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Effect Of Motivation And Appreciation Of Employee Performance At The Department Of Transportation Makassar

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Abstract

This study aims to determine the effect of motivation and rewards on employee performance at the Makassar City Transportation Agency. This study uses a quantitative method with a multiple linear regression approach. Data were collected through questionnaires distributed to 89 employees. The results of the study indicate that motivation has a significant effect on employee performance with a T value (T-statistic) of 7.523 and a significance level of 0.000. Rewards also have a significant effect on employee performance with a T value (T-statistic) of 2.359 and a significance level of 0.021. The T value (T-statistic) in this context is a test statistic used to determine whether the coefficient of the independent variable (motivation and rewards) is significantly different from zero, which means that the variable has an effect on the dependent variable (employee performance). A higher T value indicates that the independent variable has a strong and significant effect. In addition, the combination of motivation and rewards explains 60.8% of the variation in employee performance, as indicated by the R Square value of 0.608. The conclusion of this study is that motivation and rewards play an important role in improving employee performance. Therefore, it is recommended to improve motivation programs and reward systems to achieve optimal performance.

Keywords: Motivation, Reward, and Employee Performance

INTRODUCTION

This study aims to analyze the influence of motivation and rewards on employee performance at the Department of Transportation in Makassar City. According to Adamy (2016), human resource management focuses on the relationships and roles of employees within organizations to achieve organizational goals and employee satisfaction. Work motivation, as stated by Sutrisno (2016), is a driving force that directs individuals towards specific goals. High employee motivation is crucial for increasing enthusiasm and productivity. Moreover, rewards, both material and non-material, play a significant role in enhancing individual performance (Nasib & Martin, 2018).

In the context of the Department of Transportation in Makassar City, issues such as low motivation and insufficient rewards received by employees have led to high absenteeism, low productivity, and lack of initiative (Ardian, 2019). Employees feel that their contributions are not fairly appreciated, and the existing reward system is considered non-transparent, resulting in dissatisfaction and overall performance decline. According to Farida (2016), work motivation drives employees to work more diligently and enthusiastically to achieve optimal results. Motivation and rewards, based on research by Rais et al. (2021), significantly affect employee performance. The results show that motivation and rewards have a significant impact on

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employee performance, with employees who feel appreciated showing increased productivity and job satisfaction.

Hasibuan (2014) explains that employee performance is the result of work achieved based on skills, experience, and dedication. Optimal employee performance is closely related to the quality of rewards provided. Mangkunegara (2010) asserts that employee performance is the work outcome achieved in terms of both quality and quantity, in line with assigned responsibilities. This research recommends that the Department of Transportation in Makassar City improve its reward system and enhance employee motivation by providing fair and transparent incentives. This step is expected to boost organizational productivity and improve public service quality. The findings contribute practically to the development of human resource policies in the public sector and offer academic insights into the relationship between motivation, rewards, and performance in government agencies.

RESEARCH METHODS

This study employs a quantitative approach, as described by Sugiyono (2019), a method based on positivist philosophy, involving data collection through surveys using questionnaires. The research was conducted at the Department of Transportation in Makassar City, with a population of 787 employees, using random sampling techniques.

The research was conducted at the Department of Transportation, Makassar City, located at Jl. Mallengkeri Raya No.18, Mangasa, Kec. Tamalate, Makassar City, South Sulawesi 90221. The study took place over two months, from May 17 to June 17, 2024. Data for the research is quantitative, sourced from the Department of Transportation, Makassar City. Both primary and secondary data were utilized. Primary data were collected directly by the researcher through surveys and direct observation, while secondary data included information from previous studies and expert opinions. The population for the study includes all 787 employees of the Department of Transportation. A sample was selected using random sampling techniques to ensure every member of the population had an equal chance of being chosen. Data collection methods included direct observation of objects, events, and individuals at the department, distribution of questionnaires to employees, and documentation through photos, videos, or images for reference.

RESULTS AND DISCUSSION

Table 1. Description Of Motivational Variables (X1)

Inquiry Item	Indicators	Frequency Of Responses And Percentage										N	Score	Average
		STS		TS		KS		S		SS				
		F	%	F	%	F	%	F	%	F	%			
X1.1	Achievements	0	0	0	0	25	28,1	46	51,7	18	20,2	89	100	3,92
X1.2		0	0	0	0	32	36	41	46,1	16	18	89	100	3,82

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X1.3	Progress	0	0	0	0	29	32,6	46	51,7	14	15,7	89	100	3,83
X1.4		1	1,1	0	0	32	36	30	33,7	26	29,2	89	100	3,90
X1.5	Responsibilities	0	0	0	0	30	33,7	42	47,2	17	19,1	89	100	3,85
X1.6		0	0	0	0	36	40,4	38	42,7	15	16,9	89	100	3,76
Average Variable X1														3,85

Source: data processed in SPSS 25 year 2024

Based on Table 1. "Motivation Description (X1)," this table shows the frequency and percentage of respondents' answers regarding motivation indicators such as achievement, progress, and responsibility. Each indicator is measured through specific questions and rated in five categories: Strongly Disagree (STS), Disagree (TS), Somewhat Agree (KS), Agree (S), and Strongly Agree (SS). The average score for achievement is 3.92, progress ranges from 3.82 to 3.90, and responsibility is 3.85. Overall, the average motivation variable (X1) is 3.85, indicating that respondents generally have a fairly high level of motivation in terms of achievement, progress, and responsibility at work.

Table. 2Description Of The Award Variable (X2)

Inquiry Item	Indicators	Frequency Of Responses And Percentage										N	Score	Average
		STS		TS		KS		S		SS				
		F	%	F	%	F	%	F	%	F	%			
X2.1	Salary and Bonus	0	0	0	0	36	40,4	32	36	21	23,6	89	100	3,83
X2.2		0	0	0	0	41	46,1	34	38,2	14	15,7	89	100	3,70
X2.3	Welfare	0	0	0	0	36	40,4	36	40,4	17	19,1	89	100	3,79
X2.4		0	0	0	0	42	47,2	33	37,1	14	15,7	89	100	3,69
X2.5	Career Development	0	0	0	0	38	42,7	39	43,8	12	13,5	89	100	3,71
X2.6		3	3,4	0	0	31	34,8	29	32,6	26	29,2	89	100	3,84
Average Variable X2														3,76

Source: data processed in SPSS 25 year 2024

Based on Table 2. "Description of the Reward Variable (X2)," the average reward scores range from 3.69 to 3.84. Salary and bonuses have the highest average of 3.83, while welfare has the lowest average of 3.69. Overall, the average reward variable (X2) is 3.76, indicating that respondents generally feel adequately rewarded in terms of salary, welfare, and career development opportunities.

Table 3. Description Of Employee Performance Variables (Y)

Inquiry Item	Indicators	Frequency Of Responses And Percentage										N	Score	Average
		STS		TS		KS		S		SS				
		F	%	F	%	F	%	F	%	F	%			
Y	Number Of Jobs	0	0	0	0	29	32,6	41	46,1	19	21,3	89	100	3,89
Y		0	0	0	0	34	38,2	38	42,7	17	19,1	89	100	3,81
Y	Quality Of Work	0	0	0	0	28	31,5	43	48,3	18	20,2	89	100	3,89
Y		0	0	0	0	24	27	50	56,2	15	16,9	89	100	3,90
Y	Attendance	0	0	0	0	35	39,3	34	38,2	20	22,5	89	100	3,83

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Y		0	0	0	0	26	29,2	49	55,1	14	15,7	89	100	3,87
Average Variable X1														3,86

Source: data processed in SPSS 25 year 2024

Based on Table 3. "Description of Employee Performance Variable (Y)," the average scores show that job quantity and job quality have the highest averages of 3.89, while attendance has the lowest average of 3.81. Overall, the average employee performance variable (Y) is 3.86, indicating that employee performance is generally at a good level, with adequate job quantity, job quality, and attendance.

Table 4. Validity Test

Variable	Item	r- count	r-table	description
Motivation (X1)	X1.1	0,853	0,208	Valid
	X1.2	0,890	0,208	Valid
	X1.3	0,815	0,208	Valid
	X1.4	0,640	0,208	Valid
	X1.5	0,808	0,208	Valid
	X1.6	0,838	0,208	Valid
	Total	1	0,208	Valid
Awards (X2)	X2.1	0,635	0,208	Valid
	X2.2	0,682	0,208	Valid
	X2.3	0,641	0,208	Valid
	X2.4	0,613	0,208	Valid
	X2.5	0,693	0,208	Valid
	X2.6	0,515	0,208	Valid
	Total	1	0,208	Valid
Employee Performance (Y)	Y1	0,836	0,208	Valid
	Y2	0,839	0,208	Valid
	Y3	0,831	0,208	Valid
	Y4	0,782	0,208	Valid
	Y5	0,635	0,208	Valid
	Y6	0,761	0,208	Valid
	Total	1	0,208	Valid

Source: data processed in SPSS 25 year 2024

Table 4 shows the validity test results for three variables: Motivation (X1), Reward (X2), and Employee Performance (Y). All items on these variables have r-values greater than the r-table value of 0.208, indicating that all items are valid. For example, the r-values for Motivation (X1) range from 0.640 to 0.890, all exceeding 0.208. Similarly, the items for Reward (X2) and Employee Performance (Y) also show good validity. This confirms that the instrument used is valid and reliable for further analysis.

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Table 5. Reliability Test

Variable	Cronbach's Alpha	Number Of Questions
Motivation (X1)	0,886	6
Awards (X2)	0,766	6
Employee Performance (Y)	0,870	6

Source: data processed in SPSS 25 year 2024

Table 5. presents the reliability test results for the variables Motivation (X1), Reward (X2), and Employee Performance (Y), measured using Cronbach's Alpha. All variables show values above the threshold of 0.60, indicating good reliability: Motivation (X1) at 0.886, Reward (X2) at 0.766, and Employee Performance (Y) at 0.870. These results demonstrate strong internal consistency, meaning that the questionnaire is reliable for measuring these variables and the data collected is stable and reproducible for further analysis.

Table 6. Normality Test

One-Sample Kolmogorov-Smirnov Test			
			Unstandardized Residual
N			89
Normal Parameters[a,b]	Mean		0,0000000
	Std. Deviation		2,08357097
Most Extreme Differences	Absolute		0,109
	Positive		0,054
	Negative		-0,109
Test Statistic			0,109
Asymp. Sig. (2-tailed)			,011[c]
Monte Carlo Sig. (2-tailed)	Sig.		**,220[d]**
	99% Confidence Interval	Lower Bound	0,209
		Upper Bound	0,231

Source: data processed in SPSS 25 year 2024

Table 6. shows the Monte Carlo Sig. (2-tailed) result with a significance level of 0.220 and a 99% confidence interval between 0.209 and 0.231. These results indicate that the data distribution is approximately normal. Although the Kolmogorov-Smirnov test yielded significant results, the Monte Carlo results suggest that the data can still be considered close to normal, influencing the choice between parametric or non-parametric methods for further data analysis.

Table 7. Multicollinearity Test

Coefficients[a]	
Model	Collinearity Statistics

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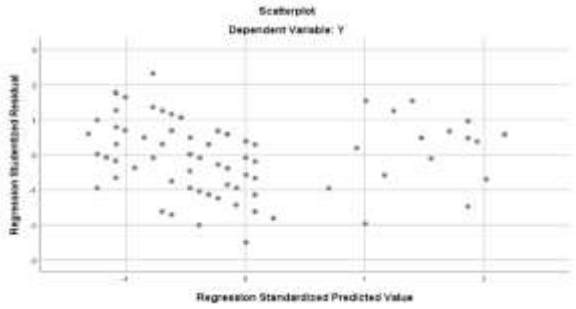
		Tolerance	VIF
1	(Constant)		
	X1	0,628	1,593
	X2	0,628	1,593

Source: data processed in SPSS 25 year 2024

Table 7. presents the multicollinearity test results for the independent variables in the regression model, namely Motivation (X1) and Reward (X2). The test uses Tolerance and Variance Inflation Factor (VIF) indicators. With VIF values less than 10, it indicates no multicollinearity among the independent variables. For both X1 and X2, Tolerance is 0.628 and VIF is 1.593, which are below the threshold of 10. This indicates no significant multicollinearity between the variables, meaning that Motivation (X1) and Reward (X2) can be used together in the regression analysis without concerns of multicollinearity affecting the accuracy of the results. Thus, the regression model used in this study is reliable for predicting the dependent variable.

Table 8. Heterocedasticity Test



Source: data processed in SPSS 25 year 2024

The scatterplot illustrates the relationship between standardized predicted values and standardized residuals for the dependent variable Y. The horizontal axis represents standardized predicted values, while the vertical axis represents standardized residuals. The random distribution of residuals around zero, with no clear pattern, indicates that the assumption of homoscedasticity (constant variance of residuals) is met. This suggests that the regression model is reliable and free from significant heteroscedasticity issues.

Table 9. Multiple Linear Regression Analysis Test

Coefficients[a]				
Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	**4,667**	1,684	
	X1	**0,606**	0,081	0,641
	X2	**0,199**	0,085	0,201

Source: data processed in SPSS 25 year 2024

The regression equation for assessing the impact of motivation and rewards on employee

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performance at the Dinas Perhubungan Kota Makassar is:
Y=4.667+0.606X1+0.199X2Y = 4.667 + 0.606X1 + 0.199X2Y=4.667+0.606X1+0.199X2
Explanation:

- Intercept (4.667): Expected employee performance when both Motivation (X1) and Rewards (X2) are zero.
- Motivation Coefficient (0.606): A one-unit increase in Motivation results in a 0.606 unit increase in employee performance.
- Rewards Coefficient (0.199): A one-unit increase in Rewards results in a 0.199 unit increase in employee performance.
  Standardized Coefficients:
- Motivation (Beta 0.641): Has a greater impact on employee performance than Rewards (Beta 0.201), indicating motivation is a more dominant factor.

Table 10. Hypothesis Test
Partial Test (Test t), Coefficients[a]

Model		T	Sig.
1	(Constant)	2,772	0,007
	Motivation	7,523	0,000
	Awards	2,359	0,021
a. Dependent Variable: Employee Performance			

Source: data processed in SPSS 25 year 2024

With n=89n = 89n=89, k=3k = 3k=3, and df=86df = 86df=86, the critical value ttable=1.666t_{table} = 1.666ttable=1.666 at a 0.05 significance level.
Findings:

1. Constant: t=2.772t = 2.772t=2.772, Sig.=0.007Sig. = 0.007Sig.=0.007. Significant, indicating that employee performance remains significant even when Motivation and Rewards are zero.
2. Motivation (X1): t=7.523t = 7.523t=7.523, Sig.=0.000Sig. = 0.000Sig.=0.000. Significant, showing that increased Motivation significantly enhances employee performance.
3. Rewards (X2): t=2.359t = 2.359t=2.359, Sig.=0.021Sig. = 0.021Sig.=0.021. Significant, indicating that increased Rewards also significantly improve employee performance.

Both Motivation and Rewards have a significant positive impact on employee performance at Dinas Perhubungan Kota Makassar. The t-values for all variables exceed ttablet_{table}ttable, confirming their significant effect.

Table 11. Coefficient Of Determination Test (R^2)

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,780[a]	0,608	**0,599**	2,108
a. Predictors: (Constant), X2 (Reward, X1 (Motivation)				

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b. Dependent Variable: Y (Employee Performance)

Source: data processed in SPSS 25 year 2024

Coefficient of Determination (R Square) Summary:

- R Square: 0.608, indicating that 60.8% of the variation in employee performance is explained by Motivation (X1) and Rewards (X2).
- Adjusted R Square: 0.599, showing that 59.9% of the variation in employee performance is explained by the variables after adjusting for the number of predictors.
- Standard Error of the Estimate: 2.108, reflecting the dispersion of observed data around the regression line.

These results suggest that the regression model explains a substantial portion of the variation in employee performance, with a good fit between the model and the data.

Discussion

Based on the results of the studies that have been carried out, the t value is 2.246 and the t table value from the previous calculation is 1.997, which means that the value of 2.246> 1.997, which means that the production cost variable has a significant positive effect on net profit. This result is obtained from the t test results where the significant result is 0.028 <0.05. Which can be concluded that production costs in this study are seen as costs sacrificed to produce output.

The results of this study are reinforced by the theory put forward by (Mulyadi, 2012) which presents that production costs are an economic resource sacrificed by the company to produce output, the expected value of the output is greater than the value of the input issued to produce the output, so that the production activity can generate residual income or profit.

The results of this study agree with previous research conducted by (Marlyna & Famauli, 2022) which explained that production costs have an influence on the company's net profit. Production costs incurred by the company include various elements such as raw material costs, labor costs, factory overhead costs and other costs related to operational management carried out to create products in the form of goods in accordance with the targets planned by the company.

In contrast to previous research conducted by (Prasetya, Suripto, & Puspitasari, 2022) which examined manufacturing companies in the food and beverage sub-industry, it states that if production costs increase or decrease, it has no effect on company profits, because primary consumption goods (basic needs) in the form of goods and services are not affected by fluctuations in economic growth.

CONCLUSION

1. Motivation significantly impacts employee performance, with a t-value of 7.523 and a significance level of 0.000. Increases in motivation will significantly enhance employee performance. This finding aligns with Herzberg's and Vroom's theories regarding the effects of intrinsic and extrinsic motivation on performance.
2. Reward also has a significant impact on employee performance, with a t-value of 2.359 and a significance level of 0.021. Increases in both financial and non-financial rewards improve

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employee satisfaction and motivation. This supports Adams' equity theory on the importance of fair rewards in boosting performance.

3. The combination of Motivation and Reward has a significant effect on employee performance, with an R Square value of 0.608. This indicates that 60.8% of the variation in employee performance can be explained by motivation and rewards. This combination creates a productive work environment and motivates employees to achieve better results.

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