

Effect Of Employee's Motivation And Performance With Job Satisfaction As A Mediation Variable On Cooperative Units Village Kampung Rakyat District

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Abstract

This study aims to answer the influence of employee motivation and performance with job satisfaction as a mediating variable in the village unit cooperative, Kampung Rakyat sub-district. Data collection was carried out by distributing questionnaires to 35 members of the Kampung Rakyat cooperative. This study uses quantitative methods and performs data processing with the tools of IBM SPSS Statistic 22. This analysis includes reliability tests, validity tests, classical assumption tests, statistical tests, multiple linear regression tests and moderation tests using Moderated Regression Analysis (MRA). The results of the tests conducted in this study indicate that job satisfaction (M) can moderate the effect of motivation (X₁) on employee performance (Y). These results are shown through the regression equation with the interaction test or often referred to as Moderated Regression Analysis (MRA) which shows the results that job satisfaction (M) influences or moderates the effect of motivational variables (X₁) on employee performance (Y). The results of the t test show that the motivation variable (X₁) provides a parameter coefficient value (β) of 0.012 with a significant level of 0.027 (significant), the job satisfaction variable (M) provides a parameter coefficient value (β) of 0.023 and a significant value of 0.000 (significant). Or in other words job satisfaction strengthens the influence of motivation on employee performance. Thus, the results of this study can prove hypothesis 2 that job satisfaction moderates the effect of motivation on employee performance.

Keywords: Motivation, Employee Performance, Job Satisfaction.

I. INTRODUCTION

One of the factors driving the people's economy is cooperatives. A cooperative is a business entity run by a group of people for the benefit of its members. Cooperatives are institutions that are the hope of the community as providers of funds in providing assistance or costs to develop people's businesses such as agriculture, animal husbandry, smallholder plantations and the non-financial sector. Cooperatives are service centers that aim to develop in the future.

Efforts to improve people's welfare require an institution that can be empowered by the community. But to achieve this success requires high performance and requires the motivation of every member who has an important role in influencing employee performance. The motivation given can improve the work ability of employees so that the goals to be achieved can be carried out properly.

According to the results of interviews with the village unit cooperative in the Kampung Rakyat subdistrict, the manager has made an agreement to carry out the apple pie activity in order to avoid employees who are late in carrying out their duties. This is what distinguishes the village unit cooperative from the Kampung Rakyat subdistrict from other cooperatives. So this is the hope to be able to motivate employees so that they come early and on time.

On the other hand, the level of employee job satisfaction is very important in addition to providing motivation. Because job satisfaction is closely related to employees. Employees who do not get job satisfaction will not achieve a level of satisfaction which has an impact on negative attitudes and behavior, such as being lazy in completing their work. Conversely, if the job satisfaction he gets is high, it will have an impact on better performance and make every effort to complete his work quickly.

Problems regarding job satisfaction in village unit cooperatives in the Kampung Rakyat sub-district have not been maximized and are still low, even though the cooperative has tried to increase employee satisfaction through providing incentives and creating a comfortable atmosphere. However, employees do not feel enthusiastic about working because of the lack of awards given to employees who excel.

Based on the existing phenomena, improving employee performance can be done in various ways, one of which is increasing job satisfaction with incentive improvement programs, creating comfortable conditions and providing sanctions or warnings for employees who are less active at work.

Motivation

Motivation is a person's personal condition that encourages the individual's desire to carry out certain activities in order to achieve a goal related to individual work results while influencing organizational performance (Aldi et al., 2019). (Hasina & Aida Fitri, 2019) work motivation is a stimulant of desire and a driving force of will that creates one's enthusiasm to achieve a desired goal. Motivation provides employees with guidance, direction, resources and rewards to keep them inspired and interested in working the way the company wants them to.

Employee performance

According to (Mangkunegara, 2015), the term performance comes from the word job performance or actual performance (work achievement or actual achievement achieved by someone). Understanding performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. (Masyitah et al., 2018) defines performance as the achievement produced by a person or an employee in doing work or achieving success from someone in doing the target in his work.

Job satisfaction

Job satisfaction is a person's feelings that arise and are felt from the work carried out which is considered adequate when compared to what has been done or the work assigned (Siagian & Khair, 2018). The level of job satisfaction experienced by each person will vary according to the perception of each individual. There are five factors that can affect job satisfaction according to (Sekartini, 2016) namely fulfillment of needs, differences, achievement of values, fairness and genetic components. In addition to the causes of job satisfaction, there are also determinants of job satisfaction that are disclosed (Arda, 2017), including the following: the work itself, relationships with superiors, coworkers, promotions and salaries or wages.

Research Hypothesis

H1 : There is a significant and significant effect of motivation on employee performance at the village unit cooperative in the Kampung Rakyat sub-district.

H2 : There is a positive and significant effect of motivation on employee performance with job satisfaction as a mediating variable in the village unit cooperative, Kampung Rakyat sub-district

II. RESEARCH METHODS

Types of research

This study uses a qualitative data approach, namely an approach with direct observation to the field, and using a quantitative approach, namely by distributing questionnaires. With this research, it is expected to know the independent variables, namely employee motivation and performance with job satisfaction as a mediating variable in the village unit cooperative in the Kampung Rakyat sub-district.

Place and time of research

This research took place in the village unit cooperative, Kampung Rakyat sub-district. The time of this research is estimated to take 4 months until the research is completed, starting from the process of completing the data, field observations to the process of filling out the questionnaire.

Population and Sampling Techniques

The population and sample in this study were 35 respondents in the village unit cooperative in the Kampung Rakyat sub-district.

III. RESULTS AND DISCUSSION

Multiple Linear Regression Analysis

This analysis is used to determine the effect of the independent variable (motivation) on the dependent variable (employee performance). The results of the regression analysis are as follows:

Tabel 1. Analisis Regresi Linier Berganda**Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5,895	2,361		2,497	,018
Motivation	,746	,116	,747	6,450	,000

a. Dependent Variable: Employee performance

Based on Table 1, by looking at the Unstandardized Coefficients column part B, it can be seen that the multiple linear regression coefficient equation obtained is as follows:

$$Y = 5,895 + 0,746 X_1 + e$$

The multiple regression equation is explained as follows:

1. The constant value (a) of 5.895 means that if the motivation (X₁) remains at zero, the resulting employee performance (Y) is 5.895.
2. Motivation has a positive and significant effect on employee performance with a regression coefficient of 0.746 This means that if motivation increases by one unit and other variables are considered constant, then employee performance will increase by 0.746.

Partial Test (t Test)

The t test is used to determine the extent of the influence of motivation (X₁) partially on employee performance (Y). t test is done by comparing the value of t_{count} with t_{table} that is used is the value of t on the degrees of freedom df (35) at = 0.05 which is 1.693.

The decision-making criteria are:

- H₀ accepted if t_{count} < t_{table} on α = 0,05
- H_a accepted if t_{count} > t_{table} on α = 0,05

Table 2. t test results**Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5,895	2,361		2,497	,018
Motivation	,746	,116	,747	6,450	,000

a. Dependent Variable: Employee Performance

Source: Research Results (2021)

Based on table 2, it can be explained as follows:

- a) Motivation variable (X₁), Mark t_{count} obtained 6,535 with significant level 0,000. Thus the value of t_{count} (6,450) > t_{table} (1,693) with significant level 0,00 < 0,05. This means that partially motivation has a significant effect on employee performance.

Simultaneous Test (F Test)**Table 3.** Hypothesis Testing F**ANOVA^a**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	130,494	1	130,494	41,604	,000 ^b

Residual	103,506	33	3,137		
Total	234,000	34			

a. Dependent Variable: Employee performance

b. Predictors: (Constant), Motivation

Source: Research Results (2021)

Based on table 3, it is known that the value of F_{count} is 41,604 with a significant level is 0,000. Thus, the value of F_{count} (41,604) > F_{table} (2,90) with significant level 0,000 < 0,05. This means that motivation simultaneously has a positive and significant effect on employee performance.

Determinant Coefficient

This analysis is used to find out how big the contribution or influence given by the independent variable to the dependent variable is indicated by the percentage. The results of the coefficient of determination as follows.

Table 4. Coefficient of Determination

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,747 ^a	,558	,544	1,771

a. Predictors: (Constant), Motivation

b. Dependent Variable: Employee performance

In table 4, it can be seen that the R values of 0.747 mean that the relationship between the independent variable (motivation) and the dependent variable (employee performance) is 74.7%. Adjusted R Square value of 0.558 means that the employee performance variable can be explained by motivation of 55.8%, while the remaining 44.2% is explained by other factors not discussed in this study.

Moderation Test Results

Moderated Regression Analysis (MRA) different from sub-group analysis, because it uses an analytical approach that maintains the integrity of the sample and provides a basis for controlling the influence of moderating variables (Ghozali, 2016). The moderating relationship in this study is about:

a. The effect of motivation on employee performance moderated by job satisfaction.

Here are the test results *Moderated Regression Analysis* (MRA) regarding the effect of motivation (X_1) on employee performance (Y) moderated by job satisfaction (M).

Table 5. Motivational MRA Regression Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	11,207	2,337		4,794	,000
Motivation	,012	,203	,012	4,030	,027
Job Satisfaction as Mediasi	,023	,006	,832	4,089	,000

a. Dependent Variable: Employee Performance

From table 5 above, it can be seen that the motivation variable (X_1) provides a parameter coefficient value (β) of 0.012 with a significant level of 0.027. The job satisfaction variable (M) gives a parameter coefficient value (β) of 0.023 with a significant level of 0.000. The moderate variable is the interaction between motivation (X_1) and job satisfaction (M) showing significant results.

Thus, the results of this study prove the second hypothesis, namely job satisfaction can moderate the influence of motivation on employee performance. The interaction between motivation and job satisfaction is

the best fit, meaning job satisfaction (M) is able to act as a moderating variable that affects the relationship between motivation and employee performance.

IV. DISCUSSION

H1 - Effect of motivation and employee performance

Based on the regression analysis, the results of this study support that motivation (X_1) has a positive and significant effect on employee performance (Y), where the regression coefficient value which is positive is 0.746 and the t_{count} ($6.450 > t_{table}$ (1.693) with a significant level of $0.00 < 0, 05$. This means that partially motivation has a significant effect on employee performance in the village unit cooperative in the Kampung Rakyat sub-district, thus the hypothesis can be accepted.

H2 – Job satisfaction can moderate the effect of employee motivation and performance on the village unit cooperative in the Kampung Rakyat sub-district

The results of the tests carried out in this study indicate that job satisfaction (M) can moderate the effect of motivation (X_1) on employee performance (Y). These results are shown through the regression equation with the interaction test or often referred to as *Moderated Regression Analysis* (MRA) which shows the results that job satisfaction (M) influences or moderates the effect of motivational variables (X_1) on employee performance (Y). The results of the t test show that the motivation variable (X_1) provides a parameter coefficient value (β) of 0.012 with a significant level of 0.027 (significant), the job satisfaction variable (M) provides a parameter coefficient value (β) of 0.023 and a significant value of 0.000 (significant). Or in other words job satisfaction strengthens the influence of motivation on employee performance. Thus, the results of this study can prove hypothesis 2 that job satisfaction moderates the effect of motivation on employee performance.

V. CONCLUSION

1. Motivation variable (X_1) has a positive and significant effect on employee performance (Y). indicated by a regression coefficient of 0.746 This means that if motivation increases by one unit and other variables are considered constant, then employee performance will increase by 0.746
2. Job satisfaction variable (M) is able to moderate the relationship between motivation (X_1) on employee performance

VI. AKCNOLAGEGMENT

1. For the village unit cooperative in the Kampung Rakyat sub-district, the management must be more observant in paying attention to the needs of employees, especially regarding the motivational factor, because the motivational factor has a very large influence on the performance of the employees in the village unit cooperative in the Kampung Rakyat sub-district.
2. For further research, although this research has been carried out as well as possible, there are limitations that cannot be avoided. For future research who wish to conduct research on the same topic, it is recommended that the expansion of the research include adding other variables that are still related to factors related to employee performance in order to produce a broad picture and more accurate results and use a larger sample again.

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