for correctional institutions. The purpose of the study was to examine the effect of work motivation and employee performance in Mongolia.

In research conducted by Meuthis et al. (2019) raised issues regarding the concept of the influence of work motivation on employee performance. The level of employee performance is strongly influenced both positively and negatively due to their perception of work motivation regarding practices in their organization and how fairly they are treated. Motivation is very influential on employee performance positively employees are very motivated in their work so that they are also recognized and appreciated, they carry out their job responsibilities well and are rewarded according to what is done. The concept of work motivation and employee performance is important when education

plays a role in improving the quality of human resources. The purpose of the study was to measure the effect of work motivation on employee perform. The results showed that work motivation positively affects employee performance. The conclusion of the study is that the concept of work motivation and employee performance is an important concept that cannot be denied.

In the research conducted by Ayu, et al., (2020) raised the issue of employee performance in a company which is influenced by various factors such as work motivation and compensation. The purpose of the study was to determine the effect of work motivation on employee performance, so that in the future it can contribute to decision making in a company in order to achieve the common goals of both employees and companies. The results showed that work motivation has a positive influence and a significant effect on employee performance. Finally, it can contribute to the company's income, employees and more effects can provide large income to the state.

### Hypothesis

The analysis used in this study is to use regression tests. The researcher makes the following research hypothesis:

*Ho: There is no effect of work motivation on employee performance at Class IIA Abepura Correctional Institution*

*Ha: There is an influence of work motivation on employee work at Abepura Class IIA Correctional Institution.*

### METHOD

The sampling method used is non-probability using saturated sampling or total sampling where all members of the population are used as samples. This approach was chosen because the population studied in this study consisted of only 100 employees of the Abepura Class IIA Correctional Institution. This study measures variable X (work motivation). Researchers used 25 question items. Then the measurement of variable Y (employee performance) there are 15 question items as well

### RESULTS AND DISCUSSION

#### Data Analysis

The regression equation is:

$$Y = a + bX$$

$$Y = 34,227 + 0,301$$

**Table 1**  
**Simple Linear Test Results**

Model	<i>Coefficients<sup>a</sup></i>				
	Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.
1 (Constant)	34,227	3,694		9,265	0,000
Motivation	0,301	0,034	0,662	8,732	0,000

a. Dependent Variable: Employee Performance

Source: SPSS Primary Data, 2024

It can be concluded that the constant value of the work motivation variable is

34.227 which indicates that the value of the work motivation variable is constant, and the value of the employee performance variable shows a value of 0,301, where the coefficient value in the regression equation above is positive. This shows a change in value that is directly proportional between the work motivation variable and the employee performance variable. The increase in value in the work motivation variable affects the increase in value also in the employee performance variable, and vice versa. Based on the regression formula, it can be stated that the regression coefficient value of the work motivation variable (X) of 34.227 states a 1% increase in the value of the employee performance variable (Y) of 0,301. The straight proportional nature of the regression causes the greater the influence of work motivation on employee performance at the Class IIA Abepura Penitentiary.

**Table 2**  
**Determination Test Results**

<i>Model Summary<sup>b</sup></i>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.662 <sup>a</sup>	.438	.432	5.98020

a. Predictors: (Constant), X Total

b. Dependent Variable: Y Total

Source: SPSS Primary Data, 2024

Based on Table 2, regarding the results of the determination test above, the R value is obtained as a correlation coefficient of 0.662. This indicates that there is a strong positive correlation relationship between the independent variable (work motivation) and the dependent variable (employee performance). The table of determination test results above also shows that the R square ( $R^2$ ) is 0.438 which shows how much influence the work motivation variable as a whole can affect the ups and downs 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 Abepura Correctional Institution is 43.8%. While the remaining 56.2% is influenced by other variables not described in this study. This indicates that there are still other variables that have an influence on the employee performance variable at the Abepura Class IIA Correctional Institution

## CONCLUSION AND SUGGESTION

Based on the results of data analysis conducted in this study, it is concluded that work motivation has an influence on employee performance at Class IIA Abepura Correctional Institution. The main purpose of this study was to determine the level of employee perceptions of work motivation, the level of officer perceptions of employee performance and the effect of work motivation on employee performance at the Abepura Class IIA Correctional Institution.

This research is expected to be a reference and can be developed better in further research to be able to develop science, especially in the correctional environment.

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