

# The Effect Of Motivation And Emotional Intelligence On Kinemployee Work In Central Tapanuli District Government

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## Abstract.

*This study aims to determine the effect of motivation and emotional intelligence on employee performance in the government of Central Tapanuli Regency. The number of samples in this study was 146. Data collection was carried out using a questionnaire under the indicators of each variable used. The data obtained were then analyzed using multiple linear regression analysis. The results showed that motivation and emotional intelligence simultaneously has a significant effect on the performance of employees in the Government of Central Tapanuli Regency. The results of the t-test show that motivation and emotional intelligence significantly influence employee performance. The emotional intelligence factor has a more dominant influence on employee performance compared to motivation*

**Keywords:** Motivation, Emotional Intelligence, and Employee Performance

## I. INTRODUCTION

The right Human Resources (HR) management system is the key to the success of the organization to achieve its goals. Therefore, for the goals and objectives of the organization to be achieved, there needs to be more serious attention from the agency leadership on efforts to improve employee performance. The importance of employee performance in implementing work programs in Central Tapanuli Regency is increasingly felt when the community needs maximum service. Mangkunegara (2013: 67) states that performance is the result of work in quality and quantity achieved by an employee in carrying out his duties under the responsibilities given to him. Hasibuan (2012: 77), performance is the result of work achieved by someone in carrying out their duties on skills, efforts, and opportunities. Performance is also a result achieved by a person in carrying out tasks based on skills, experience, and sincerity as well as time according to predetermined standards and criteria.

Robbins (2014: 116), states that performance has a broader meaning, not just stating as a result of work, but also how the work process takes place. Supervisors can play a role in planning, implementing, and controlling an organization. In this case, superiors must have an important role in their efforts to motivate and manage their employees. In leadership, there is a phenomenon that occurs in other organizations, namely based on the results of interviews with researchers with 15 district employees, 10 people answered that leaders tend to communicate when only giving assignments. there is a tendency for one-way communication from leadership to employees, then there is a lack of willingness to listen attentively to subordinates' input and in particular pay less attention to the needs of subordinates. According to Umam (2012 : 159) . The definition of motivation includes various aspects of human behavior or behavior that can encourage someone to behave or not behave.

**Table 1.** The number of ASN employees who work in the District Government of Central Tapanuli Regency

No	Subdistrict	Number of Employees
1	Andam Dewi Kecamatan District	8 people
2	Badri District	7 people
3	Barus District	9 people

4	North Barus District	7 people
5	Klang District	8 people
6	Lumut Kecamatan District	7 people
7	Manduamas District	7 people
8	Pandan City District	7 people
9	Pasaribu Tobing District	7 people
10	PinangSORI District	7 people
11	Sarudik District	7 people
12	Sibabangun District	7 people
13	Sirandorung . District	7 people
14	Sitahuis District	7 people
15	Sorkin . District	7 people
16	West Sorkam District	8 people
17	Sosorgadong District	8 people
18	Suka Bangun District	7 people
19	Tapian Nauli Kecamatan District	7 people
20	Tukka Kecamatan District	7 people
<b>Jum l an h _</b>		146 people

Source: Central Tapanuli Regency Government 2022

## 1.2 Problem Formulation

Based on the background of the problems described above, the formulation of the problem can be formulated as follows:

- 1 Does motivation affect employee performance in the Central Tapanuli Regency Government?
2. Is Emotional intelligence affects employee performance in the Central Tapanuli Regency Government?
3. Is Motivation and emotional intelligence have a simultaneous effect on employee performance in the Central Tapanuli Regency Government?

## 1.3. Research purposes

In connection with the problems mentioned above, the purpose of this study is to find out:

1. Influence Motivation on Employee Performance in Central Tapanuli Regency Government.
2. Influence Emotional intelligence on employee performance in the Central Tapanuli Regency Government
3. Influence Motivation and Emotional Intelligence on Employee Performance in the Central Tapanuli Regency Government

## 1.4. Research methods

This research was conducted at the Central Tapanuli Regency Government

The population in this study were all employees at the sub-district office in the Central Tapanuli Regency Government as many as 146 employees. Determination of the sample using Arikunto -Suharsimi (2005). If the number of subject members in the population only includes between 100-150 people, and in collecting data the researcher uses a questionnaire, then the total number of subjects should be taken entirely. Therefore, the researchers took a total sample of 146 employees

## II. LITERATURE REVIEW

### 2.1. *Employee Performance*

Performance is one of the main elements that must be considered wherever we work because, without the performance of something that is being done it will give results that are not under what is desired by the company, government and wherever we work will disappoint where we work if we don't have it. good performance. Following the opinion of Tannady (2017:154) Performance is the result of work in quality and quantity achieved by an employee or a department or an organization in carrying out its duties and targets according to the responsibilities given to him in a certain assessment period, according to Mangkunegara (2019:31) that the term performance comes from the word job performance or actual performance (work achievement or actual achievement achieved by a person), namely the quality and quantity of work achieved by an employee in carrying out his duties according to the responsibilities given to him. . Employee performance is the result of implementing the goals of an organization, therefore good performance is an important thing to be done by all employees. Employee performance is the result in quality and quantity achieved by an employee in carrying out tasks following the responsibilities that have been given (Mangkunegara, 2017: 67).

### 2.2. *Leadership*

In government, leadership is very much needed because it is a symbol in work so that employees can be directed to be observed following opinions George R. Terry and Leslie W. Rue (in Ticoalu), Leadership is "the whole activity or activity to influence the willingness of others to achieve a common goal". Leadership is a way to influence subordinates to want to work together and work productively to achieve organizational goals. According to Siagian in Azis (2006:83) "Leadership is management, namely as a driving force for resources and tools in the organization. The success or failure of an organization to achieve the goals that have been set depends on the ways of leading that are practiced by superiors (leaders ). that". Oteng Sutisna Sudarwan Denim (2006:204) suggests that leadership is "the ability to take the initiative in social situations to create new forms and procedures, design and regulate actions, and forms to generate cooperation towards achieving goals". While Nurkholis (2003:153) found the definition of leadership in the literature that "Leadership includes influencing in determining organizational goals, motivating followers to achieve goals, influencing to improve groups and culture".

### 2.3 *Work Motivation*

Motivation comes from the Latin word "Movere" which means encouragement or driving force. For work to be achieved, we must motivate ourselves or be motivated by friends to work so that what we do is enthusiastic about working so that the desired goals are achieved according to the opinion of Pinder, (1998: 11) Work motivation is a set of energetic forces that come from within and beyond one's existence, and initiate work-related behavior and determine its form, direction, intensity, and duration, according to Samsudin (2010: 281). is the process of influencing or pushing from the outside on a person or workgroup so that they want to carry out something that has been determined. Motivation questions how to encourage subordinates to work hard so that they are willing to work hard by giving all the abilities and skills to realize organizational goals.

This motivation is important because with this motivation it is expected that every individual employee will work hard and be enthusiastic to achieve high work productivity. Motivation is only given to humans, especially to subordinates or followers. Meanwhile, according to Hamalik (1992) in Lantana (2019:42) Motivation is a change in energy in a person (personal) which is characterized by the emergence of feelings and reactions to achieve goals. Furthermore, according to Malay SP Hasibuan 2001, motivation is a desire stimulant (want). the driving force of a person's willingness to work, each motive has a specific goal to be achieved. Furthermore, Berelson and Stainer define motivation cited by Wahjosumidjo (1994) motivation is a conscious effort to influence one's behavior to lead to the achievement of organizational goals.

### III. RESULTS AND DISCUSSION

#### 3.1. Hypothesis test

##### a). Multiple Regression Test

Data analysis in this study used multiple linear regression analysis using *SPSS25 for windows* with the following results:

**Table 1.** Multiple Linear Regression Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.551	2.371		3.185	.002
	MOTIVASI	.243	.050	.288	4.909	.000
	KECERDASAN EMOSIONAL	.468	.044	.621	10.598	.000

a. Dependent Variable: KINERJA PEGAWAI

From table 1 above, a regression equation for employee performance can be formulated as follows:

Employee Performance = 7.551 + 0.243 Motivation + 0.468 Emotional intelligence

Based on the results of the multiple regression equation show that:

- The coefficient of  $X_1$  (motivation) is 0.243 which shows a positive relationship, meaning that if the motivation increases by 1 unit, the employee's performance increases by 0.243 units.
- The coefficient of  $X_2$  (emotional intelligence) is 0.468 which shows a positive relationship, meaning that if emotional intelligence increases by 1 unit, then employee performance increases by 0.468 units.
- Emotional intelligence ( $X_2$ ) has a greater influence than the work motivation variable ( $X_1$ ). This means that emotional intelligence is very decisive in improving employee performance. This is indicated by the standardized *beta value* of the Emotional Intelligence variable ( $X_2$ ) > Work motivation ( $X_1$ ) supported by beta  $X_2$  (0.621) > beta  $X_1$  (0.288)

##### b). Significance Test (F Test)

The F test was conducted to test the significance of the effect of work motivation and emotional intelligence simultaneously on employee performance. The results of the F test can be seen in Table 2.

**Table 2.** F . test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2866.784	2	1433.392	152.307	.000 <sup>b</sup>
	Residual	1345.798	143	9.411		
	Total	4212.582	145			

a. Dependent Variable: KINERJA PEGAWAI

b. Predictors: (Constant), KECERDASAN EMOSIONAL, MOTIVASI

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	739.108	2	369.554	18.160	.000 <sup>a</sup>
	Residual	976.814	48	20.350		
	Total	1715.922	50			

a. Predictors: (Constant), Stres\_kerja, Insentif

b. Dependent Variable: Kinerja

The procedures and criteria for accepting and rejecting the hypothesis are as follows:

a. Hypothesis:

$\beta = 0$ : There is no significant effect between work motivation and emotional intelligence on employee performance in the Central Tapanuli Regency Government

$\beta \neq 0$ : There is a significant effect between motivation and emotional intelligence on employee performance at Central Tapanuli Regency Government

b. Alpha ( $\alpha$ ) = 0.05; k (number of variables),  $df = Nk - 1$ , then based on the F-table, the F-table value of 5% (3:143) is 2.67.

c. Criteria for acceptance and rejection of hypotheses

If  $F_{\text{count}} > F_{\text{table}}$  then  $H_0$  is rejected or  $H_1$  is accepted, whereas if  $F_{\text{count}} \leq F_{\text{table}}$  then  $H_0$  is accepted or  $H_1$  (the proposed hypothesis) is rejected.

d. Based on the results of data processing with SPSS25, it is known that the  $F_{\text{calculated}}$  is 18.160 >  $F_{\text{table}}$  is 2.67; so  $H_0$  is rejected or  $H_1$  is accepted. This shows that work motivation and emotional intelligence simultaneously have a significant effect on employee performance, thus the hypothesis is **accepted**.

e). **Partial Hypothesis Test (t-Test)**

As a basis for accepting or rejecting the hypothesis, a causal relationship was tested using a t-test. Testing the hypothesis of the effect of the independent variable on the dependent variable by comparing the t-count value with the t-table value at a significant level of 0.05 or 5% at the degree of freedom (NK) then obtained t-table = 1.977. The results of the t-test of the variables of work motivation and emotional intelligence on employee performance can be seen in Table 3.

**Table 3. T-Test**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.551	2.371		3.185	.002
	MOTIVASI	.243	.050	.288	4.909	.000
	KECERDASAN EMOSIONAL	.468	.044	.621	10.598	.000

a. Dependent Variable: KINERJA PEGAWAI

From the table above, to determine the effect of motivational variables on employee performance is done by comparing the t-count of 4.909 and t-table of 1.977, which means  $t\text{-count} > t\text{-table}$ , so it can be concluded that the motivation variable has a significant positive effect on employee performance. To test the effect of emotional intelligence on employee performance is done by comparing the t-count of 10.598 and t-table of 1.977 which means  $t\text{-count} > t\text{-table}$ , so it can be concluded that the emotional intelligence variable has a positive and significant effect on employee performance. It can be concluded that partially motivational and emotional intelligence factors have a significant and significant effect on employee performance, in the Central Tapanuli Regency Government, thus the hypothesis is **accepted**.

d). **Coefficient of Determination ( $R^2$ )**

The value used to see the coefficient of determination in this study is in the *adjusted R square column*. This is because the *adjusted R square value* is not susceptible to the addition of independent variables. The value of the coefficient of determination can be seen in Table 4.

**Table 4. Value of Coefficient of Determination**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.825 <sup>a</sup>	.681	.676	3.068

a. Predictors: (Constant), KECERDASAN EMOSIONAL, MOTIVASI

From Table 4, it can be seen that the value of *R square* is 0.676 or 67.60 %, namely, the percentage of the influence of motivation (X1 ) and emotional intelligence (X2 ) on employee performance (Y ) is 67.60%. While the remaining 32.40% is influenced by other variables outside this research model.

## DISCUSSION

- 4.1. The effect of motivation on employee performance in the Central Tapanuli Regency Government. The statistical test results show that motivation has a positive and significant effect on employee performance. With the motivation of employees showing the results of employee performance providing an increase, therefore it is hoped that the leader or superior will motivate his subordinates or employees to be able to walk the wheels or the work assigned to the employee gives maximum results under what is expected.
- 4.2. The influence of emotional intelligence on performance in the Central Tapanuli Regency Government. Statistical test results show that emotional intelligence has a positive and significant effect on employee performance. A person's emotional intelligence to handle or to do work is very much needed, because if someone in terms of doing something is not smart then there will be obstacles in working in a business entity or government, therefore every employee who is accepted is expected to be smart to be able to carry out his work properly quickly as expected.

## IV. CONCLUSION AND SUGGESTIONS

### 5.1. Conclusion

1. The results show that motivation significant effect on employee performance in the Central Tapanuli Regency Government, with 24.30 %
2. The results show that emotional intelligence has a significant effect on employee performance in the Central Tapanuli Regency Government, amounting to 46.80 %
3. The results showed that Motivation and Emotional Intelligence Simultaneously have a significant effect on employee performance in the Central Tapanuli Regency Government, 67.60 %

### 5.2 . Suggestion

Based on the conclusions above, some suggestions are put forward:

1. To improve employee performance in the Central Tapanuli Regency Government It is expected that the leader always motivates his subordinates or employees.
2. Recruitment of employees is expected that the government selects so that those who are accepted are people who are ready to work and have adequate intelligence.

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