

Original Research Article

The Effect of Work Motivation on Employee Performance at the Makassar City Regional Representative Council Secretariat Office

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Abstract: Work motivation is the most vital driving force in achieving performance. Without motivation, employees will not succeed in completing a job to the fullest because no will comes from within the employee itself, what appears is only routine. The work motivation factor for Makassar City Regional Secretariat employees in carrying out their duties as state servants greatly determine the success of the performance of the Makassar City Regional Secretariat. This study aims to determine the effect of work motivation on employee performance at the secretariat office of the Regional People's Representative Council of Makassar City, namely Work Motivation (X) with the dependent variable namely employee performance (Y) of the Regional People's Representative Council of Makassar City. The study used a sample of 39 respondents. The data collection method used was a questionnaire spread hearing which was processed using simple linear regression analysis. The results of this study indicate that based on the results of simple linear regression analysis, the equation is obtained: $Y = 1.576 + 572 X$. The hypothesis submission using the t-test shows that work motivation has a significant effect on employee performance. The coefficient of determination (R^2) is 56%. This shows that 56% of employee performance can be explained by motivational variables, while the rest is influenced by other factors not examined. The benefit of this research is to provide input to government agencies regarding the influence of employee motivation at the secretariat of the Regional People's Representative Council of Makassar City.

Keywords: Work Motivation and Employee Performance, Secretariat Office, Regional People's Representative Council.

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1. INTRODUCTION

Humans are one of the resources that can determine the success of an organization in carrying out its agency activities. Human resources are an important asset and play a role as the main driving factor in the implementation of all agency activities. and human resources in an agency is a group of people who work in the organization and they have different intentions, goals, races. Human resources are still a fundamental highlight for organizations to survive in the era of globalization. Achievement of goals is influenced by the performance of the organization's employees themselves, non-fulfilment of needs, desires and expectations, as well as a poor work environment, can weaken employee motivation which has an impact on weak employee performance. In this case, high work motivation is needed to achieve organizational goals, because the existence of work motivation in employees

can produce high employee performance and lead to results that are relevant to high performance. In the context of work, motivation is an important factor in encouraging an employee to work.

According to Robbins & Judge (2015), "motivation is the willingness of individuals to expend high effort to achieve organizational goals". If someone is motivated, he will try his best to achieve goals, but it is not certain that high effort will result in high performance. Employee work motivation is very much needed in improving their performance. Rivai & Sagala (2016), said that the notion of work motivation is a set of attitudes and values that affect individuals. Motivation is something that creates enthusiasm or encouragement to work so strong or weak employee motivation also determines performance because a

person's performance depends on the strength of his motives.

Work motivation is the most vital driving force in achieving performance. Without motivation, employees will not succeed in completing a job to the fullest because no will comes from within the employee itself, what appears is only routine. The work motivation factor for Makassar City Regional Secretariat employees in carrying out their duties as state servants greatly determine the success of the performance of the Makassar City Regional Secretariat. Motivation is a potential force that exists in a human being, which can be developed by himself, or developed by several outside forces which are essentially around monetary rewards and non-monetary rewards, which can affect the results of his performance positively or negatively, which depends on the situation and conditions faced by the person concerned (Winardi, 2015).

According to Bangun (2018), motivation is a desire within a person to cause that person to take an action. Someone takes action for something in achieving goals. Therefore, motivation is the driving force that leads to goals and it rarely appears in vain. Every organization certainly wants to achieve its goals. To achieve this goal, the role of humans involved in it is very important. To move people to be by what the organization wants, it must be understood the motivation of people who work in the organization, because it is this motivation that determines the behaviour of people to work, in other words, behaviour is the simplest reflection of motivation.

Employee performance is the result of work that can be achieved by a group of people in an organization with their respective authorities and responsibilities, to achieve the goals of the organization concerned legally, not violating the law, and by morals and ethics. It can also be said that employee performance is a manifestation or appearance of employees in carrying out work. Employees can be said to have good performance when they can carry out their work well, meaning that they achieve targets or work standards that have been previously set or can exceed predetermined standards. Employee performance is influenced by several factors, including motivation, working environment conditions, relationships with co-workers, abilities and past experiences (Supardi, 2013). The Regional People's Representative Council is a regional people's trusteeship institution that carries out regional government functions as an equal partner of the Regional Government. In the regional government structure, the Regional People's Legislative Council is at two levels, namely at the provincial level called the Provincial Regional People's Representative Council and at the Regency/City level called the Regency/City Regional People's Representative Council.

The Secretariat of the Regional People's Representative Council is a government agency that functions to assist the Mayor/Deputy Mayor to carry out regional development in Makassar City so that people's welfare can be realized. In their duties to assist the Mayor/Deputy Mayor of Makassar City, employees (individuals) at the Regional Secretariat Office of Makassar City need a driving force so that all employees work together and work sincerely and passionately to achieve regional development planning targets. So based on this background prompted the author to conduct research with the title: "The Influence of Employee Work Motivation on Employee Performance at the Secretariat Office of the Regional People's Representative Council of Makassar City".

2. LITERATURE REVIEW

2.1 Work motivation

The success of the company in achieving its goals depends on the cooperation of people or employees in completing their tasks according to their fields and responsibilities. For this reason, the influence of leadership is needed to instill high work motivation in each employee, so that the potential that exists within the employee can be used to achieve goals effectively and efficiently. This will automatically benefit the company. Work motivation is something that creates encouragement or enthusiasm for work or in other words a driving force for work enthusiasm Susilo (2015). Encouragement is meant to be able to provide a natural urge to satisfy the needs of life and is a tendency to maintain life. The most important key to that is none other than a "deep understanding of human beings". To avoid a lack of accuracy using the term motivation needs to be put forward by Manullang in Susilo (2015), about several terms that are similar to the notion of motivation including motive, and motivation work motivation and incentives.

According to Hasibuan (2019), there are two types of work motivation, namely positive and negative motivation. In positive motivation, the leader motivates (stimulates) subordinates to give prizes to those who excel above the standard achievement, with this positive motivation the morale of the subordinates will increase. Meanwhile, in this negative motivation, the leader motivates by giving punishment to those who work below predetermined standards. This negative motivation will increase employee morale in the short term because of fear of being punished, but in the long term, it can have negative consequences. According to Mangkunegara (2018), dividing 8 motivational indicators consists of 1) Hard Work; 2) Future orientation; 3) High level of aspiration; 4) task orientation and task seriousness; 5) Efforts to move forward; 6) Perseverance work; 7) Relations with colleagues; and 8) Utilization of time.

There are so many motivational theories that have been developed by several experts. Of the existing

motivational theories, someplace more emphasis on what and how motivates the workforce, namely content motivation theory, and some focus on how the motivation process takes place, namely process motivation theory. The following are some of the theories put forward by experts, namely: 1) Maslow's Hierarchy of Needs Theory. One of the most widely referenced theories of motivation is the Hierarchy of Needs theory put forward by Abraham Maslow. Maslow views human needs based on a hierarchy of needs from the lowest to the highest needs. The basic human needs identified by Maslow are in order of importance. According to Notoatmodjo (2018), a hierarchy is based on the assumption that when someone has satisfied a certain level of need, they want to shift to a higher level; 2) Herzberg's theory. According to Herzberg, two factors influence work motivation in carrying out their work, namely motivating factors and hygiene factors; and 3) Alderfer's ERG Theory of Motivation. Further understanding of Herzberg and Maslow's theory comes from Clayton Alderfer's theory (Thoaha, 2014). He stated that a needs classification model was in line with the existing findings. Similar to the theory put forward by Herzberg, he feels that there is a certain value in classifying needs, and there is also a difference between the needs at the lowest order and the needs at the top order.

2.2. Employee Performance

Performance is a term that comes from the word performance (job performance) or means work performance, which etymologically performance comes from the word to perform which means to carry out or display. Performance according to Lubis *et al.*, (2018), performance is the result of a process that refers to and is measured over a certain period based on predetermined provisions, standards or agreements. According to Rivai and Basri in Masram & Mu'ah (2023), states "Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or goals as well as predetermined criteria and have been mutually agreed upon." Bintoro & Daryanto (2017), stated "Performance can be interpreted as the result of an employee's work, regardless of the result, it is not interpreted well or badly, or the level of one's work results". According to Kasmir (2016), "performance is the result of work or work behaviour that has been achieved in completing the tasks and responsibilities that have been given within a certain period". Meanwhile, according to Mangkunegara (2018), "performance is the result of work that is achieved in quality and quantity by an employee in carrying out tasks according to the responsibilities that have been given to him". As for the opinion of Wibowo (2016), "Performance is management about creating a relationship and ensuring communication to be effective. Performance

management focuses on what the organization, managers and workers need to be successful.

The purpose of performance appraisal according to Hartatik (2014), is divided into two types, namely general and specific work assessment objectives. The purpose of performance appraisal in general is to improve the performance of workers' work by assisting so that each worker can realize and use his potential to the fullest in carrying out the organization's mission. Meanwhile, the purpose of work evaluation specifically is to carry out promotions, stop erroneous work implementation, uphold discipline as a common interest and determine awards. According to Bangun (2018), to facilitate employee performance appraisal, work standards must be measurable and understood. Employee performance indicators in this study include 1) Number of jobs. 2) Quality of Work; 3) Punctuality; 4) Presence; and 5) Cooperation Ability.

According to Kasmir (2016), factors that influence employee performance are: 1) A person's abilities and skills in a job; 2) Someone who has good job knowledge will give good work results; 3) The work plan will make it easier for employees to achieve their goals; 4) Personality where the character possessed by an employee; 5) Work motivation, namely encouragement for someone to do work; 6) The behavior of a leader in managing his subordinates to carry out the tasks and responsibilities that have been given; 7) Leadership style, namely the way a leader manages his subordinates; 8) Organizational culture, namely the habits or norms applied by the organization or company; 9) Job satisfaction is a feeling of satisfaction or one's feelings after doing a job; 10) Work environment that describes the atmosphere or condition of the workplace location; 11) Loyalty or allegiance to keep working and dividing the company where he works; 12) Commitment, namely the employee's attachment to implementing company policies or regulations; and 13) Work discipline, namely carrying out work activities in accordance with the provisions and on time.

2.3 Thinking Framework and Hypotheses

According to Sugiyono (2019), a framework for thinking is a synthesis that reflects the relationship between the variables studied and is a guide for solving research problems and formulating research hypotheses in the form of flowcharts which have been accompanied by qualitative explanations. Furthermore, Sugiyono (2019), explains "A researcher must master scientific theories as a basis for compiling a framework of thought that produces hypotheses". Motivation is an employee's response to several statements regarding the overall effort that arises within the employee so that the motivation to work grows and the goals desired by the employee are achieved. Work motivation is something that gives rise to encouragement or enthusiasm for work or in other words a motivator for work (Susilo, 2015).

While performance is a condition that must be known and confirmed to certain parties to determine the level of achievement of an agency's results related to the divisions carried out by an organization or company and to know the positive and negative impacts of an

operational policy. To clarify this research about how the influence of work motivation on employee performance is explained in the following which is called the framework:

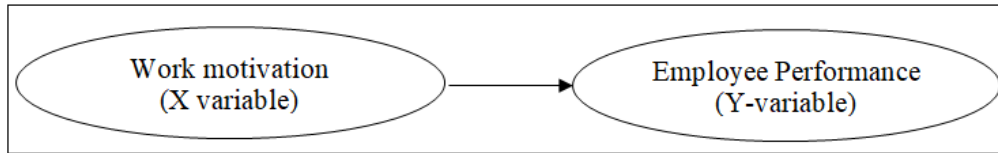


Figure 1: Framework of Mind

The hypothesis in this study is that it is suspected that work motivation influences employee performance at the Regional People's Representative Council Makassar City Office.

3. METHODOLOGY

3.1 Measurements

3.1.1 Library Research

Research is conducted by conducting a review of various literature by reading or studying other literature books that are closely related to the title proposed with the problem under study.

3.1.2 Questionnaire

Questionnaires are data collection techniques through forms containing written questions submitted to a person or group of people to get answers or responses regarding the information needed by the researcher. The measuring scale for this study used is a Likert scale. Measurement for the independent and dependent variables uses a scoring technique to be able to describe the value of alternative answers so that the data can be calculated.

3.1.3 Observation

It is carried out in the form of direct observation of the object of research in connection with the collection of the necessary data. This study uses a Likert scale with a choice of answers Strongly Agree score of 5; Agree score of 4; an Undecided score of 3; Disagree score of 2 and a Strongly Disagree score of 1 (Sugiyono, 2019). Number 1 indicates the respondent cannot support the question given, while number 5 indicates a respondent supports the question given.

3.1.4 Population and Sample

According to Sugiyono (2019), "Population is a generalized area consisting of objects/subjects that have certain quantities and characteristics set by researchers to study and draw conclusions". According to Sugiyono (2019), "The sample is part of the number and characteristics possessed by the population. So it can be said that the sample is part of the population whose criteria or characteristics can be investigated, and can represent the entire population so that the number is less than the population".

The population in this study is an employee of the Makassar City Regional People's Legislative Council office with a total of 62 employees, so in this study, the authors narrowed down the population, namely the number of employees as many as 62 employees by calculating the sample size which was carried out using the solving technique (Sugiyono, 2019). In this study, the Slovin Formula was used because, in sampling, the numbers had to be representative so that the research results could be calculated and generalized so that no sample tables were needed, but could be done using simple formulas and calculations.

The Slovin formula for determining the sample is $n = \frac{N}{1+N(e)^2}$. Where n = sample size or number of respondents, N = total population; and e = percentage of tolerable accuracy of sampling error, e = 0.1. In the Slovin Formula, there is a provision where the value of e = 0.1 (10%) for a large population, while the value of e = 0.2 (20%) for a small population. So the sample range that can be taken from the Slovin technique is between 10-20% of the study population.

The population in this study is 62 employees, so the percentage of allowance that can be used is 10% and the calculation results can be rounded up to achieve appropriateness. So to find out the research sample, the calculation is as follows: $n = \frac{62}{1+62(10)^2}$. So that the value of n = 38.27 is rounded up to 39 respondents.

Based on the calculation above, the sample respondents were rounded up to 39 employee respondents or around 10% of the total employees at the Makassar City Regional Representative Council Secretariat. This was done to facilitate data processing for better test results. Taking this sample using probability sampling technique, simple random sampling. According to Ruqo'iyeh (2012), simple random sampling can take samples by selecting directly from the population and the chance for each member of the population to become a sample is very large.

3.2 Analysis Method

3.2.1 Quantitative Analysis

Quantitative descriptive analysis is a scientific way or a procedure for obtaining data with a specific purpose and in this study also the analysis is used to analyze data in the form of numbers or things that can be measured. Sugiyono (2019), said, research methods are scientific characteristics to be able to obtain data with specific uses and purposes. So in this study, the quantitative data analysis used is as follows:

3.2.2 Simple Linear Regression Analysis

In this study, the analytical technique used to be able to analyze is Simple Linear Regression. This analysis is a linear relationship between one independent variable (X) and the dependent variable (Y). A simple linear regression analysis technique is used to be able to predict or test the effect of one independent variable, namely the independent variable (X) on the dependent variable or dependent variable (Y) which if the score of the independent variable is known, then the value of the dependent variable can be predicted. Simple linear regression analysis can also find out the linearity of the dependent variable with the independent variable. The equation of simple linear regression is $Y = a + bX$. Where X = Work Motivation; Y = Employee Performance; a = Constant Value; and b = Regression Coefficient.

3.2.3 Coefficient of Determination

The coefficient of determination is used to determine the magnitude of the Y variable affected by the X variable. If you use SPSS version 17, the value of the coefficient of determination can be seen from the results of calculating the regression coefficient in the summary model table (R Square) multiplied by 100%.

3.2.4 Hypothesis testing

A simple Regression Coefficient Test (T-test) is used to determine whether the regression coefficient has a significant effect or not on each independent variable (X) on the dependent variable (Y) With 0.05 or 5%. If $t_{count} > t_{table}$ then there is a significant relationship between the independent variables and the dependent variable. If $t_{count} > t_{table}$, then there is a significant relationship between the independent variables and the dependent variable.

The coefficient of determination (R^2) is a measure to be able to determine the percentage of suitability or accuracy of the relationship between the independent variables and the dependent variable in a regression equation. The coefficients are used to measure how much the model's ability to explain variations in the dependent variable. The value of the coefficient of determination is between zero and one. If the value of adjusted $R^2 = 1$ is obtained, then adjusted $R^2 = R^2 = 1$, whereas if the value of $R^2 = 0$, then adjusted $R^2 = (1-k) (n-k)$. If $k > 1$ then adjusted R^2 will be positive.

4. RESULTS AND DISCUSSION

4.1. Description of Respondent Characteristics

Respondents in this study were the Secretariat of the Regional People's Representative Council of Makassar City, namely as many as 39 respondents. Below will be explained further about the characteristics of the respondents who were involved in the research that the researchers conducted based on gender, age, and last education. Description of respondent data based on gender, age and last education is shown in the following table:

Table 1: Characteristics of Respondents Based on Gender, Age and Last Education

Gender	Frequency	Percent
Man	22	56.4
Woman	17	43.6
Age (Years)		
25-30	7	17.9
31-40	18	46.2
41-56	14	35.9
Last education		
Bachelor	22	56.4
Masters	11	28.2
Senior High School	6	15.4
Total	39	100.0

Source: SPSS 2022 Processed Data

From the table above, it can be seen the composition of the number of respondents based on gender of the 39 respondents, 56.4% were male or as many as 22 respondents and the remaining 43.6% were female or as many as 17 respondents out of a total of 39 respondents. For the characteristics of respondents based on the age level of the 39 respondents, the results of data collection stated that in the age group 25-30 years there were 7 respondents or 17.9%, for ages 31-40 years there were 18 respondents or 46.2%, for ages 41-56 it was 35.9% or as many as 14 respondents. Meanwhile, the characteristics of respondents are based on the last education of 39 respondents. The results of the data collection stated that there were 6 respondents or 15.4% for the high school/equivalent group, 22 respondents or 56.4% for the undergraduate group, while for the Masters class, there were 11 respondents or 28.2%.

4.2 Analysis of the Description of Respondents' Responses to Each Question on the Motivation Variable

The motivation variable has eight questions, namely: 1) I always work hard to complete assignments; 2) With motivation I can be oriented to the future to achieve the desired goals; 3) I always try to raise high ideals; 4) I can carry out task orientation and task seriousness at work; 5) I have a business to move forward in the future; 6) I am very diligent in working to get maximum results; 7) I have a good relationship with colleagues to complete the task; and 8) I can use

my time well so that assignments can be completed quickly. Meanwhile, the employee performance variable has five questions, namely: 1) I can complete the desired amount of work; 2) I do the work according to the desired quality; 3) I complete the work by

timeliness; 4) I can be there on time before I do work; and 5) I can invite my colleagues to work together. The following table is the respondent's responses concerning employee motivation and performance variables, namely as follows:

Table 2: Distribution of Respondents based on Respondents' Responses to Each Question on Motivation Variables and Employee Performance Variables

Motivation Variable (X)	Frequency	Percent
X1		
Agree	17	43.6
Strongly agree	22	56.4
X2		
Agree	16	41.0
Strongly agree	23	59.0
X3		
Doubtful	1	2.6
Agree	16	41.0
Strongly agree	22	56.4
X4		
Doubtful	1	2.6
Agree	20	51.3
Strongly agree	18	46.2
X5		
Agree	19	48.7
Strongly agree	20	51.3
X6		
Agree	12	30.8
Strongly agree	27	69.2
X7		
Agree	16	41.0
Strongly agree	23	59.0
X8		
Agree	11	28.2
Strongly agree	28	71.8
Employee Performance Variable (Y)	Frequency	Percent
Y1		
Agree	16	41.0
Strongly agree	23	59.0
Y2		
Agree	23	59.0
Strongly agree	16	41.0
Y3		
Doubtful	1	2.6%
Agree	19	48.7%
Strongly agree	19	48.7
Y4		
Doubtful	1	2.6
Agree	18	46.2
Strongly agree	20	51.3
Y5		
Agree	16	41.0
Strongly agree	23	59.0
Total	39	100.0

Source: SPSS 2022 Processed Data

Based on the table above, according to the respondents, they always work hard to complete the

task, indicating that the majority of respondents gave answers that strongly agreed, which was almost 56.4%

or 22 respondents, and in the part agreed 43.6% or 17 respondents. For answers according to respondents with motivation to be able to lead to the future to be able to achieve the desired goals, it shows that the majority of respondents strongly agree, namely 59.0% or 23 respondents, while the part that agrees is 41.0% or 16 respondents. Meanwhile, according to the answers of the respondents, they always try to be able to increase their high aspirations or desires, showing that more respondents answered strongly agree, namely 56.4% or 22 respondents, while in the agree section it was 41.0% or as many as 16 respondents and in doubtful answers, it was 2.6% or 1 respondent.

The table above also shows the answers according to the respondent being able to carry out or determine the direction of the task and the seriousness of the work. shows that more respondents gave answers that agreed that was equal to 51.3% or 20 respondents, and the part that strongly agreed was 46.2% or 18 respondents while the part of the answer was doubtful by 2.6% or 1 respondent. For the answers of respondents who have a business to move forward in the future, it shows that the majority of respondents gave answers that strongly agreed, namely 51.3% or 20 respondents, while the part that agreed was 19 respondents or 48.7%. As for the answers based on the respondents who were very diligent in working to get maximum results, it showed that the majority of respondents gave answers that strongly agreed, namely 27 respondents or 69.% while the part that agreed was 12 respondents or 30.8%.

In addition, the table above also shows the answers of respondents who have good relationships with co-workers to be able to complete the task. The greater the number of respondents who answered strongly agree, 59.0% or 23 respondents, while the part that agreed was 41.0% or 16 respondents. As for the respondents' answers that they can use their time well so that tasks can be completed quickly, it shows that as

many as 28 respondents chose the answer to strongly agree or 71.8% while in the agreed part it was 28.2% or 11 respondents.

From the table above, according to the respondent being able to complete the work, the number of jobs as desired shows that more respondents gave answers that agreed, namely 41.0% or 16 respondents, in the part that strongly agreed was 59.0% or 23 respondents. For answers based on respondents being able to do work according to the desired quality, it shows that the majority of respondents gave answers agreed 59.0% or 23 respondents, in the section strongly agreed 16 respondents or 41.0%. While the answers of respondents who completed the work by timeliness showed that some respondents gave answers that agreed by 48.7% or 19 respondents and the section that strongly agreed were also the same, namely by 48.7% or 19 respondents while in the doubtful section 1 respondent or 2.6%.

The table above also shows that respondents were able to attend on time before the respondents did the work, showing that more respondents gave answers that strongly agreed, namely 51.3% or 20 respondents and the part that agreed was 46.2% or 18 respondents while the part that was undecided 1 respondent or 2.6%. Meanwhile, respondents who could invite their co-workers to work together showed that the majority of respondents gave answers that strongly agreed or by 59.0% or 23 respondents while the part that agreed was 41.0% or 16 respondents.

4.3 Simple Regression Analysis

In this study, the results of a simple, standardized regression test were used which aimed to prove the hypothesis regarding the influence of the variable Motivation (X) on Employee Performance (Y). Statistical calculations in the simple regression analysis used in this study are by using the SPSS version 24.0 computer program.

Table 3: Results of simple regression analysis at the Secretariat Office of the Makassar City Regional People's Representative Council

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std.Error	Beta		
(Constant)	1.576	3.057		.515	.609
Motivation	.572	.083	.749	6.869	.000
Dependent Variable: Performance					

Source: SPSS 2022 Processed Data

From the results of management and computerization using the SPSS version 24.0 program, a simple regression equation can be obtained, namely $Y = a + bX$. So, $Y = 1.576 + 572X$. This equation can be translated: 1) A constant of 1,576 means that the consistent value of the performance variable is 1,576; and 2) n The regression coefficient X of 572 states that for every 1% change in the value of Motivation, the Performance value increases by 572. The regression

coefficient is positive, so it can be said that the direction of the influence of variable X on Y is positive.

First, make a hypothesis formulation, namely: $H_0 =$ there is a significant influence between the variable work motivation and employee performance and $H_a:$ there is a significant effect between the variable work motivation and employee performance. Second, determining the real level used is 5% (0.05); Third,

determine the testing criteria, namely: if sig > then 0.05 Ha is accepted and if sig < 0.05 then Ha is rejected; and Fourth, because of the significant level (0.05) or a significance value of 0.000 < 0.05, then Ho is rejected and Ha is accepted. So it can be concluded that work motivation has a significant effect on employee performance at the Makassar City Regional Representative Council Secretariat.

4.4. Coefficient of Determination

The coefficient of determination is used to determine the magnitude of the Y variable which is influenced by the X variable. If you use SPSS version 24.0, the value of the coefficient of determination can be seen from the results of calculating the regression coefficient in the model summary table (R square) multiplied by 100%. The results of the calculation of the determination of this study can be seen in the following table:

Table 4: Results of Analysis of the Coefficient of Determination at the Secretariat Office of the Regional People's Representative Council of Makassar City

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.749 ^a	.560	.549	1.121
a. Predictors: (Constant), Motivasi				

Source: SPSS 2022 Processed Data

From the results of computerized data processing using the SPSS version 24.0 program, a coefficient of determination (R square) of 560 is obtained, which means that the effect of the independent variable (motivation) on the dependent variable (performance) is 56.0%.

5. DISCUSSION

Based on Table 1 of the characteristics of the respondents, it is known that the male respondents were 56.4% or 22 people while the female respondents were 46.6% or 17 people. For the characteristics of respondents based on the age of employees aged 25-30 years there were 17.9% or 7 people, while for ages 31-40 there were 46.2% or 18 respondents, employees aged 41-56 were 35.9% or 14 people. Meanwhile, the characteristics of respondents based on the education level of the high school/equivalent group were 15.4% or 6 people, employees with an undergraduate level of education were 56.4% or 22 respondents while employees with a Masters level of education were 28.2% or 11 people.

From Table 2, the respondents' answers to the motivational variable question show that question 1 is 56.4% (strongly agree), question 2 is 59.0% (strongly agree), question 3 is 56.4% (strongly agree), question 4 is 46.2% (strongly agree), question 5 with a total of 51.3% (strongly agree), question 6 with a total of 69.2% (strongly agree), question 7 with a total of 59.0% (strongly agree), question 8 with a total of 71.8% (strongly agree). Based on these data it can be concluded that the majority of respondents strongly agree with each question on the motivational variable.

From Table 3 the reactions of respondents to employee performance variables are known that question 1 with a total of 59.0% (strongly agree), question 2 with a total of 59.0% (agree), question 3 with a total of 48.7% (strongly agree) 48.7% (agree), question 4 with a total of 51.3% (strongly agree),

question 5 with a total of 59.0% (strongly agree). Based on this, the conclusion is that the majority of respondents strongly agree with each question on employee performance variables.

Based on the table of the coefficient of determination, it is known that R Square or R² is 560 (56.0%). This means that 56.0% of the motivation variable can be explained by employee performance variables while the remaining 44% is explained by other factors not explained in this study.

Based on the t-test and the significance value, it is known that the motivation variable has a t-count of 6,869 with a significance level of 0,000 so it can be concluded that the motivational variable has a significant effect on employee performance at the Secretariat Office of the Regional People's Representative Council of Makassar City.

6. CONCLUSION

Based on the results of the analysis and discussion that have been stated previously, the authors provide conclusions, namely: 1) Motivation has a significant effect on employee performance at the Secretariat Office of the Regional People's Representative Council of Makassar City; 2) Work motivation found in the Secretariat of the Makassar City Regional People's Legislative Assembly is in a very high category. This is based on the answers obtained from the field, and 3) The performance of employees at the Makassar City Regional People's Representative Council Secretariat is in the very high category. This is based on respondents' answers regarding employee performance indicators obtained from the field.

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