

The Influence of Motivation and Job Satisfaction on Employee Performance at the Cooperatives, Small and Medium Enterprises, Trade and Industry Service of Lamandau Regency

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Abstract: This study aims to analyze the effect of work motivation and job satisfaction on employee performance at the Office of Cooperatives, Small and Medium Enterprises, Trade and Industry of Lamandau Regency. The research method used was a quantitative approach with a questionnaire instrument, involving 40 employees as respondents. The analysis technique applied was multiple linear regression, with the help of SPSS software. The results showed that partially, job satisfaction has no significant effect on employee performance (t count = 0.848; Sig. = 0.402), while work motivation shows a significant effect (t count = 2.204; Sig. = 0.034). However, simultaneously, job satisfaction and work motivation have a significant influence on employee performance (F count = 9.432; Sig. = 0.000). From the results of this study, it is recommended that the Lamandau Regency Office of Cooperatives, Small and Medium Enterprises, Trade and Industry improve factors that can increase employee job satisfaction and motivation to achieve better performance.

Keywords: Motivation; Job satisfaction; Employee performance

1. Introduction

In effort reach objective organization , quality performance employee be one of indicator the main thing that reflects progress or decline A organization [1] [2] [3] . Optimal employee performance is highly dependent on various factors. factors , including motivation work and satisfaction work . Therefore that 's important For understand How second aspect This influence performance employees and, ultimately , performance overall organization .

Motivation Work is internal and external forces that influence Spirit employee in finish duties and responsibilities answer they [4] [5] . Good motivation can push employee For committed more on work them and try more hard For reach objective organization [6] . On the other hand , the lack of motivation can result in decline discipline , tardiness , and non-compliance to applicable rules , all of which impact negative on quality performance .

Satisfaction work , on the other hand , is related with how far the employees feel satisfied with aspects work they , like connection with superiors and colleagues work , condition work , and rewards and recognition received . Satisfaction high work often compared straight with good performance , because employees who feel appreciated and satisfied tend more productive and focused on work they [7] .

Study This focusing on the Department of Cooperatives , Small and Medium Enterprises , Trade and Industry of the Regency Lamandau , which has do various effort For increase efficiency and effectiveness his employees , such as training and promotion position . However , even though various effort the has done , performance employee Still show less results satisfying . This is show that Still There is factors that influence performance employees who need investigated more carry on .

Based on observation beginning , there is a number of possible problems influence performance employees , including low Spirit work , lack of satisfaction to compensation and

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burden work , and inability For control emotions . Conditions This impact on productivity and achievement of performance targets . Therefore that 's important For evaluate How motivation and satisfaction Work influence performance employees at the Department of Cooperatives , Small and Medium Enterprises , Trade and Industry of the Regency Lamandau .

According to [8] , satisfaction Work covers various aspect like interaction with colleague work and boss as well as ability follow rules in place Work . Kreitner and Kinicki (in [9]) added that satisfaction Work is response affective to various side job . While that , [10] state that performance is results measured work from aspect quality and quantity tasks completed . According to Greenbeg and Baron (in Wibowo, 2016:74) job satisfaction is a positive or negative attitude that individuals have towards their work. Meanwhile, according to Vicchini (in [9]) states job satisfaction as a person's thoughts, feelings and action tendencies, which is a person's attitude towards work.

Study This aiming For know influence motivation Work to performance employee , know influence satisfaction Work to performance employee and know influence motivation and satisfaction Work in a way simultaneous to performance employee at the Department of Cooperatives , Small and Medium Enterprises , Trade and Industry of the Regency Lamandau .

Study This also aims For explore influence motivation work and satisfaction Work to performance employees at the Department of Cooperatives , Small and Medium Enterprises , Trade and Industry of the Regency Lamandau . The results of study This expected can give more insight in about factors that influence performance employees and provide useful recommendations for repair future performance .

2 . Method

Study This use method quantitative For analyze influence motivation work and satisfaction Work to performance employees of the Cooperatives , Small and Medium Enterprises , Trade and Industry Service of the Regency Lamandau . Population study is all over employee service consisting of 52 people, and engineering taking sample done with method census .

Primary data was collected through questionnaire closed use Likert scale 1–4. Data analysis includes validity tests (Pearson correlation), reliability tests (Cronbach's Alpha), and testing hypothesis using the t test for analysis partial and F test for analysis simultaneous . Analysis results aiming For test in a way empirical connection between motivation , satisfaction work , and performance employee .

3. Results and Discussion

This study uses 2 independent variables consisting of Motivation and Job Satisfaction and the dependent variable is performance. The questionnaires distributed to all respondents were returned so that they were worthy of being analyzed. The results of the questionnaire return can be shown in the following table:

Table 1Questionnaire Level

No	Information	Amount	Percentage
1	Amount The questionnaire was distributed	52	100%
2	Amount Returned questionnaire	0	0%
3	Amount Returned questionnaire	52	100%

Respondent Characteristics Based on Age

Respondent characteristics based on age can be seen in table 3 below:

Table 2Respondent Characteristics Based on Age

Age		Amount	(%)
(Year)	(Person)		
18 – 28 Years		1	1.9
29 – 40 Years		31	59.7

41 – 50 Years	15	28.8
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Based on table 2 above show that age The most dominant respondents were 29 years old until with aged 40 years , totaling 31 people (59.7%). Respondents aged 41 to with 50 years old totaling 15 people (28.8%). The respondent is 51 years old until with 56 years old totaling 5 people (9.6%). Respondents aged 18 years until with 28 years old totaling 1 person (1.9%).

Based on age , respondents mentioned above give description that majority employees of the Cooperatives , Small and Medium Enterprises , Trade and Industry Service of the Regency Lamandau is employees who have range 29 years old until with aged 40 years , totaling 31 people (59.7%). This is indicates that employees of the Cooperatives , Small and Medium Enterprises , Trade and Industry Service of the Regency Lamandau Still own relatively young and active age , because in this group This age this is also someone currently his activities Work as effort pioneer career for a better future Good .

Respondent Characteristics Based on Gender

Characteristics Respondent based on type sex can seen in the table below This .

Table 3 Respondent Characteristics Based on Gender

Type Gender (Person)	Amount	(%)
Man	22	42.3
Woman	30	57.7

Based on table 3 above show that respondents of various types sex 22 men (42.3%) and those of the same sex sex Woman totaling 30 people (57.7%). This is show , in a way general employees working at the Cooperatives , Small and Medium Enterprises , Trade and Industry Service of the Regency Lamandau dominant is Woman .

Respondent Characteristics Based on Education Level

Characteristics Respondent based on level education can seen in table 4 below This .

Education Level (People)	Amount	(%)
S2	3	5.8
S1	29	55.8
D3	8	15.3
High School	12	23.1

Based on table 5 above show that level education employees of the Cooperatives , Small and Medium Enterprises , Trade and Industry Service of the Regency Lamandau more dominant who has level education S1 education as many as 29 people (55.8%). Furthermore followed Employees who have level 12 people (23.1 %) have a high school education , employees who have level D3 education as many as 8 people (15.3%) and employees who have level 3 people (5.8%) had master's degrees . One of supporting factors background behind education employees of the Cooperatives , Small and Medium Enterprises , Trade and Industry Service of the Regency Lamandau have a bachelor's degree, because part big employees of the Cooperatives , Small and Medium Enterprises , Trade and Industry Service of the Regency Lamandau need skill technical certain .

Discussion

Based on the results study This show that variable Satisfaction Work three influential in a way significant to performance , thing the can seen through results mark Testing Influence Satisfaction Work (X1) on Worker Performance (Y). Based on results analysis obtained mark tcount = 0.848 while ttable = 2.03 or tcount < ttable with Sig. value 0.402 more big from 0.05 then Ha is rejected (Ho is accepted) , meaning Satisfaction Work (X1) has influence that is not significant on Worker Performance (Y). This is No in accordance with Luthans and Spector's theory in Robins, 2006, Satisfaction is A the results felt by employees . If employees satisfied with their work , they will feel at home work in the organization . With understand the resulting output , then need We know causes that can influence satisfaction This is . can interpreted that satisfaction Work No influence performance employees of the Cooperatives , Small and Medium Enterprises , Trade and Industry Service of the Regency Lamandau .

Furthermore results mark calculation that Testing Influence Motivation Employees (X2) to Employee Performance (Y) Based on results analysis obtained mark tcount = 2.204 while ttable = 2.03 or tcount > ttable with Sig. value 0.034 more small 0.05 then Ho is rejected (Ha

is accepted), Motivation Employee (X1) has influence that is not significant on Worker Performance (Y). This means variable Motivation Work influential No real to performance employees of the Cooperatives, Small and Medium Enterprises, Trade and Industry Service of the Regency Lamandau. Motivation performance in matter This No own significant influence to performance, one of factor reason namely classification age from employees who do not Again need motivation will but form satisfaction performance to acquisition results performance.

The results of the F test calculation with using SPSS in study This can View Fcount Value namely 9,432 next For testing hypothesis so mark the compared to with mark Ftable at level $\alpha = 0.05$ degrees free = 2 : 37 namely of 3.25. Considering that F count (9.432) > F table (3.25) or Sig. value 0.000 < 0.05 then Ho is rejected (Ha is accepted) meaning Satisfaction Work and Motivation Work in a way simultaneously (simultaneously) influential significant on Employee Performance. This mark coefficient correlation double (R) indicates the magnitude connection between Variables Free Satisfaction Work (X1) and Motivation Employees (X2) in general together with Employee Performance Variable (Y). Coefficient Value Correlation of 0.581 is close to 1. meaning that Variables Free Satisfaction Work (X1) and

Coefficient value Determination (R Square) shows the magnitude contribution all over variable free that is Satisfaction Work (X1) and Motivation Employees (X2) towards changes in Employee Performance (Y), so R Square 0.338 has meaning Satisfaction Work (X1) and Motivation Employee (X2) only capable give contribution by 33.8% against changes in Employee Performance (Y), with thus the rest 66.2 % is determined by other variables that are not researched.

Based on results analysis there is a number of factors that can Affect Employee Performance that is factor environment in the form of external and internal factors. The factors the is :

- 1) There is Internal Employee Factors that is factors from in self employee who is factor default from birth and acquired factors when He develop in environment his work. For Factors default, for example talent, nature personal, as well as condition physical and mental. Meanwhile that, factors obtained in the environment his work, for example knowledge, skills, ethos work, experience work, leadership and discipline work. After being influenced by the internal environment of the organization and the external environment external, internal employee factors determine performance employee. So, you can take it conclusion that more and more tall These internal factors, increasingly high performance employees and vice versa, increasingly low factors said, increasingly performance is also low. In carry out his duties, employees need support organization place He work, such as organizational strategy, support source Power man and equipment adequate office facilities required For carry out work, and system work and awards towards the employees. Therefore that, management organization must create conducive internal organizational environment so that can support and improve productivity Employee.
- 2) There is Factor environment external organization which is Factor environment external organization is condition, event or situations that occur in the environment external organizations that influence performance employee. For Internal employee factors related with factors internal environment of the organization and factors environment external organization. relation This influence behavior Work the employee who then influence performance employee.

4. Conclusion

Based on the results of calculations and analysis of research data on the Influence of Motivation and Job Satisfaction on Employee Performance at the Cooperatives, Small and Medium Enterprises, Trade, and Industry Service of Lamandau Regency, several conclusions were obtained. First, partially, the Job Satisfaction variable (X1) does not have a significant effect on Employee Performance (Y). The results of the analysis show a calculated t value of 0.848, smaller than the t table of 2.03, with a significance value of 0.402 which is greater than 0.05. This indicates that the alternative hypothesis (Ha) is rejected, so it can be concluded that Job Satisfaction does not directly determine employee performance productivity. However, it does not mean that job satisfaction has no effect at all on performance, but there are other factors that are more dominant in influencing employee productivity. Second, the Work Mo-

tivation variable (X2) also partially does not have a significant effect on Employee Performance (Y). The results of the analysis show a calculated t value of 2.204, greater than the t table of 2.03, with a significance value of 0.034 which is smaller than 0.05. Thus, the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted, which means that Work Motivation has an influence on Employee Performance, although it is not partially significant. Third, simultaneously, the variables Job Satisfaction and Work Motivation have a significant influence on Employee Performance. The results of the hypothesis test show that the calculated F value of 9.432 is greater than the F table of 3.25 at a significance level of 0.05 with degrees of freedom of 2:37, so the alternative hypothesis (Ha) is accepted.

Based on the results of the conclusions, there are several suggestions that can be considered. First, the leader as a policy maker in the Cooperatives, Small and Medium Enterprises, Trade, and Industry Service of Lamandau Regency is expected to be able to carry out more intensive supervision in order to increase employee work motivation, so that they can work more optimally. Second, in order to increase employee job satisfaction, the leader also needs to create more conducive working conditions and atmosphere, so that employees feel more comfortable and motivated in carrying out their duties. With these strategic steps, it is hoped that employee performance can continue to increase and contribute maximally to achieving organizational goals.

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