INCOME JOURNAL OF ECONOMICS DEVELOPMENT
e-ISSN: 3025-3225
Volume 3 Number 2 | July 2023

The influence of motivation and human resource development on employee performance at the Sendana Subdistrict Office in Majene Regency.

Aco Lamama
STIE AMKOP Makassar
Email: lamamaaco97@gmail.com

Article Info

Motivation, Human Resource Development, and Performance

Abstract

This research project, conducted at the Sendana Subdistrict Office in Majene Regency, aims to delve into critical aspects of employee performance within this administrative setting. The primary objectives encompass a comprehensive analysis of the impact of motivation and human resource development on the performance of employees. Motivation has long been recognized as a vital factor influencing employee performance. It's widely believed that motivated employees tend to be more engaged, productive, and committed to their tasks. However, the findings of this study, based on rigorous quantitative analysis using SPSS, indicate that motivation, as a standalone factor, does not exert a significant influence on employee performance within the Sendana Subdistrict Office. Contrastingly, the study reveals a noteworthy relationship between human resource development and employee performance. This suggests that investments in enhancing the skills, knowledge, and capabilities of employees can significantly boost their performance levels. The evidence from the research underscores the importance of ongoing training, skill development, and career advancement opportunities for employees in a government office setting. In summary, while motivation alone may not be the key driver of employee performance in this context, human resource development emerges as a dominant variable. These findings have substantial implications for policymakers and administrators seeking to optimize the performance of government office employees in Majene Regency. The study highlights the importance of investing in the growth and development of human resources to achieve higher levels of performance and efficiency within the Sendana Subdistrict Office.

1. INTRODUCTION

Human Resources are assets within an organization that possess dignity and worth, which must be respected and upheld. The role of human resource management within an organization is not merely administrative but primarily focuses on developing human resources to be creative and innovative. Human resource development (HRD) is a process, not just a set of mechanisms and techniques. Mechanisms and techniques such as performance appraisal, counseling, training, and organizational development interventions are used to initiate, facilitate, and promote this process continuously. Organizations can facilitate this development process by planning it and allocating organizational resources for this purpose. Every activity undertaken by an individual has motivating factors. Therefore, the driving force behind an individual's performance of a particular activity is typically their needs and desires. In essence, work motivation serves to mobilize and direct employees in their work, preventing obstacles, errors, and failures. Work motivation indicates the presence of discipline at work, making employees more diligent, precise, and enthusiastic about fulfilling their job responsibilities. Consequently, employees are expected to perform their tasks in accordance with the established work program and adhere to workplace rules, resulting in quality and quantity output that satisfies the organization's requirements. However, in this context, there is a phenomenon where issues arise in the process of providing work motivation. These issues include insufficient motivation between leaders and employees, as well as among employees themselves. Furthermore, work motivation has not been maximally applied by employees,

leading to various problems or obstacles in the work environment. Effective work motivation and human resource development can also support the success of an office. These factors create a high level of performance, which, in turn, facilitates the office's success. Conversely, if performance levels decline, it can hinder the office from achieving its goals. Every office aims to improve the performance of its employees. To achieve this, offices must provide proper motivation to all employees to achieve work achievements and enhance performance. Based on initial observations conducted at the Sendana Subdistrict Office, it is apparent that employee work motivation is low. This can be seen from some employees not performing their duties to the best of their abilities and frequent delays in completing tasks, which are obligatory for employees. These conditions indicate a lack of motivation to work effectively. The initial observation findings suggest the existence of obstacles or challenges in work motivation that require scientific investigation. A systematic scientific assessment can be conducted by examining other variables suspected to be related to work motivation.

2. LITERATURE REVIEWS

2.1 Definition of Motivation

According to Gitosudarmo as cited in Sutrisno (2013), motivation is a factor that drives someone to perform a specific activity, and therefore, motivation is often interpreted as a driving factor of an individual's behavior. Every activity undertaken by someone is influenced by a driving force. Hence, the driving force for someone to engage in a particular activity is usually their needs and desires. Hasibuan as cited in Sutrisno (2013) defines motivation as providing the driving force that creates enthusiasm for an individual's work, making them willing to work together, work effectively, and integrate all their efforts to achieve satisfaction.

Zainun (2013) reveals that motivation is a representation of the relationship between an individual's or organization's expectations and predefined goals, as everyone has a purpose in their activities. The relationship between expectations and goals varies and continually evolves, both vertically and horizontally. Motivation is the energy that propels individuals to achieve organizational goals. Motivation stems from two sources, namely internal motivation and external motivation (Mariana, 2020). Gitosudarmo as cited in Sutrisno (2014) emphasizes that motivation to work is crucial for determining a company's productivity. Without motivation from employees to work together for the company's benefit, the established goals will not be achieved. Conversely, if there is high motivation among employees, it guarantees the company's success in achieving its objectives. Therefore, it can be said that motivation is fundamentally a mental condition that drives an action (activities) and provides the strength that leads to the fulfillment of needs, satisfaction, or reduces imbalances.

2.2 Definition of Performance

According to Mangkunegara (2013), performance is the measurement of an employee's work results, encompassing both quality and quantity aspects, achieved when performing tasks in accordance with their responsibilities. Rivai and Basri (2014) state that performance is the extent to which an individual or a group is willing to carry out tasks and improvements in line with their responsibilities, resulting in outcomes that meet expectations. Wibowo's perspective (2015) adds another important dimension, where performance is not just about work results but also involves the process of how the work is carried out. Furthermore, Wibowo (2015:99) explains that performance has a broader meaning, including work results and how the work process unfolds.

This aligns with the views of Amstong and Baron, as mentioned in Wibowo (2015), stating that performance is not solely about job outcomes but also closely linked to an organization's strategic goals, customer satisfaction, and economic contributions. Performance measurement goes beyond assessing employees' achievements; it also considers how they attain these results, their

contributions to organizational objectives, and the impact on customer satisfaction and the organization's economic success. This complexity underscores the concept of performance in the context of human resource management and overall organizational development.

3 RESEARCH METHODOLOGY

This research is conducted at the Office of Sendana Subdistrict, Majene Regency, located on Majene-Mamuju Main Road, Pamboang Subdistrict, Majene Regency. The study will take place over a period of three months, starting from January 2023 to March 2023. The focus population of this research comprises all employees of the Sendana Subdistrict Office, Majene Regency, totaling 30 individuals. The sampling method employed is a saturated sample, where all 30 individuals in the population will serve as respondents in this study.Data collection techniques will encompass several primary methods, including documentation study for secondary data, interviews for primary data, and the utilization of questionnaires for primary data. This research follows a quantitative approach, and the collected data will be processed using statistical analysis with the assistance of SPSS software. The objective of this research is to gain a deeper understanding of motivation and human resource development and their impact on the performance of employees at the Sendana Subdistrict Office, Majene Regency.

4. RESULTS AND DISCUSSION

4.1 Result

Gender Characteristics of Employees at the District OfficeSendana Regency Majene can seen on table following: Table 1 Characteristics of Respondents Based on Gender On Office Subdistrict Sendana Regency Majene

Type Sex	Amount Employee	Percentage (%)
Man Woman	18 12	60.00% 40.00%
Total	30 Person	100%

Source Data : Office Subdistrict Sendana Majene Regency

Based on Table 1 presented above show about characteristics respondents based on type sex, is known that amount employee Man as much 18 person (60.00%), whereas Woman as much 12 person (40.00%).

Table 2 Characteristics of Respondents Based on Education LevelOn Office Subdistrict Sendana Regency Majene

No.	Education final	Amount	Percentage (%)
1.	S-2	2	6.66%
2.	S-1	16	53.34%
3.	DIII	9	30.00%
4.	SMK/SMA	3	10.00%
5.	JUNIOR HIGH SCHOOL	-	-
Amount		30	100%

Source Data : Office Subdistrict Sendana Regency Majene

Based on data on table on that there is 2person Which educated S2 with percentage as big as6.66%, Then there is 16 person Which educated S1with percentage as big as 53.34%, 9 person educated Diploma II & III with percentage as big as 30.30% And 3people with high school education with a percentage of 10.00%. From data on it can be stated that the amount respondents Which most Lots is Which educated S1 that is as much 16 person with percentage 53.34%.

Results Test Validity And Reliability

Test Validity

Table 3 Results Test Motivational Validity

No. Items	r count	r_{table} (Level Sig 5%)	Information
1	0.682	0.367	Valid
2	0.463		
3	0.399		
4	0.555		
5	0.743		

Source : Results Questionnaire, processed 2023

Results calculation Which done For motivation variables indicate results Which Good, Because condition minimum Which

must be fulfilled for the questionnaire to be considered valid and is greater than 0.367 can fulfilled, so that can concluded that questionnaire said valid.

Table 4 Results Test Validity Development HR

No. Items	r count	r_{table} (Level Sig 5%)	Information
1	0.761	0.367	Valid
2	0.613		
3	0.719		
4	0.542		
5	0.442		

Source : Results Questionnaire, processed 2023

Results calculation Which done For variable HR development shows good results, because of the conditions The minimum that must be met for a questionnaire to be considered valid is: greater than 0.367 can be fulfilled, so it can be concluded that questionnaire said valid.

Table 5 Results Test Validity Performance

No. Items	r count	r_{table} (Level Sig 5%)	Information
1	0.867	0.367	Valid
2	0.593		
3	0.429		
4	0.829		
5	0.391		

Source : Results Questionnaire, processed 2023

Results calculation Which done For variable performance shows good results, because the minimum requirements must be fulfilled so that questionnaire said valid is more big from 0.367 d apa fulfilled, so that can concluded that questionnaire said to be valid. Thus, the next process is: do testing reliability.

Test Reliability

To find out this test using Cronbach's value Alpa, the questionnaire is said to be reliable If mark from *Cronbach Alpha* in on 0.700.

Table 6 Results Testing Reliability

No.	Variable	Coefficient Reliability	r Critical	Information
1	Motivation	0.717	0.700	Reliable
2	Development HR	0, 742		
3	Performance	0, 756		

Source : Results Questionnaire Study Validity Reliability 2023

Results of reliability tests carried out with statistical programs SPSS found that *the Cronbach Alpha coefficient results* were greater of 0.700 for the research variables, namely the Incentive variable, Level Education and Performance are 0.717, 0.742 and respectively 0.756. Matter This show that all over statement can declared reliable.

Equality Regression Linear Multiple

On part This will explained influence Incentive And LevelEducation to performance with use regression linear multiple.

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,193	4,080		1,273	,214
	Motivation	,314	,280	,248	1,122	,272
	HR Development	,466	,220	,467	2,115	,044

a. Dependent Variables: Performance

$$Y = 5,193 + 0.314x_1 + _ 0.466x_2 + e$$

From equality regression the can outlined as following:

Constant = 5.193, meaning the employee's performance is worth 5.193 If variable motivation And development HR No follow influence performance employee, or with say other If all independent variables have a value of zero, then employee performance will increase as big as 5,193.

Mark coefficient regression variable free motivation is 0.314, It means If variable motivation improved 1 unit And development HR constant so will cause enhancement mark variable performance employee of 0.314 unit.
Mark coefficient regression variable development HR is 0.466, meaning that the HR development variable improved 1 unit And motivation constant so will causeenhancement mark variable performance employee as big as 0.466 unit.

Test Q

Test t is test statistics Which used For test truth or falsehood hypothesis zero. With help table Coeffocients results from processing data with program SPSS obtained data as following :

Coefficients [a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,193	4,080		1,273	,214
	Motivation	,314	,280	,248	1,122	,272
	HR Development	,466	,220	,467	2,115	,044
a. Dependent Variables: Performance						

4.2 Discussion

1. Influence motivation to performance

Based on analysis correlation multiple can is known that the motivation variable does not have a significant influencewith employee performance variables. From the results of the partial correlationshows that motivation has no influence on employee performance. This is proven by the regression coefficient value variable motivation free is 0.314, β value is 0.248 and The calculated t_value is 1.122, so motivation has no influence to variable performance employee.

2. Influence development HR to performance

The influence of human resource development on performance employee at the Sendana District Office, Majene Regency is 0.466,This means that if the HR development variable is increased by 1 unit and motivation constant so will cause enhancement mark variable performance employee as big as 0.466 unit. So HR development positive influence towards improvement performance employee in Office Subdistrict Sendana Regency Majene.

3. Variable Which more dominant influential to performance

Of the two factors in this research, which consists of: from motivation And development HR it turns out No each other supports and one of the variables has no influence to performance employee. Based on results test t can is known that from two variable motivation And development HR, variable Development HR Which more influential to performance employee. Because variable Development HR own mark t- count as big as 2,115, mark β as big as 0.467 And mark regression variable as big as 0.466.

5 CLOSING

5.1 Conclusion

The conclusions that the author can draw after conducting research and discussions on the influence of incentives and education levels on employee performance can be summarized as follows:

1. Motivation does not have a significant influence on the performance of employees at the Sendana Subdistrict Office in Majene Regency.
2. Human resource development has a significant influence on the performance of employees at the Sendana Subdistrict Office in Majene Regency.
3. Based on the results of the T-test mentioned above, it is evident that the human resource development variable has a more dominant impact on employee performance..

5.2 Suggestion

Based on conclusion in on, so suggestion Which can writer submit is as following :

a. Leader must socialize to para employee meaning important motivation And

development HR between colleague Work to improve performance in achieving agency targets has determined.

b. Leader _ agency must more notice motivation so that employee more bert a stand answer in a way full to work Which they do it so that created comfort Which Good in environment agency.
c. Leader Institution must can push employee For create connection Which each other pleasant with leader And colleague Work And leader agency must can push employee For do cooperation in finish work.
d. For researcher furthermore, need develop dimensions And indicator in a way deep, so that more studied more in Again study Which related.

BIBLIOGRAPHY

Anwar Prabu Mangkunegara (2016:67), Management Source Power Man, (Jakarta: Print to 9, PT Earth Script, 2007), p.32.

Abdullah (2014:145). factors motivation, management source Power man. Yogyakarta.

Gitosudarmo in Sutrisno (2013). Motivational influences and Commitment Work Organization on Work Morale Employees. (Study in Employee PT. Work Independent Environment).Faculty Economy University Pasundan Bandung.

Gibson, et. al., (2012) Organizational Stress: Studies in Role Conflict and Ambiguity. New York

Husnan (2016). HR Development. Human resources according to on expert. Journal economy(on line). Rivai And Sagala. (2010). Company Human Resources Management. Jakarta, PT. King Grafindo Homeland.

Handoko (2018:117). Application of Multivariate Analysis with the SPSS Program. Semarang: Body Publisher University Diponegoro.

Hasibuan in Sutrisno (2013). *Principle Base Management*. Edition 3. Yogyakarta: BPFE

Hafidzi et al (2019 : 53). Influence Commitment organization To Performance Organization Or Company. Journal Focus Economy. Vol. V. No.1.

Kinicki, 2014. Understanding Motivation According to Para Expert. in September 2017.

Mariana, L. (2020). Point of View Research Management The Effect of Education and Motivation on Work Performance: Empirical Study on Local Government Employees. *Point of View Research Management* , *1* (4), 112–120. h ttps://journal.accountingpointofview.id/ index.php/povrema

Mangkunegara (2013:23), Management Source Power Man, (Jakarta:Print to 9, PT Earth Akasa), p.45.

Purnomo (2014 : 43) management source Power man. House Knowledge: Yogyakarta.

Robbins, 2014. Influence Stress in Work to Employee Performance: Study Case in Agribusiness Company PT. NIC. Journal Management Agribusiness. Vol. III. No. 3

Slavin (2013) in Rifai And Anni (2013). Influence Commitment Work Organization and Job Stress on CV Employee Performance. Bina Cipta. Nusa Perkasa Bandar Lampung. Journal of Organization And Management. Vol.I,No:1.

Sedarmayanti (2017:120), Theory development HR The measurements .Jakarta: Earth Script.

Singodimedjo (2015). Understanding And factor Which influence HR development. PT. Mega Mulia Servindo Makassar, Journal, managementand accountant.

Soekidjo Notoatmodjo (2016:124) Indicator Discipline Management Source Power Human, ed 10. Jakarta.

Sutrisno (2012:34), Management Source Power Man. Volume 1. . type- type

motivation,. PT. Index, Klaten.

Tohardi (2018 : 70). Indicator development HR. Journal Major Management University Country Manado. CV case study. Silian Jaya Prosperous Manado

Wibowo (2015:99). understanding performance. Jakarta, Rineka create

Wilson Get up (2012:231). Behavior Organizational. First Edition.

Second printing. Yogyakarta: BPFE.

Zainun (2013). Factors Causing Job Stress In Civil Servants Civil Market City. Thesis S1. Faculty Psychology UNIQUE Soegijapranata. Semarang. Thesis Published.