Communicating Employee Performance: Self-Motivation As A Determining Factor

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Abstract- One of the biggest questions in psychology communication is whether employee work performance is influenced by their motivation. Therefore, we conducted this research, which took place at an Indonesian company specializing in producing tin raw materials. This research uses quantitative methods with descriptive causality. Sampling was conducted using nonprobability sampling method with the total respondents of 40 people. The data analysis technique that being used is descriptive analysis and simple linear regression analysis. Based on descriptive analysis, work motivation and employee performance variables are in positive sync. With the results of the causality analysis, motivation variable has a positive and significant effect on employee performance variables.

Keywords: Motivation; Performance; Work Psychology; Business Administration; Linear Regression

I. INTRODUCTION

Every company also needs people as a resource in the company's activities, because humans are one of the most important factors for the realization of goals. According to [1], Human Resource Management (HRM) is an acknowledgment of the importance of an organizational workforce as a very important human resource in contributing to organizational goals that use several functions and activities to ensure that resources humans are used effectively and fairly for the benefit of individuals, organizations and society.

According to Abraham H. Maslow in [2] "One of the five needs into a sequence, psychological needs and a sense of security are described as the most basic level needs, while social needs, appreciation and self-actualization are the top level needs. ". The dimensions contained include the following:

Physiological Needs: namely the need for food, drink, water, air, clothing, shelter and the need for survival. Physiological needs are the most basic needs.

Security Requirements (Safety needs): namely the need for a sense of security from violence both physically and psychologically such as an environment free of pollution, protection of occupational safety and health and free from threats.

Social needs (Social-related needs): namely the need to be loved and to love. Humans are social creatures. Everyone who lives in the world needs family and friends.

Esteem needs: Maslow found that after fulfilling Physiological, Security and Social needs, the person expects to be trusted by others, have a reputation and have confidence and respect by everyone.

Self-Actualization Needs: This need is the highest need according to Maslow. Self-actualization needs are the needs or desires of a person to meet needs.Employee productivity can be seen from the higher level of employee absenteeism, this was stated by Sedarmayanti[3]

Our object of research, (the company name is PT LatinusaTbk) still has problems in terms of establishing working relationships with fellow employees, awards from the company and also being given the opportunity to get even better positions. There are still employees who have not reached the target, this may be because there are still employees of the company who are still not motivated, the impact is that each employee is very difficult to work optimally, because every employee is very difficult to communicate with each other in the midst of it. The main factor is because every employee has an individual attitude where they rely more on themselves rather than working together in a team. Therefore, there is still a need for improvement from the company to make all employees further improve teamwork so that in the future, the company can maximize the performance of its employees.

Maslow suggested that after the individual satisfies the need at the lowest level, the individual will satisfy the need at the next level. If at the highest level but basic needs are not satisfied, then the individual can return to the previous level of needs [4]. According to [2], the fulfillment of these various needs is driven by two strengths, namely deficiency motivation and growth motivation. Deficiency motivation aims to overcome the problem of human tension due to various shortcomings. Meanwhile, growth motivation is based on the capacity of every human being to grow and develop [5]. This capacity is the nature of every human being. Social needs, reward needs and self-actualization are described as high level needs while psychological needs and security needs are described as lower level needs [6].

Basically, if the company wants to achieve optimal performance according to predetermined targets, the company must be able to provide good motivation to employees. However, all this will not be achieved without strong motivators from the internal company, especially the leaders themselves [7]. The problem of motivating employees is not an easy thing to do because employees have a desire, need and expectation that are different from one employee to another [8]. If the company can understand the motivation problem and solve it, the company will get optimal employee performance according to predetermined performance standards [9]. Leaders have important tasks that are as well as complex. Especially in terms of Human Resources (HR) management, a leader must be able to realize that employees are the most dominant asset affecting the productivity of an organization or company [10].

Based on the description above, in this study we try to expand the literature by measuring the effect of work motivation on employee performance.

II. LITERATURE REVIEW

According to [2] defines motivation as a desire caused by a need, desire and will that encourages an individual to use his physical and mental energy to achieve the desired goals. Motivation, motivation and motivation are terms commonly used in the science of organizational behavior [11]. Motive is defined as a state in which it arouses, activates (moves), and directs behavior towards definite goals. Motivating is an attempt to create a situation that can relieve employee anxiety in which an employee is stimulated to carry out activities and can motivate someone to achieve higher goals [5].

Performance appraisal is a system that is carried out periodically to review and evaluate individual performance [12]. Performance appraisal is a guideline that is expected to show employees' work performance regularly and regularly. So that it can provide benefits for compensation and employee career development [10].

Performance appraisal or what is commonly known as performance appraisal is a process used by leaders to determine whether an employee has done his job in accordance with the duties and responsibilities assigned to him [9]. According to [13],) it can be defined as "a procedure that includes setting work standards, appraising the actual performance of employees in relation to predetermined standards, and providing feedback to employees with the aim of motivating the person to eliminate a decline in performance or to continue performinghigher".

From some of the definitions above it can be interpreted that performance appraisal is something that is done to assess and evaluate employees, and to determine whether an employee is doing his job in accordance with the tasks assigned by the organization.

The hypothesis in this study is "work motivation positively affects employee performance". The research framework is visually described by figure 1:
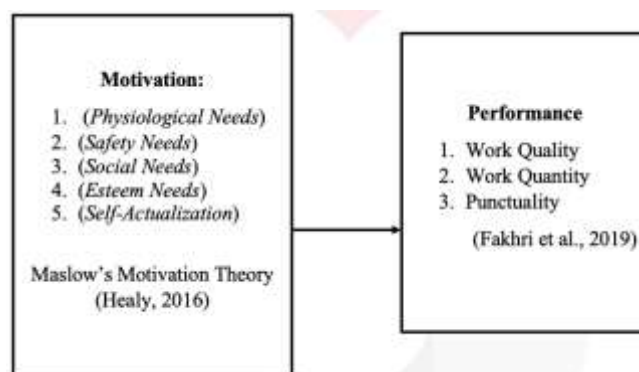

Figure 1: Research Model

III. RESEARCH METHODOLOGY

Based on the variables be studied, then this research is included in causal descriptive research. According to [7, 13]. While according to [14], causal research is a research that has the main purpose of seeking a cause or effect relationship between independent variables with dependent variables. Therefore, this study aims to measure the influence of Aston Primera brand image of the purchase decision. Research that researchers do to conduct a survey through a questionnaire.

In this study, the authors used quantitative research methods. According to [15] what is meant by quantitative research is "Quantitative research methods can be interpreted as a research method based on the philosophy of positivism, used to research on certain populations or samples, sampling techniques are generally carried out randomly, data collection uses instruments. research, data analysis is quantitative / statistical, with the aim to test the hypothesis that has been set ".

Descriptive research is defined as follows: "Research conducted to determine the existence of the value of an independent variable, either one or more (independent) variables without making comparisons or linking with other variables" [15]. According to [16], a causal relationship is a relationship that is causal in nature. Where there are independent variables (influence) and the dependent variable (influenced). In this study, the independent variable is Motivation (X) and the dependent variable is Employee Performance (Y).

According to [7], the sample is a group or a portion of the population. Sampling technique here is using saturated samplewhere the respondents are the whole employees of this company [14, 15]:

IV. RESULT AND DISCUSSION

This research is directed to solve specific questions, which have been highlighted in the previous parts. a. Descriptive Analysis Dimensions of physiological needs

In the dimension of physiological needs as a whole it is in a fairly good category. It can be proven by the overall value obtained from the total score of the dimensions of physiological needs of 242 or 60%. Of the two statements submitted to 40 respondents, the statement with the highest score was "I received my salary on time" with a total score of 128 or 64%. Meanwhile, the statement with the lowest score is "I receive an adequate standard of salary" with a total score of 114 or 57%. So it can be said that employees who receive salaries on time have a higher chance

On the dimension of the need for security as a whole it is in the quite good category. It can be proven by the overall value obtained from the total score of the dimensions of the need for security of 251 or 62.75%. Of the two statements submitted to 40 respondents, the statement with the highest score was "I feel safe while working because the company provides supporting facilities at work." with a total score of 127 or 63.50%. Meanwhile, the statement with a low score is "I get job guarantee from the company." with a total score of 124 or 62%. So it can be said that feeling safe while working with the facilities provided by the company makes employees comfortable in doing their work.

In the dimension of social needs as a whole it is in a fairly good category. It can be proven by the overall value obtained from the total score of the dimensions of social needs of 254 or 63.50%. Of the two statements submitted to 40 respondents, the statement with the highest score was "I easily establish working relationships with fellow employees" with a total score of 134 or 67%. Meanwhile, the statement with the lowest score is "I find it easy to have a working relationship with my boss" with a total score of 120 or 60%. So it can be said that employees of every employee easily establish relationships between people.

Descriptive Analysis Dimensions of the need for self-esteem: On the dimension of the need for self-esteem as a whole is in the good category. It can be proven by the overall value obtained from the total score of the dimensions of the need for self-esteem of 297 or 74.25%. Of the two statements submitted to 40 respondents, the statement with the highest score was "the company recognizes and appreciates my work" with a total score of 152 or 76%. Meanwhile, the statement with the lowest score is "my boss supports me to develop at work." with a total score of 145 or 72.50%. Therefore, it can be said that the company really appreciates the work of each of its employees.

4.1 Linear Regression Analysis

The results of data analysis with the help of computer processing based on the calculation of SPSS version 20.0 obtained a simple regression equation based on the following output:

Table 1: Regression Coefficientsa

		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.656	.260		6.359	.000
	X	.479	.095	.466	5.019	.000

a. Dependent Variable: Y

5 Based on the above output:

6 $Y = 1.656 + 0.479X + e$

4.2 Coefficient of Determination

In order to determine the relationship or level of influence between career development on work productivity, the coefficient of determination (KD) can be calculated. The following is table 4:19 regarding the relationship between work motivation and employee performance on the coefficient of determination with processing using SPSS ver27.

Table 2: Coefficieny of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.466[a]	.217	.208	.81367

a. Predictors: (Constant), X

b. Dependent Variable: Y

Padatabel 4.19 diketahuibahwa X mampumenerangkan model Y sebesar 58,2% dansisanyadijelaskanolehvariabel yang tidaktermasukpadapenelitianini. Berdasarkanhasilpengolahan SPSS daritabel*model summary*, menunjukkanbahwabesarnyapengembangankarierterhadapproduktivitaskerjaditunjukkandenganperoleh annilaikoefisiendeterminasi (R) sebesar 0,704.
Besaranpengaruhpadapengembangankarierterhadapproduktivitaskerjadapatditunjukkanolehkoefisiende terminasidenganrumusberikutini:
x 100%
$= (0,466)^2$ x 100%

Based on the results obtained through distributing questionnaires to 40 respondents to employees of the company, by using a sampling technique using the Non-probability Sampling technique, the characteristics of respondents were obtained with the majority being male with a total of 23 employees or 57.50%, the majority were aged 31- 40 years or 50%, the majority of the latest education is S1 education as many as 17 employees or 42.50%, and the majority of 1-5 years of work are 17 employees or 42.50%. Furthermore, the results of the research on the two variables can be described as follows:
This research strengthens the theory put forward by [5], motivation as a desire caused by need, desire and will that encourages an individual to use physical energy and mental energy to achieve the desired goals. Motivation, motivation and motivation are terms commonly used in the science of organizational behavior. Motive is defined as a state in which it arouses, activates (moves), and directs behavior towards definite goals. Motivating is an attempt to create a situation that can relieve employee anxiety in which an employee is stimulated to carry out activities and can motivate someone to achieve higher goals.
This research is in line with research conducted by [2,9], which states that motivation variables have a significant effect on employee performance.

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V. CONCLUSION

Based on the results obtained through distributing questionnaires to 40 respondents to employees of our studied company, by using a sampling technique using the Non-probability Sampling technique, the characteristics of respondents were obtained with the majority being male with a total of 23 employees or 57.50 %, the majority were aged 31- 40 years or 50%, the majority of the latest education is S1 education as many as 17 employees or 42.50%, and the majority of 1-5 years of work are 17 employees or 42.50%. Furthermore, the results of the research on the two variables can be described as follows:

This research strengthens the theory put forward by [2] that motivation as a desire caused by need, desire and will that encourages an individual to use physical energy and mental energy to achieve the desired goals. Motivation, motivation and motivation are terms commonly used in the science of organizational behavior. Motive is defined as a state in which it arouses, activates, and directs behavior towards definite goals. Motivating is an attempt to create a situation that can relieve employee anxiety in which an employee is stimulated to carry out activities and can motivate someone to achieve higher goals.

This research is in line with research conducted by [7,10], which states that motivation variables have a significant effect on employee performance. Based on the results of research that has been conducted and in the discussion, the authors can draw the following conclusions.

Employee work motivation at PT LatinusaTbk is considered quite good, this shows that employee work motivation still needs to be improved. However, the assessment of the dimensions of the need for self-esteem or recognition gets the highest average rating so it needs to be maintained. Meanwhile, other indicators, namely physiological needs, security needs, social needs and self-actualization needs need to be improved.

The performance of employees at the company is considered high enough so that it still needs to be improved. Assessment on the punctuality indicator has the highest rating compared to other indicators, this shows that employees always obey and make good use of work time. while the assessment of the dimensions of the quantity of work and quality of work still needs to be improved.

Work motivation has an effect on employee performance at PT LatinusaTbk based on the results of hypothesis testing which shows the t value is greater than the t table thus the hypothesis can be accepted.

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