

The Effect of Motivation and Work Spirit on Employee Performance in PT Sapadia Wisata Rantauprapat

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Abstract

This study aims to analyze the effect of motivation and work spirit towards employee performance because a high level of employee performance is needed in a company in order to achieve the goals set by the company. By having a high level of performance, employees will be able to overcome and solve problems that will be faced when carrying out their duties and obligations at work. And vice versa if the employee has a low level of performance then the employee will not be able to solve a problem or difficulty in carrying out his work. With high performance owned by employees, employees will be able to work optimally and help each other together in completing work that requires more energy and time. Basically, employee performance is the result of the process of the employee's personal self as well as the efforts of the company. The high performance of employees is an expectation for all companies or institutions that employ them.

Keywords: motivation, work spirit, employee performance.

1. Introduction

A company, institution or organization is a group of human resources who work together to achieve a predetermined common goal. To achieve the goals of a company, it is very important to implement a series of systems that apply within the company both at the level of managers and employees, because this is able to create high performance.

Performance is a reflection of one's work, where those who work well and are able to give the best contribution to their company are the answer to the success or failure of the company's goals that have been previously set. Each activity process is aimed at producing something that is truly in accordance with the needs through the best use of the various available sources.

Based on a survey conducted by the author at PT Sapadia Wisata Rantauprapat, problems regarding the performance produced by its employees are still not optimal in achieving the goals set by the company. This is caused by performance factors including employees who are lazy and less responsive to the work that has been given, late entry of employees who are less consistent, employees who are not friendly to visitors which can reduce good value in the eyes of visitors.

Motivating employees is one of the company's responsibilities to improve the work performance of its employees so that company goals can be achieved as expected. Motivated employees have personal characteristics that have quality internal and external strengths in order to be successful in carrying out their work (Pohan, 2022). The low level of employee motivation is one of the problems that often occurs in every company or agency. The number of employees who procrastinate so that they fail to achieve the set targets is one of the phenomena that occurs regarding work motivation at PT Sapadia Wisata Rantauprapat. Lack of morale owned by employees, easy to feel bored and bored,

In general, employees work hard to meet the targets that the company wants to achieve (Prayoga & Pohan, 2022). So that if employees are more enthusiastic at work if they succeed in achieving the predetermined target of the work done, the employee will receive satisfactory compensation or remuneration. It is likely that employees will be enthusiastic about work and show maximum performance. Balanced compensation will encourage the performance of employees to improve the high quality of their work in achieving the goals and objectives that have been determined.

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Morale is another factor that can build employee performance. Performance will drop if morale is problematic. Self-motivation can affect the effectiveness and efficiency of achieving the goals of a related company.

From the various descriptions that have been put forward, the authors are interested in conducting research with the theme of motivation, morale and employee performance conducted at PT Sapadia Wisata Rantauaprat.

2. Literature Review

The Effect of Work Motivation on Employee Performance Through Job Satisfaction as a Mediation Variable for Employees of PT Borwita Citra Prima Surabaya. This study aims to determine the effect of work motivation on employee performance through job satisfaction as a mediating variable on employees of PT Borwita Citra Prima Surabaya. The research method used is a quantitative method, with a sampling technique based on the Slovin technique. The population is 150 permanent employees and valid data for the sample is 63. The data analysis technique uses Partial Least Square (PLS). The results showed that (1) work motivation has a positive effect on employee performance, (2) work motivation has a positive effect on employee job satisfaction (Prayogi et al., 2019),

Pangarso & Susanti, (2016) entitled the analysis of the influence of motivation and work spirit on the performance of accounting employees and job satisfaction with the moderating variable of organizational commitment. The results showed that motivation had a significant effect on employee performance, stated that motivation had a significant effect on job satisfaction, morale had a significant effect on job satisfaction, moderator variable organizational commitment could increase the influence of motivation on employee performance, moderator variable organizational commitment could increase the influence of morale on performance employees, the moderating variable of organizational commitment can increase the effect of morale on job satisfaction.

Ichsan et al., (2020) entitled the effect of motivation and job satisfaction on employee performance at PT Bank BNI Syariah Makassar Branch. The results showed that the variables of motivation and job satisfaction have a positive and significant effect on employee performance so that the hypothesis in this study can be accepted. And from the results of the coefficient of determination test, the R Square value shows a value of 0.532 or 53.2% indicating that the ability of the independent variable is strong to explain the dependent variable and the remaining 46.8% can be explained by other variables outside of the research variables.

2.1. Work motivation

Motivation comes from the basic word motive, which has the meaning of a stimulus, desire and driving force of one's willingness to work. Motivation is the provision of driving force to create one's work enthusiasm so that they are willing to work together effectively and integrated with all their efforts to achieve satisfaction (Ikhlah et al., 2020). According to (Adha et al., 2019), motivation is a condition that has an effect on generating, directing and maintaining behavior related to the work environment. Meanwhile, according to (Arafah, 2010), motivation is a condition or energy that moves employees who are directed or aimed at achieving the company's organizational goals.

Meanwhile, according to (Ivanov & Usheva, 2021), motivation is the strength of an individual's tendency to engage in goal-directed activities at work. This is not a feeling of pleasure relative to the results of various jobs as well as satisfaction, but rather a feeling of being willing to work to achieve work goals.

Ikhlah et al., (2020), motivation is a skill, in directing employees and organizations to want to work successfully, so that the wishes of employees and organizational goals are simultaneously achieved. Work motivation is a condition that has the effect of generating, directing and maintaining behavior related to the work environment.

Based on the description of the opinions of the experts above, it can be concluded that motivation is an encouragement or stimulant that makes a person do the work he wants willingly without feeling forced so that the work done can run well or produce something satisfying.

2.2. Work Spirit

All organizations hope that the work productivity of their employees can continue to increase. but the fact that supports to achieve these goals often receives less attention, this can be seen from the absence of efforts made to increase morale and work enthusiasm of the employees. It can be recognized that employees can work in a supervised manner. But it will be different if the employees work on their own volition or with good work spirit.

According to Steiner, (2012) In his book *Strategic Planning* "Work spirit is an inner agreement that arises from within a person or group of people in order to achieve the company goals that have been set together". Morale is doing work more actively so that work can be expected to be faster and better. If an organization is able to increase enthusiasm and enthusiasm for work, then the organization will get many benefits.

From the description, it can be concluded that work enthusiasm is a psychological attitude and willingness of feelings from employees which is indicated by the enthusiasm of work, the desire to work better which is in line with organizational goals Nitisemito,(2012).

2.3. *Performance*

Employee performance according to (Simanjorang, 2020) is the level of employees in achieving job requirements. According to (A.A. Anwar Prabu Mangkunegara, 2011) performance is the result of work in quality and quantity achieved by a person in carrying out his duties in accordance with his responsibilities.

Prayoga & Pohan, (2022) is what employees do or don't do which includes quantity of results, quality of results, timeliness of results, attendance and ability to work together. Djamba & Neuman, (2002) in measuring employee performance used a list of questions containing several dimensions of criteria regarding work results. Basically, an employee in carrying out and completing the tasks assigned to him is expected to be able to show the best performance that can be shown by the employee.

According to (Syah et al., 2021), it is said that employee performance is the level of success of an employee in carrying out tasks and the ability to achieve the goals that have been set. These limits mean that the performance of employees is declared good and successful if the desired goals can be achieved properly.

Saidani et al., (2019), also stated that employee performance is a person's willingness to do an activity and perfect it in accordance with his responsibilities with the expected results. According to (Jiang et al., 2011), performance is basically what employees do or don't do. Employee performance is what influences how much they contribute to the organization.

3. **Methods**

This research was conducted at PT Sapadia Wisata Rantauaprat which is located at Jl. H. Adam Malik by Pass/ Jl. Baru Rantauaprat, Labuhanbatu Regency. This research was conducted from February 2022 to July 2022.

The population is the whole of a set of elements or objects and subjects that have a number of general characteristics that are of interest to researchers to study, research and then draw conclusions (Sugiyono, 2013). In this study, the population was employees at PT Sapadia Wisata Rantauaprat, as many as 30 people. According to (Sugiyono, 2013) the sample is part of the number and characteristics possessed by the population. Researchers use saturated sampling, according to (Sugiyono, 2013) saturated sampling is a sample collection technique when all members of the population are used as samples. So the sampling technique used a census and took a sample of the entire population (census sample) as many as 30 people.

4. **Result and Discussions**

4.1. *Outer Model Analysis*

4.1.1 *Convergent Validity*

In convergent validity, researchers must be able to ensure that all items are convergently valid, i.e. meet the specified threshold value > 0.5 . If the research item meets the above criteria, then the research item is considered convergently valid. The results of convergent validity in this study can be seen in Table 1.

4.1.2 *Discriminant Validity*

In this section, the researcher wants to ensure the validity of the research measuring instrument at the variable level, the thing that must be considered at this stage is to ensure that each variable has the highest correlation value when it is correlated with itself, so that the variable is declared valid because it is proven to be a measuring instrument for itself, not for other variables. The results of the discriminant validity test are as follows in Table 2.

Table 1. Convergent Validity

	Motivation	Performance	Work Spirit
MO1	0.897	0.348	0.406
MO2	0.781	0.188	0.199
MO3	0.825	0.195	0.186
MO4	0.905	0.321	0.306
PF1	0.353	0.819	0.281
PF2	0.132	0.632	0.272
PF4	0.121	0.743	0.258
WS1	0.327	0.418	0.939
WS2	0.378	0.353	0.783
WS3	0.242	0.347	0.935
WS4	0.243	0.216	0.877

Source: primary data processed by researchers (2022).

Table 2. Discriminant Validity

	Motivation	Performance	Work Spirit
Motivation	0.853		
Performance	0.327	0.775	
Work Spirit	0.344	0.395	0.886

Source: primary data processed by researchers (2022).

Based on the table 2, it can be concluded that all variables in this study were declared to meet the criteria and were declared discriminantly valid.

4.1.3 Reliability Test

In the Partial Least Square method, reliability testing is using composite reliability criteria. Variables that have a composite reliability value > 0.6 are declared reliable.

Table 3. Reliability Test

	Composite Reliability	AVE
Motivation	0.914	0.728
Performance	0.709	0.855
Work Spirit	0.936	0.785

Source: primary data processed by researchers (2022).

Based on the results of the reliability analysis test in table 3, it is concluded that all of the variables of this study have met the criteria and are considered reliable.

4.2. Inner Model Analysis

After completing the outer model stage, the next stage is the inner model stage. At the inner model stage, the thing to evaluate is the relationship between constructs in the research. At this stage we will evaluate whether the independent variable has a positive and significant effect on the dependent variable.

In the figure 1, we can see that the path relationship between motivation and performance has a value of 0.217, which means that there is a positive relationship. There is also a positive relationship between work morale and work performance, as evidenced by the coefficient value of 0.320.

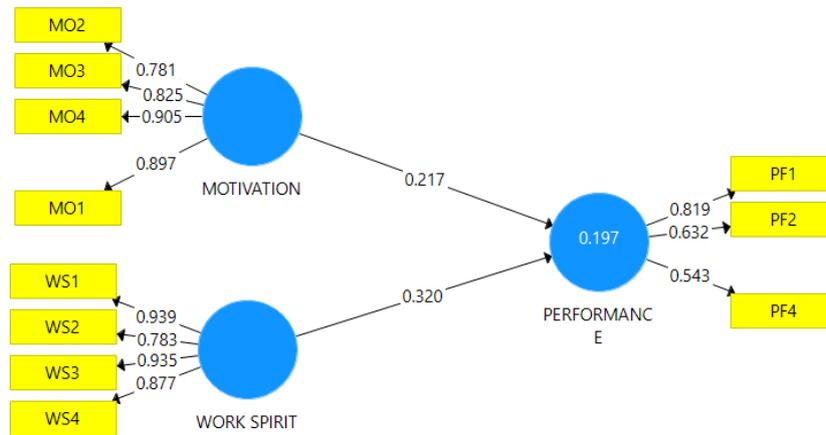


Figure 1. Relationship of Paths Between Constructs

Tabel 4. Path Analysis

	Path-Coefficients	P Values
Motivation -> Performance	0.217	0.001
Work Spirit -> Performance	0.320	0.007

Source: primary data processed by researchers (2022).

In the table 4, it can be seen that the P-values have met the criteria for the acceptance of the formulated hypothesis, namely <0.05. So based on the table above, it can be concluded that all hypotheses are supported.

5. Conclusions

Based on the statistical calculations that have been summarized above, and from the analysis and discussion conducted in the study, conclusions can be drawn, including:

- a) Motivation has a positive and significant effect on the performance of PT Sapadia Wisata employees.
- b) Morale has a positive and significant effect on the performance of PT Sapadia Wisata employees.
- c) Motivation and work spirit have a positive and significant effect on the performance of PT Sapadia Wisata employees.

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