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THE EFFECT OF INTRINSIC MOTIVATION AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT CV. SUGIH KOTA SIBOLGA

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ABSTRACT

This study aims to determine the effect of intrinsic motivation and job satisfaction on employee performance at CV. Sugih Kota Sibolga. The background of this study is based on the importance of human resources as a key asset of the company, especially in the fisheries sector, which requires employees to have high work enthusiasm and job satisfaction. This study uses a quantitative approach with a comparative causal method. The sample in this study consisted of 38 employees, selected using total sampling technique. The data collection instrument was a questionnaire compiled based on indicators from each variable. The data analysis technique used was multiple linear regression analysis using SPSS software. The results showed that intrinsic motivation had a positive and significant effect on employee performance, as indicated by a significance value of 0.032 (< 0.05). Similarly, job satisfaction also has a positive and significant effect on employee performance, with a significance value of 0.019 (< 0.05). Simultaneously, intrinsic motivation and job satisfaction have a significant effect on employee performance with a coefficient of determination (R^2) value of 0.370. This is also supported by the F test results, which show a significance value of 0.001 (< 0.05), so that the regression model as a whole is suitable for predicting employee performance, while the hypothesis results are that intrinsic motivation and job satisfaction simultaneously have a significant effect on employee performance.

Keywords: Intrinsic motivation; job satisfaction; employee performance; CV. Sugih Kota Sibolga

I. INTRODUCTION

CV. Sugih has an operational structure consisting of several divisions, including the oil division, which is responsible for ship oil requirements, warehouse facility repairs, and other ship operational requirements. The warehouse division handles loading and unloading activities, ice grinding, and storage facility maintenance. The mechanic division is tasked with the manufacture and repair of ship nets. The consumption division provides food supplies, while the marketing division is responsible for the distribution and sale of fish. Each division has an important role that is interrelated and highly dependent on the performance of each individual within it.

However, in reality, not all employees demonstrate optimal work performance. Based on observations and initial interviews with several staff members, it was found that around 30% of the 38 employees exhibited symptoms of declining work motivation, such as arriving late to work, lacking initiative in completing tasks, and having a low sense of responsibility for the work assigned to them. In addition, there were also complaints about the work atmosphere being monotonous, ineffective communication between superiors and subordinates, and a lack of opportunities for self-development. This situation indicates that there are quite serious problems related to motivation and job satisfaction that can have a direct impact on employee performance.

II. RESEARCH METHODOLOGY

a. Research Design

The research design used in this study is a quantitative descriptive research design, as this research method aims to obtain information by creating an overview or description of what exists or is happening.

b. Population and Sample

Data collection is an important step in determining the characteristics of the population that is the object of research. The data is used to draw conclusions in testing hypotheses. According to Sugiyono (2010:115), population is ‘an area of generalisation consisting of subjects/objects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions are drawn’. Regarding the number of population that must be taken in a sample study, Suharsimi Arikunto (2009:62) explains, ‘As a rough estimate, if there are fewer than 100 subjects, it is better to take all of them so that the study is a population study.’ Furthermore, if the number of subjects is large, 10%-15% or 20%-25% can be taken. Therefore, in order for this study to be more representative, considering that the population is less than 100 people, the author took the entire population of 38 people as the research sample.

III. LITERATURE REVIEW

Pratiwi and Idawati (2019:87) state, ‘Intrinsic motivation is a feeling experienced when someone is moved to act for “pleasure” or challenge, not because of external pressure or reward.’

According to Widyaputra and Dewi (2018:88), intrinsic motivation arises when individuals are aware of their responsibilities and tasks, thereby motivating them to complete their work with enthusiasm and sincerity.

Luthans (in Maryati and Fernando, 2018:160) explains that intrinsic motivation develops from within the individual to do something that is considered to have its own value or meaning. This motivation is characterised by achievement, recognition, responsibility, and personal progress. Rosmaini and Tanjung (2019:6) state, ‘Job satisfaction is an employee's feeling towards their work in an organisation or agency, whether they are happy or unhappy. This is the result of the employee's interaction with their work environment and their assessment of their work.’ According to Tanjung et al. (2024:1389), ‘Employee performance

is the result of the implementation of an organisation's objectives, therefore good performance is important for all employees.' This statement shows that performance not only reflects individual results but also indicates the extent to which organisational objectives can be achieved through the roles and responsibilities of each employee.

Mangkunegara (in Nabila & Syarvina, 2022:2789) explains that performance is related to the quantitative and qualitative achievement of an employee's work in accordance with the responsibilities assigned to them. This shows that an employee's success is not only measured by the amount of work completed, but also by the quality of their work.

This study assumes that both intrinsic motivation and job satisfaction play an important role individually and simultaneously in influencing employee performance. Therefore, the conceptual framework constructed illustrates the relationship between these variables as described in the following figure:

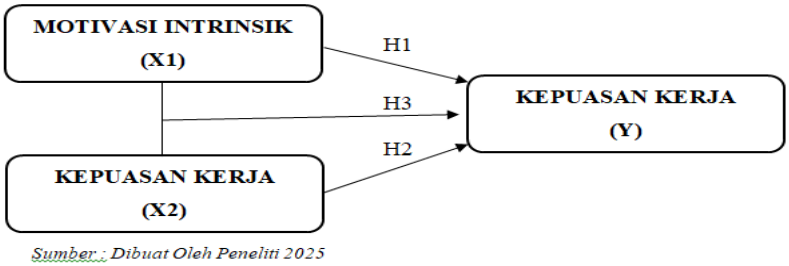


Figure 1
Research Framework

This framework explains that:

a. There is an influence between intrinsic motivation (X1) and employee performance (Y).
b. There is an influence between job satisfaction (X2) and employee performance (Y).
c. There is a simultaneous influence between intrinsic motivation (X1) and job satisfaction (X2) on employee performance (Y).

IV. RESULT AND DISCUSSION

IV.

Table 1

Results of the Validity Test of Intrinsic Motivation Variables (X1)

Questionare	r hitung	r tabel (0,5 dan df = N - 2)	Description
X1.1	0.844	0.3202	Valid
X1.2	0.736	0.3202	Valid
X1.3	0.707	0.3202	Valid
X1.4	0.732	0.3202	Valid
X1.5	0.881	0.3202	Valid
X1.6	0.777	0.3202	Valid
X1.7	0.720	0.3202	Valid
X1.8	0.863	0.3202	Valid

X1.9	0.613	0.3202	Valid
X1.10	0.819	0.3202	Valid
X1.11	0.636	0.3202	Valid
X1.12	0.886	0.3202	Valid
X1.13	0.777	0.3202	Valid
X1.14	0.757	0,3202	Valid
X1.15	0.380	0.3202	Valid

Surce : Output SPSS

Table 2

Results of the Validity Test of Job Satisfaction Variables (X2)

Questionare	r hitung	r tabel (0,5 dan df = N - 2	Description
X2.1	0.797	0.3202	Valid
X2.2	0.754	0.3202	Valid
X2.3	0.875	0.3202	Valid
X2.4	0.754	0.3202	Valid
X2.5	0.764	0.3202	Valid
X2.6	0.808	0.3202	Valid
X2.7	0.786	0.3202	Valid
X2.8	0.771	0.3202	Valid
X2.9	0.714	0.3202	Valid
X2.10	0.775	0.3202	Valid
X2.11	0.779	0.3202	Valid
X2.12	0.760	0.3202	Valid
X2.13	0.827	0,3202	Valid
X2.14	0.761	0.3202	Valid
X2.15	0.868	0.3202	Valid

Source : Output SPSS

Table 3

Results of Employee Performance Variable Validity Test (Y)

Questionare	r hitung	r tabel (0,5 dan df = N - 2	Description
Y1	0.564	0.3202	Valid
Y2	0.660	0.3202	Valid
Y3	0.631	0.3202	Valid
Y4	0.642	0.3202	Valid
Y5	0.642	0.3202	Valid
Y6	0.695	0.3202	Valid
Y7	0.740	0.3202	Valid
Y8	0.712	0.3202	Valid
Y9	0.715	0.3202	Valid
Y10	0.669	0.3202	Valid
Y11	0.706	0.3202	Valid
Y12	0.589	0.3202	Valid
Y13	0.602	0,3202	Valid
Y14	0.758	0.3202	Valid
Y15	0.589	0.3202	Valid

Source : Output SPSS

Based on the validity test results in the table above, all items in each variable have a calculated r value greater than the table r (0.3202). Thus, all statement items in this questionnaire are declared valid and suitable for use in research.

Reliability Test

The reliability test is used to determine the extent to which the research instrument can provide consistent results when measured again under the same conditions. In this study, the reliability test was conducted using Cronbach's Alpha method. An instrument is considered reliable if the Cronbach's Alpha value is ≥ 0.60. This test was applied to all items in each variable: Intrinsic Motivation (X1), Job Satisfaction (X2), and Employee Performance (Y).

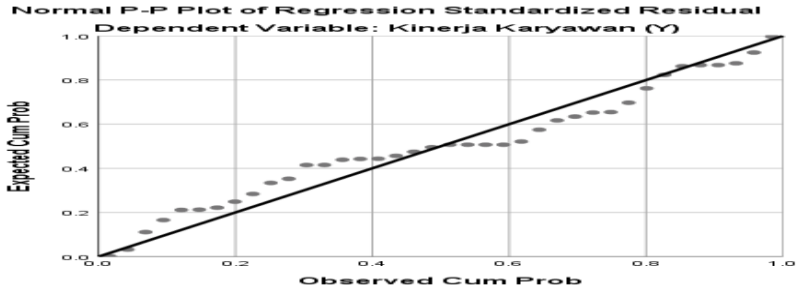
Table 4 Reliability Test Results

No	Variabel	*Cronbach's Alpha*	Standart Realibilitas	Keterangan
1	Motivasi Intrinsik (X1)	0.943	0.60	Reliabel

2	Kepuasan Kerja (X2)	0.956	0.60	Reliabel
3	Kinerja Karyawan (Y)	0.906	0.60	Reliabel

Source: SPSS Output

The normality test results show that all variables have significance values greater than 0.05. Intrinsic Motivation (X1) has a Sig. value of 0.587, Job Satisfaction (X2) has a value of 0.450, and Employee Performance (Y) has a value of 0.641. Since all Sig. values are above the 0.05 threshold, it can be concluded that the data from the three variables in this study are normally distributed, thus fulfilling one of the basic assumptions.



Source : Output SPSS

Table 6
Multicollinearity Test Results

Coefficients[a]			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Motivasi Intrinsik (X1)	0,786	1,272
	Kepuasan Kerja (X2)	0,786	1,272
a. Dependent Variable: Kinerja Karyawan (Y)			

Source : Output SPSS

Based on the results of the multicollinearity test in the table above, it is known that the Intrinsic Motivation (X1) and Job Satisfaction (X2) variables each have a Tolerance value of 0.786 and a VIF value of 1.272. Both values meet the criteria, namely Tolerance > 0.10 and VIF < 10. Thus, it can be concluded that there are no signs of multicollinearity in this regression model, and the relationship between the independent variables is still within reasonable limits.

Table 7
Correlation Test Results

Correlations

		Motivasi Intrinsik (X1)	Kepuasan Kerja (X2)	Kinerja Karyawan (Y)
Motivasi Intrinsik (X1)	Pearson Correlation	1	0.463	0.511
	Sig. (2-tailed)		0,003	0,001
	N	38	38	38
Kepuasan Kerja (X2)	Pearson Correlation	0.463	1	0.530
	Sig. (2-tailed)	0.003		0,001
	N	38	38	38
Kinerja Karyawan (Y)	Pearson Correlation	0.511	0.530	1
	Sig. (2-tailed)	0.001	0.001	
	N	38	38	38
Correlation is significant at the 0.01 level (2-tailed).				

Source : Output SPSS

Based on the correlation test results in the table above, it is known that the Intrinsic Motivation variable (X1) has a significant relationship with Employee Performance (Y) with a correlation coefficient value of 0.511 and a significance value of 0.001. This indicates that the relationship is quite strong and significant.

Similarly, the Job Satisfaction variable (X2) has a correlation coefficient of 0.530 and a significance level of 0.001, which also indicates a fairly strong and significant relationship with Employee Performance (Y).

Table 8
Multiple Linear Regression Test Results

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23,720	7,710		3,077	0,004
	Motivasi Intrinsik (X1)	0,318	0,142	0,338	2,234	0,032
	Kepuasan Kerja (X2)	0,296	0,120	0,373	2,468	0,019
a. Dependent Variable: Kinerja Karyawan (Y)						

Source : Output SPSS

Based on the results of multiple linear regression testing, the following regression equation was obtained:

$$Y = 23{,}720 + 0{,}318X_1 + 0{,}296X_2$$

This means that if Intrinsic Motivation (X_1) and Job Satisfaction (X_2) increase by one unit, then Employee Performance (Y) is predicted to increase by 0.318 and 0.296 units, respectively. Each variable can be concluded to be reliable and suitable for use in this study.

Table 9
Determinant Coefficient Test Results

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.609[a]	0,370	0,334	5,84506
a. Predictors: (Constant), Kepuasan Kerja (X2), Motivasi Intrinsik (X1)				
b. Dependent Variable: Kinerja Karyawan (Y)				

Source : Output SPSS

Based on the test results, an R Square value of 0.370 was obtained, which means that 37% of the variation in Employee Performance (Y) can be explained by the variables Intrinsic Motivation (X1) and Job Satisfaction (X2). Meanwhile, the remaining 63% is explained by other variables outside this research model. The Adjusted R Square value of 0.334 indicates the adjusted coefficient of determination for the number of variables and samples used, which indicates that this model is quite good at explaining the relationship between independent and dependent variables.

Table 10 T-test Results

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23,720	7,710		3,077	0,004
	Motivasi Intrinsik (X1)	0,318	0,142	0,338	2,234	0,032
	Kepuasan Kerja (X2)	0,296	0,120	0,373	2,468	0,019
a. Dependent Variable: Kinerja Karyawan (Y)						

Source : Output SPSS

The t-test results show that the Intrinsic Motivation variable (X1) has a t-value of 2.234 and a significance value of 0.032. Because the t-value is > t-table (2.02619) and Sig. < 0.05, it can be concluded that Intrinsic Motivation has a significant effect on Employee Performance. Similarly, the Job Satisfaction variable (X2) has a t-value of 2.468 and a significance level of 0.019, which also means that it has a significant effect on Employee Performance.

V. CONCLUSION

Based on the results of research on the Influence of Intrinsic Motivation and Job Satisfaction on Employee Performance at CV. Sugih Kota Sibolga, conducted through a quantitative approach using multiple linear regression analysis, it was found that

Intrinsic Motivation and Job Satisfaction have a positive and significant effect on Employee Performance. This study concludes that Intrinsic Motivation and Job Satisfaction are two complementary aspects that play an important role in supporting Employee

Performance. These two variables not only have separate impacts, but also together form a positive and productive work attitude in the work environment of CV. Sugih Kota Sibolga.

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