

The Influence Of Work Motivation On Employee Performance At The Indonesian Red Cross Blood Transfusion Unit, Makassar City

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Abstrak

This research aims to determine and analyze the influence of work motivation on employee performance in the Indonesian Red Cross Blood Transfusion Unit, Makassar City. The type of research used is quantitative descriptive. The population in this study were all employees of the Indonesian Red Cross Blood Transfusion Unit in Makassar City. This research used a saturated sampling technique with a sample size of 95 respondents. The data collection technique uses a questionnaire technique. The data analysis technique used to test the hypothesis is simple linear regression and t-test (partial test) which is processed using statistical calculations via the Statistical Package for the Social Science (SPSS) version 26. The results of the study show that work motivation has a positive and significant effect on employee performance. at the Indonesian Red Cross Blood Transfusion Unit in Makassar City as evidenced by the Work Motivation coefficient (X) value of 0.414 and the calculated t value of 3.859 > t table 1.661 with a significant value of 0.000 < 0.05. So it can be concluded that Work Motivation has a positive and significant effect on Employee Performance At the Indonesian Red Cross Blood Transfusion Unit, Makassar City

Keywords: *Work Motivation, Employee Performance*

INTRODUCTION

The Makassar City Blood Transfusion Unit (PMI) is a technical implementation unit of the Indonesian Red Cross which organizes blood transfusion efforts in every Regency/City. Blood transfusion health efforts are an important part of health services that organize blood donations, blood supply and blood distribution. Blood transfusion services are health service efforts that use blood as a basic material for humanitarian purposes and not for commercial purposes. Blood transfusion services as a health effort in the context of curing disease and restoring health really require the availability of blood components that are sufficient, safe, easily accessible and affordable to the public.

Human resources have a major role in every organizational activity. As the main key, human resources will determine the success of implementing organizational activities. The demands of organizations to acquire, develop and maintain quality human resources are increasingly urgent in line with the ever-changing dynamics of the environment. This is supported by the opinion (Suwatno, 2011) that human resources always play an active and dominant role in every organization, because human resources are planners, actors and determinants of the realization of organizational goals. Therefore, every organization is required to use professional human resources in the field of work handled.

Motivation is a series of attitudes and values that influence individuals to achieve specific things in accordance with individual goals. These attitudes and values are a force to encourage individuals to behave in achieving goals. This encouragement consists of two components,

namely: the direction of work behavior (work to achieve goals), and the strength of behavior (as the strength of individual efforts at work). (Hasibuan, 2007) Motivation is the provision of driving force that creates enthusiasm for someone's work so that they are willing to work with all their efforts to achieve satisfaction.

Performance is a description of the level of achievement of an activity or program or policy in realizing an organization's goals, objectives, vision and mission as stated in an organization's strategic planning plan (Mahsun, 2009). The term performance is often used to refer to the achievement or level of success of individuals or groups of individuals. Performance can be known if an individual or group of individuals has predetermined success criteria. These success criteria are in the form of certain goals or targets to be achieved. Performance refers to employee achievements which are measured based on standards or criteria set by the company. The definition of performance or work achievement is defined by Maier in (As'ad, 2008) as "a person's success in carrying out a job". More firmly, Lawler and Poter state that performance is "successful role achievement" that a person obtains from his actions (As'ad, 2008). From these limitations, it can be concluded that performance is the result achieved by a person according to the standards applicable to the job in question.

After looking at the conditions that occur in the Makassar City Blood Transfusion Unit (PMI), we found problems related to work motivation, a problem phenomenon related to work motivation, namely the high workload because employees are required to always be ready to meet the blood needs of the community which always increases every day. but employee needs such as salaries and other needs are not in accordance with the workload given.

RESEARCH METHODS

The type of research used is quantitative descriptive research. Quantitative descriptive research is a type of research that obtains results through the use of statistical procedures or measurements. The data used in this research is quantitative. Quantitative data is a type of research data in the form of numbers and the analysis uses statistics. The data sources used in this research are primary data and secondary data. The population in this study were all employees of the Indonesian Red Cross Blood Transfusion Unit in Makassar City, totaling 95 people. And the samples used in this research were all employees of the Indonesian Red Cross Blood Transfusion Unit in Makassar City who were the targets of the research, totaling 95 people. The data collection methods used in this research are observation, questionnaires and documentation. To answer the research objectives, simple regression analysis was used. The simple linear regression test is an approach method for modeling the relationship between one dependent variable and one independent variable. And the hypothesis test or t test is carried out to find out whether the independent variable work motivation (X) has a partial influence on the dependent variable, namely employee performance (Y). The test uses a significance value (α) of 0.05 or a confidence level of 95%.

RESULT AND DISCUSSION

A. Research Result

1. Simple Linear Regression Analysis

Table 1. simple linear regression test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	sig
		B	Std. Error	Beta		
1	(Constant)	12.133	5.944		2.041	0.044
	Work motivation	.414	.107	.372	3.859	.000
a. Dependent Variable: Employee Performance						

Source: SPSS 26 Process, 2024

Based on table 1, a simple linear regression equation is obtained as follows:

$$Y = 12.133 + 0.414X + e$$

Where:

- Based on the results of the linear equation test above, a value is obtained constanta is 12,133, meaning that if X (Work Motivation) does not change or has a value of zero (0), then variable Y (Employee Performance) remains at 12,133.
- The work motivation regression coefficient value is 0.414 (positive) indicating that employee performance. This value also shows that every effort to increase work motivation by one unit, employee performance will increase by 0.414.

Hypothesis Testing

1. Partial Test (t Test)

The t test (partial) is used to determine whether the independent variable partially has a significant effect on the dependent variable, whether $t_{count} > t_{table}$ can be said to be significant, that is, there is an influence between the independent variable studied and the dependent variable.

Table. 2 Partial Test Results (t Test)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	sig
		B	Std. Error	Beta		
1	(Constant)	12.133	5.944		2.041	0.044
	Work motivation	.414	.107	.372	3.859	.000

a. Dependent Variable: Employee Performance

Source: SPSS 26 Process, 2024

Based on table 2 above, it can be seen that the value of $t = 3,859 > t$ table 1,661 and the significant value for the Work Motivation variable is smaller than the standard value of 0.05 with the SPSS results being $0.000 < 0.05$. So it can be concluded that there is a positive and significant influence between Work Motivation on Employee Performance so that the hypothesis proposed can be accepted or proven.

B. Discussion

Based on the results of the linear equation test data, a constanta value of 12,133 is obtained, meaning that if X (Work Motivation) does not change or has a value of zero (0), then variable Y (Employee Performance) remains at 12,133. Meanwhile, the work motivation regression coefficient value is 0.414 (positive) indicating that work motivation has a positive effect on employee performance. This value also shows that for every effort to increase work motivation by one unit, employee performance will increase by 0.414. Furthermore, the results of tests that have been carried out from the results of the t test (partial), it is found that work motivation in the Makassar City Blood Transfusion Unit (PMI) has a significant influence on employee performance which is obtained by tcount greater than ttable ($3,859 > 1,661$) with a significant level 0.000 is smaller than the standard value, namely 0.05. So it can be interpreted that work motivation has a positive and significant effect on employee performance.

The final stage, from the results of the R2 (Determination) test, it is said that R2 has a value of 0.138, meaning that the work motivation variable has a capacity level of 13.8% and the remaining 86.2% is due to the limitations of the research model.

CONCLUSION

Based on the results of the t test and significant values, it can be seen that work motivation has a positive and significant effect on employee performance at the Makassar City Blood Transfusion Unit (PMI). This means explaining that if work motivation increases, employee performance will also increase based on physical needs, security and safety needs, social needs, appreciation needs, and realization needs which are classified as good based on the results of research conducted on employees of the Blood Transfusion Unit (PMI) Makassar city.

If you want to have employees who are enthusiastic about working, you must utilize the five main indicators of work motivation. Employees who have high enthusiasm for work will have an influence on performance in an agency. In the sense that if work motivation is good, employee performance will also increase and conversely, if work motivation is bad, employee performance will decrease.

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