



The Influence of Work Motivation on Improving Employee Performance at PT. Mesindo Tekninesia

Bunga Dahlia¹, M. Virgie Rivaldo², Elsa Utomo³, Dr. Arfian, S.Psi⁴

^{1,2,3,4} Universitas Bhayangkara Jakarta Raya

Email: karenwilona@gmail.com

Abstract

Background : Motivation is a crucial factor in enhancing employee performance, as evidenced in the case of PT. Mesindo Tekninesia. **Purpose :** This research aims to investigate the influence of work motivation on job satisfaction and employee performance at PT. Mesindo Tekninesia. **Findings :** Design/methods/approach: This research employs a quantitative research design with a correlational method. The subjects in this study are members of student activity units (UKM) at University X, with a sample size of 108 students. **Research implications/limitations:** Improvements in work motivation quality can be achieved through support, rewards, and a conducive work environment. Work motivation has an impact on various aspects, both intrinsic and extrinsic, within an individual. **Originality/value:** This research aligns with Maslow's Hierarchy of Needs theory, which discusses basic human needs, indicating that work motivation can drive the fulfillment of those needs.

Keywords : Work motivation, employee performance.

Introduction

An employee or staff member is an individual who works for a company or institution and is subsequently paid with wages or a salary. Generally, employees are viewed from several aspects, such as: First, Performance: The work results of an individual carried out within a certain period and in accordance with standards that have been set by an organization or agreed upon together. Second, Age: An employee's age can affect their work motivation, performance, and leadership. Third, Position: An employee's position can affect their work motivation, performance, and leadership. Fourth, Length of Service: An employee's length of service can affect their work motivation, performance, and leadership. Fifth, Characteristics: Employee characteristics, such as leadership, personality, and skills, can affect work motivation, performance, and leadership.

Employee performance is the achievement of company goals and leads to qualitative and quantitative results. One of the factors that support the success of employee work is their performance. There are several important aspects of employee performance, including the ability possessed by employees in planning and completing work; this process also requires problem-solving and decision-making skills, this aspect is called task performance. Another aspect of performance is contextual performance, this aspect shows that employees are also required to have high perseverance and dedication in their work, especially on tasks outside their normal daily duties.

Employees are expected to have good communication skills and build good relationships with colleagues in the work environment. This ability affects the aspect of adaptive performance, where employees are expected to adapt to new work situations and technologies, and their way of working tends to change along with changes in job and organizational needs. This adaptability can

help employees understand internal colleagues, groups, and organizational culture, allowing employees to be flexible and open to others and change. The performance of an employee or staff member itself is influenced by factors that are within or internal to the employee, such as the employee's motivation to work and work engagement or their commitment to the job and organization. External factors that influence include training and development opportunities provided by the company, the provision of incentives and rewards, as well as leadership and organizational policies.

As the modern era develops as it is today, there is so much competition between companies. In order for a company to remain competitive, it must ensure that its resources are expected to contribute to all activities and play an active role in influencing the company's performance and success. Human resources (HR) play an important role as the driving potential for all activities in the company. Every company must be able to maintain, preserve and improve the quality of service of its human resources. According to Siagian (1995:137), motivation is the result of interaction with certain situations faced by someone. Therefore, the strength of motivation shown by someone when facing or in a certain situation will be different from others when they face or experience the same situation as us. He also said that motivation is defined as the ability of members of an organization to understand their abilities in the form of expertise, skills, readiness and willingness to carry out various activities that are their responsibility, as well as their energy and desire to achieve the goal of achieving satisfaction. He reiterated that it was the driving force behind making good use of time. The obligation to achieve organizational goals has been agreed and determined beforehand. One way for companies to improve the quality of their performance is by paying attention to their employees in the form of work motivation. In addition, companies must also ensure that their employees can work without pressure and enjoy their work. Work motivation is a very important factor in work discipline and affects work performance.

Work discipline is a crucial element within any company. Employees with positive or good work discipline will carry out their work in accordance with their respective responsibilities, even without supervision from their superiors. This means that the more positive or good an employee's discipline, the higher their work performance will be. The criteria that determine an employee's discipline include punctuality, dress code ethics, and effective and efficient use of office space. Therefore, motivation and work discipline play a very important role in supporting employee work performance. Low employee absenteeism can also affect work results and employee productivity. In addition, work discipline also affects employee performance because it can directly or indirectly affect performance. When employees are forced to work with low discipline, their performance will also decrease.

The company's unsupportive organizational culture is suspected to be a factor causing low employee performance motivation. Facts show that paternalistic traditions and social rules still exist, for example, it is difficult for employees to show their rejection of their leader's ideas or ideas in front of their leader because outright rejection of their leader's ideas can cause conflict between the leader and subordinates. Moreover, the still low level of innovation and creativity is an obstacle to increasing employee professionalism. This can also be seen in real situations, where it is assumed that the fulfillment of employee duties and responsibilities can be delayed if their leader comes from an external party (outside the city/abroad). (Hasan 2009).

In addition to the low motivation for employee work performance, there is also low competitiveness in Indonesia through human resources caused by several main factors, namely high levels of corruption, inefficient government bureaucracy, and inadequate infrastructure

(World Economic Forum, 2011). According to Porter (1990), the competitive advantage of an area is determined by four main factors and supporting factors. The four main factors are the situation of production factors, the situation or status of market demand, related and supporting industry factors, company strategy, structure and competition. While the supporting or supporting factors are opportunities and the role of the government.

The factors that cause low competitiveness in Indonesia compared to other countries such as Southeast Asia are because they apply more human resource development which affects their motivation and work performance, such as education, training and self-development. Other factors such as a good environment and leadership also determine quality and high work motivation. Meanwhile, in Indonesia, it sometimes tends to focus more on product quality (work results) than on work motivation quality (developing competitive values) in employees or employees. Other examples that occur in Indonesia, such as lack of job satisfaction, salaries and bonuses that are not commensurate with performance, and importantly, the lack of human resource development, as some companies are often indifferent to these factors, which are actually very important.

Human resources are a group of people who have the will, ability, and attention to give energy, intelligence, creativity, and thought. In general, human resources play an active and dominant role in all organizational activities because they play a role in planning, implementing, and determining the realization of organizational goals. Therefore, in today's business and economic world which has entered the era of globalization, it is increasingly easy for companies to compete with talented human resources. In the era of globalization, not only domestic products are imported, but also foreign products, and competition between companies is getting tighter. To get quality and decent work and wages that are commensurate with the energy given, we must prepare qualified skills to improve the quality of competitiveness needed in the future, as is often said by the government "Towards a Golden Indonesia 2045". With that, we need to prepare sufficient optimization, quality human resources, appropriate motivation and work strategies, improve problem-solving skills, and others.

According to Frederick Herzberg's (2003) Two Factor Theory, there are motivator factors, which are work conditions that allow individuals to fulfill higher-level needs and tend to be more positive, and hygiene factors, which fulfill lower-level needs and tend to be more reactive. Hygiene factors, such as salary, can be one of the reasons influencing an individual's work motivation, as the demand for income or earnings becomes a determining factor in employees' ability to fulfill their needs and desires, along with other factors, both internal and external. This can be observed in the year-on-year percentage changes in the workforce within the province.

Lampiran. 1

Persentase Tenaga Kerja Formal Menurut Provinsi (Persen)

2015	49,61
2016	51,36
2017	50,22
2018	51,79
2019	49,8
2020	44,41
2021	45,39
2022	45,39

Sumber: BPS Indonesia (Survei Angkatan Kerja Nasional (SUKERNAS))

It is evident that in 2019 and 2020, the percentage of formal workers in the province experienced a significant decline due to the pandemic, which led to a considerable number of workers or employees being laid off. This situation could affect employee motivation and reduce income for basic needs, as per Maslow's hierarchy of needs, specifically the physiological needs (food, drink) being unmet. However, in the following years, 2021 and 2022, the percentage started to show similarities and even increased compared to the previous year, 2020, when the pandemic hit.

One way to rebuild work motivation after the pandemic has impacted employees or workers who have experienced layoffs is by creating work productivity. Companies can ensure efficient employee performance, a solid environment, and teams to help increase productivity and job satisfaction among workers. Another way is by providing rewards to employees, as this can create motivation in them. According to (Hutahaean, Pertiwi, and Perdini 2022) in (Aamodt n.d.), one of the factors that shape work motivation is incentives, which are the basis for motivating behavior based on rewards and avoiding punishment. Rewards can motivate because they have a pleasant effect. Punishment is a system to maintain motivation to achieve the desired behavior. The presence of additional incentives can motivate employees to maintain good performance.

Incentives can be given in the form of non-cash or cash rewards or by giving bonuses. Bonuses are the most obvious form of work incentive. The provision of incentives must be done in a balanced manner. The purpose of punishment is to prevent employee motivation from falling below the expected level. People who are extrinsically motivated will be more motivated if their behavior results in rewards. Work motivation is also a supporting factor for job satisfaction. Phenomena that occur in the workplace are generally often related to employee motivation and performance, such as motivational challenges, namely challenging but achievable work so that it becomes a great source of motivation for employees. This challenge can help employees grow and develop professionally. Also increasing creativity and innovation, such as employees who feel satisfied with their work are more likely to think creatively and innovate in completing their tasks. Job satisfaction can be a driver to try new approaches and dare to take risks.

Work motivation at PT. Mesindo Teknnesia can be applied as a characteristic of the quality of workers or employees to encourage satisfaction in performance. The application of work motivation is a characteristic of employee quality that can help encourage satisfaction with the

resulting work performance. This can also help improve work performance and productivity, as well as improve motivation and job satisfaction. Employees who have high work motivation will generally be more enthusiastic to be productive and have a high spirit in working, because it is related to supporting factors related to their motivation in working. So that it can improve the quality of performance quite significantly compared to people who have low work motivation which will therefore have an impact on the quality of the performance carried out. This is because work motivation can improve employee performance and make them more efficient and effective in carrying out their duties.

Literatur Riview

Work motivation is a crucial factor that can significantly impact employee productivity and performance, especially in today's modern era where competition is increasingly fierce. Understanding work motivation theories can assist organizations in enhancing millennial employee engagement and improving the quality of their human resources. Numerous motivation theories offer valuable insights. Maslow's hierarchy of needs and work motivation are intertwined through a concept known as McClelland's need for achievement theory. This theory serves as the foundation for Maslow's self-actualization theory, which is based on the assumption that self-direction, self-control, and maturity govern motivation. For intrinsic factors to motivate employees, reward systems must be based on the needs of intrinsic factors. Fulfilling extrinsic factors is one way to increase employee work motivation, but empirical evidence shows that these extrinsic factors are not enough to increase employee motivation.

With Maslow's five basic needs, humans strive to fulfill them in order to survive. The levels of needs that humans need to fulfill in life include physiological needs (basic needs for food and drink), safety needs, social needs, esteem needs, and self-actualization needs. And with these needs, humans have reasons to survive and improve the quality of their life strategies in various ways. In the context of work motivation, Maslow's self-actualization theory posits that individuals will achieve full motivation when their most basic needs have been met. For example, workers whose physiological needs are met will be more motivated to work well when these needs have been met. Subsequently, workers will seek other motivations, such as safety, social, esteem, and self-actualization needs, which will make them more motivated and productive at work. Maslow's self-actualization theory also assumes that intrinsic motivation (motivation from within) is more effective in motivating workers than extrinsic motivation (motivation from outside). This is because intrinsic motivation is closer to the need for self-actualization, which is full motivation for the individual.

Another aspect of self-actualization needs is having high creativity, work spirit, and good strategies to meet expectations and satisfaction at work. As in the theory of need satisfaction according to McClelland, 1985, the main goal of the theory is to explain the depth of individual needs and the satisfaction of different values. In fulfilling needs, humans have differences with other individuals, such as the need for achievement, which makes individuals motivated to continue to overcome tasks that are challenging but achievable, the need for affiliation makes individuals motivated to be better, accepted and respected by others, and the need for power makes individuals motivated to take control of situations and others.

Even so, although individuals have differences in needs, they can have similarities, namely using work as a tool to achieve their desired goals. For example, individuals with a need for

achievement often work enthusiastically to achieve goals, individuals with a need for affiliation will work with a team to build social relationships, and individuals with a need for power will work to achieve a higher position in the organization. By working they have a factor to achieve their desired goals and also have the motivation to fulfill other things outside of basic needs and satisfaction.

Thibaut & Kelly's (1959) theory, known as the social exchange theory, utilizes concepts related to interpersonal relationships, focusing on the concepts of perception, exchange, and satisfaction within those relationships. Every individual is influenced by their satisfaction with their work, which is constantly influenced by both external and internal supporting factors. In the context of work motivation, this theory can be interpreted by observing how individuals perceive the exchange between the work effort they provide and the outcomes they receive, as well as the satisfaction they feel from those work relationships. By ensuring a fair exchange and adequate satisfaction within work relationships, individuals tend to be more motivated in their jobs.

Although Maslow's theory of the hierarchy of needs and Thibaut & Kelly's theory of interpersonal relationships may initially seem different, there are several connections between Maslow's theory and Thibaut & Kelly's theory in work motivation, namely needs and satisfaction, recognition and satisfaction, interaction and well-being (Arfian, Diana Harding, Anissa Lestari Kadiyono 2012).

According to Daft (2016: 552),

"Motivation refers to the forces either within or external to a person that arouse enthusiasm and persistence to pursue a certain course of action." In other words, motivation refers to the internal and external forces within an individual that generate enthusiasm and perseverance to engage in a particular behavior. In a formal definition, motivation refers to the internal and external forces within a person that result in enthusiasm and persistence in achieving a specific goal.

In line with Griffin and Morhead (2014: 90), according to Armstrong (2012: 117), "Motivation is the strength and direction of behaviour and the factors that influence people to behave in certain ways in carrying out their work." That is, motivation is the strength and direction of behavior, and also how people act in certain ways when bearing a burden that influences someone to act. In other words, motivation is the strength and direction of behavior, as well as the factors that influence a person's specific behavior in carrying out a task. (Ellen and Sariah 2021).

Methods

As mentioned in the introduction above, the percentage of formal workers in Indonesia by province decreased in 2019 and 2020 but started to increase and stabilize in 2021-2022. Based on data collected from a questionnaire survey at PT. Mesindo Tekninesia with 80 respondents, it is crucial to understand the extent to which work motivation influences employee performance at PT. Mesindo Tekninesia.

Correlations								
		X2 .1	X2.2	X2.3	X2.4	X2.5	X2.6	TotalX2
X2.1	Pearson Correlation	1	0,064	.401**	.345**	.251*	.235*	.656**

	Sig. (2-tailed)		0,570	0,000	0,002	0,025	0,036	0,000
	N	80	80	80	80	80	80	80
X2.2	Pearson Correlation	0,064	1	.277*	.280*	.307**	.276*	.565**
	Sig. (2-tailed)	0,570		0,013	0,012	0,006	0,013	0,000
	N	80	80	80	80	80	80	80
X2.3	Pearson Correlation	.401**	.277*	1	.248*	.252*	.283*	.670**
	Sig. (2-tailed)	0,000	0,013		0,027	0,024	0,011	0,000
	N	80	80	80	80	80	80	80
X2.4	Pearson Correlation	.345**	.280*	.248*	1	.223*	0,092	.625**
	Sig. (2-tailed)	0,002	0,012	0,027		0,047	0,417	0,000
	N	80	80	80	80	80	80	80
X2.5	Pearson Correlation	.251*	.307**	.252*	.223*	1	.361**	.621**
	Sig. (2-tailed)	0,025	0,006	0,024	0,047		0,001	0,000
	N	80	80	80	80	80	80	80
X2.6	Pearson Correlation	.235*	.276*	.283*	0,092	.361**	1	.566**
	Sig. (2-tailed)	0,036	0,013	0,011	0,417	0,001		0,000
	N	80	80	80	80	80	80	80
Total X 2	Pearson Correlation	.656**	.565**	.670**	.625**	.621**	.566**	1
	Sig. (2-tailed)	0,000	0,000	0,000	0,000	0,000	0,000	
	N	80	80	80	80	80	80	80
**. Correlation is significant at the 0.01 level (2-tailed).								
*. Correlation is significant at the 0.05 level (2-tailed).								

Lampiran. 2

The work motivation validity test is employed to ascertain the validity of the results obtained from the questionnaire administered to the respondents.

Lampiran. 3

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	29,813	3,009		9,907	,000
Motivasi Kerja (X2)	,400	,121	,350	3,295	,001

Work motivation has a significant influence on employee performance. Both work motivation and employee performance are considered independent variables and can serve as predictor variables in this research. For work motivation, the partial correlation value is 0.400, and the probability of error or p-value is 0.000. The beta coefficient of the work motivation variable, tested using regression analysis to determine the strength of the relationship, is 0.400. The constant value is 29.813, leading to the regression equation $Y = 29.813 + 0.400X$.

There is a significant influence of work motivation on employee performance. This is evident from the results of regression analysis with a p-value of 0.000. This indicates that fluctuating work motivation affects job satisfaction and the performance behavior of employees. Therefore, this hypothesis is accepted, and work motivation can be used as a predictor of employee performance. These results support Maslow's hierarchy of needs theory, which states that humans have five basic needs: (1) physiological needs, (2) safety needs, (3) social needs, (4) esteem needs, and (5) self-actualization. Everyone has needs (needs, motivation, internal and external factors), the emergence of which is highly dependent on individual interests, including employee work motivation. This is closely related to human resource management. In other words, highly motivated employees will work well, with enthusiasm and optimism, and always project a positive self-image. Work motivation is partly determined by needs, and these needs affect job satisfaction.

In the context of work motivation, individuals also influence the process and results of employee performance within the organization, productivity, innovation, and job satisfaction. Thus, it can increase productivity, creativity, and the ability to enhance leadership qualities within oneself. The success of an organization is primarily determined by the quantity and quality of its employees, which can affect their work quality. Leaders or managers must be able to provide appropriate motivation and treat employees as whole human beings so that they can be happy and work well.

Employee job satisfaction can be used as a measure of whether employees can perform their jobs optimally by fulfilling their needs. Several previous studies have discussed the application of

Abraham Maslow's hierarchy of needs theory, including Artaya (2019), Sari Elisa et al. (2018), and Iskandar (2016). In general, their research findings are as follows: This motivation is based on Maslow's hierarchy of needs, which includes physiological needs, safety needs, social needs, esteem needs, self-actualization needs, and others that affect employee performance (Handayani, Haryono, and Fauziah 2020).

To improve the quality of work motivation, employees need support and rewards from their superiors or leaders to maintain or even improve the quality of employee performance so that the quality of employees can continue to develop well in terms of motivation, performance, or job satisfaction. This can be achieved through salary increases, family gathering activities, or bonuses. In addition, support from the environment (climate, work conditions, work environment) and leaders is very influential in this regard.

Result

Similar to the data presented in the appendix, the research findings clearly indicate that the work motivation variable influences employee satisfaction and performance behavior.

The objective was to investigate the impact of work motivation on the performance of employees at PT. Mesindo Tekninesia, based on responses from individuals working at the company. In the questionnaire administered by PT. Mesindo Tekninesia to its employees, regardless of their educational background (whether they are graduates of junior high school, high school, vocational school, or university), the company aimed to gauge the levels of Work Motivation and Employee Performance in carrying out assigned tasks. This questionnaire allows supervisors at PT. Mesindo Tekninesia to assess the responses of all employees working at the company. The results of the questionnaire completed by PT. Mesindo Tekninesia employees revealed that the Work Motivation score was 0.674, while the Employee Performance score was 0.663, after comprehensive calculation and analysis. Based on these overall calculations, it can be observed that Work Motivation among PT. Mesindo Tekninesia employees appears to be higher than Employee Performance. Consequently, factors such as salary, meal allowances, job security, freedom to interact, receiving praise for accomplishments, and being granted the freedom to express ideas significantly influence how they complete their tasks flawlessly.

Discussion

Work motivation is an energetic force that activates individual behavior, providing purpose and direction. Emotions are relatively strong, controlled feelings that influence our behavior, arising from the complex interplay of motivation, personality, and external factors, all of which are interconnected. Motives generate an internal force that stimulates and propels behavioral responses, while also giving those responses direction.

Work motivation impacts performance, satisfaction, and work discipline. The implementation of work motivation can foster job satisfaction, which in turn leads to adequate work discipline. Discipline and job satisfaction have a positive effect on employee performance. Employees who work in an orderly manner and adhere to work regulations gain understanding and enlightenment for themselves and their colleagues, leading to a sense of satisfaction. Humans strive to fulfill their needs, but they understand that achieving those goals requires a strong desire to do so. To reach those objectives, it is necessary to develop knowledge, skills, expertise, and abilities.

Human resources play a crucial role in achieving a company's goals. A company must possess higher quality and progress values compared to other companies. Therefore, the quality of human

resources must also be prioritized. Human resources support and determine the success of a company in achieving its vision and mission. For a company to develop optimally, it is essential to maintain good relationships with its employees. In maintaining relationships with employees, it's important to pay attention to employee job satisfaction, consider the best ways to motivate employees in their work, and ensure that company leaders are aware of employee stress that needs to be addressed and how to enhance employee efforts. Job satisfaction arises from or is a result of an employee's work. It encompasses all management efforts to support employee work and achieve organizational goals (Silalahi and Dianti 2022).

Every working individual is always influenced by supporting factors, both external and internal, which contribute to their job satisfaction. According to Harianja (2002), factors that can affect job satisfaction are related to several aspects such as salary, the work itself, colleagues, supervisors, promotions, and the work environment. A good work environment can improve the quality of worker or employee productivity. This can be divided into two main types: the physical work environment, which includes everything around the workplace (space, lighting, chairs, tables) that can directly or indirectly affect employees, and the non-physical work environment, which encompasses the state of working relationships within the company (relationships with superiors, work-life balance, company culture).

An individual's performance can be influenced by several factors, including job opportunities, work discipline, and work motivation. Equipment is considered one of the supporting elements for employees in carrying out tasks assigned by the company. A good work environment with adequate equipment supports more meaningful employee performance, making their work more effective and efficient (Hasibuan, 2014). In addition to workplace facilities, other factors influence performance, particularly well-managed work discipline that ensures employees adhere to various organizational rules aimed at achieving performance goals (Jufrizen and Hadi 2021). Another factor affecting performance is work motivation, which, according to (Nasution 2019) and (Adinda, Firdaus, and Agung 2023), is the most crucial factor for employees in their work.

The work atmosphere in every company is usually different. The unique characteristics of a particular company can determine the climate in the work environment. The organizational work climate is a characteristic that distinguishes one organization from another and influences the people within that organization. This climate can be considered the organization's personality, reflected in its members and closely related to the company's goals. Companies set goals and strive to create the right environment to achieve those goals. According to Sugiono, the work environment is defined as the environment within an organization or company that creates a good or bad work environment for employees. On the other hand, according to James L, Gibson et al., "Climate is a set of properties of the work environment perceived directly or indirectly by the employees who work in this environment and is assumed to be a major force in influencing their behavior on the job." In other words, the climate or work environment is perceived directly or indirectly by the employees who work in that environment and is considered a major influencing factor on employee behavior at work (Ellen and Sariah 2021).

The climate or work atmosphere in a company is very important because it can influence a person's work ethic. The climate or work environment is influenced by the internal environment and the psychology of the company. Employee morale is also influenced by the atmosphere of the workplace. Controlling the work environment is one way that can be used to increase the productivity of human resources in an organization. Individuals can gain a comprehensive

understanding of an organization through its work environment. The characteristics of this work climate can influence the work motivation of all elements within the company to behave in accordance with the company's desires. The existence of these work environment characteristics makes companies increasingly aware of how the work environment affects the motivation of internal employees in carrying out their work. There are two types of work climates in organizations: an open or flexible organizational climate, and the other is a closed or cohesive organizational climate. An open organizational culture is usually characterized by very high employee morale, very low administrative routines within the organization, and high employee discipline, which encourages employees to achieve something. Thus, employee work motivation will be low, and work supervision will also be reduced (Ellen and Sariah 2021).

Motivation is an employee's response to a series of factors about the organization as a whole that originates from within the employee to increase work motivation and enable them to achieve their desired goals. Organizations play an important role in motivating their employees by creating a supportive work environment, providing recognition for achievements, and offering career development opportunities. All of these can increase employee motivation and overall performance. The role of human resources is considered a competitive advantage, especially when human resources are considered invaluable, particularly in their ability to take advantage of opportunities or neutralize threats from the company's environment. Human resources are one of the resources that have the potential to develop a company and influence an organization's efforts to achieve its goals (Sihite 2018).

Motivation stems from human needs, and fundamentally, individuals must first recognize their desires or needs in order to formulate plans to achieve them. If these efforts are successful, the need diminishes, and motivation decreases. This process can be depicted as a motivational process within an individual (Usmara, 2006; Suwanto, 2010). Factors influencing work motivation include: (1) organizational techniques, (2) social structure, (3) task completion motivation, (4) rewards obtained through work, and (5) acceptance of employees as group members. According to Gomez, as cited in Muniroh (2013), work motivation dimensions consist of two aspects: individual and organizational. The individual aspect comprises needs, goals, and abilities. Meanwhile, the organizational aspect includes pay, job security, co-workers, supervision, praise, and the job itself.

Motivation is a genuine desire within employees that generates enthusiasm or a drive to work optimally to achieve goals. The influence of work motivation on employees is significant in improving performance and productivity. High motivation can inspire employees to achieve company goals, enhance creativity, and strengthen their engagement in their work. It can also increase job satisfaction and employee loyalty to the company (Sukiyah et al. 2021). Employees play a crucial role in a company. By understanding the influence of internal and external motivation on employee performance, companies can establish policies to align with employee motivation characteristics and improve employee performance. Companies aiming to enhance employee performance must provide appropriate and effective motivation. The right motivation can accelerate improvements in employee performance, increase discipline, efficiency, and creativity (Goni, Manoppo Wilfried S, and Rogahang 2021). Work motivation is an internal force or drive that encourages individuals to perform their jobs to the best of their abilities, correlating with productivity, job satisfaction, and individual success in the workplace. The following are several types of work motivation that are diverse and reflect the complexity of human motivation: 1) Income Motivation: The drive to work to earn sufficient income to meet living needs. Humans

have basic needs such as food, shelter, and clothing, and this motivation drives them to work hard to fulfill those needs. 2) Career Advancement Motivation: The drive to achieve a higher and more prestigious position. Individuals with career advancement motivation will work hard to achieve their desired career goals. 3) Family and Environmental Motivation: The drive to work because individuals receive support or pressure from people close to them. Support from family, friends, or a life partner can be a highly motivating factor for someone to succeed in the workplace. 4) Intrinsic Motivation: Motivation that arises from within an individual without any coercion and is based on their own willingness without requiring external stimuli. 5) Extrinsic Motivation: Motivation obtained from external factors, such as salary, bonuses, or opportunities to receive recognition. This can influence employee performance, but its effectiveness can vary depending on circumstances and situations. 6) Educational Motivation: The drive to learn and improve knowledge and skills. This can influence employee performance, particularly in fields that require advanced knowledge and skills. 7) Social Motivation: The drive to work because of a desire to help or improve the social situation of others, leading employees to take actions that benefit society or the environment. 8) Creativity Motivation: The drive to generate unique and creative ideas and solutions. This can influence employee performance, particularly in fields that require innovation and creativity. 9) Aesthetic Motivation: The drive to produce aesthetically pleasing and beautiful products or results. This can lead employees to perform work that has aesthetic value. 10) Altruistic Motivation: The drive to take actions that help or improve the situation of others. This can lead employees to take actions that benefit society or the environment. 11) Professional Motivation: The drive to perform work with a high level of professionalism. This can lead employees to perform work with a high degree of professionalism. 12) Success Motivation: The drive to perform work with a specific goal or objective. This can lead employees to perform work with a specific purpose. 13) Respect Motivation: The drive to perform work with a high level of respect.

By understanding the complexity of work motivation and implementing appropriate motivational strategies, organizations can create a dynamic and productive work environment where employees feel motivated to achieve common goals. Through these efforts, organizations can improve performance, strengthen company culture, and achieve long-term success. Management's ability to reward employees for their hard work is reflected in company policies that provide bonuses and incentives that enhance the company's ability to advance employee careers. Motivation in the work environment cannot be left to chance but must be nurtured and maintained. In the workplace, allowing motivation to become erratic can be detrimental to the company. Therefore, work motivation needs to be managed through sound policies. Improvements in motivation management are due to the fact that employee work motivation is becoming increasingly measurable, and the organization's ability to activate strong employee motivation (effort) is becoming increasingly measurable. Just as there are expectations for the company, there are also expectations for workers. The company sets expectations depending on whether employee performance (one of them) meets company standards.

Conclusion

From the discussion above, it can be concluded that work motivation is an internal force that drives individuals to perform their jobs to the best of their abilities, as it can impact productivity, job satisfaction, and individual success in the workplace. Work motivation has a significant influence on the performance of employees at PT. Mesindo Tekninesia. Employees with

high motivation tend to have better performance, leading to increased productivity and organizational success.

Several factors influence work motivation, including individual traits, the work environment, basic needs, job satisfaction, recognition, family and environmental support, and career development opportunities. Work motivation can stem from the drive to achieve income, career advancement, personal satisfaction, the need for recognition, and the desire to create social and aesthetic change. In addition to work motivation, the work climate within a company or organization can also significantly affect employee motivation and performance. A positive, open, and supportive work climate can enhance overall employee morale and performance.

The management of work motivation is essential and needs to be well-maintained. Management needs to understand the complexity of work motivation and implement appropriate strategies to increase employee motivation. This includes providing rewards that are commensurate with employee performance, creating a supportive work environment, and providing career development opportunities for every employee. Maintaining good relationships between management and employees is also crucial for fostering high motivation and performance. Management also needs to pay attention to employee job satisfaction, provide support, and improve efforts to address work-related stress. By paying close attention to these matters, management can achieve the company's goals.

References

- Aamodt, Michael G. n.d. *Industrial Organizational Psychology*. 6th ed. USA: Wadsworth.
- Arfian, Diana Harding, Anissa Lestari Kadiyono, Ratna Jatnika. 2012. "Job Satisfaction Dan Productive Behavior : Pelaku Industri Kecil (Ik)." *Revolusi Informasi* 51–65.
- Cahyo Adi Kistoro, H., Setiawan, C., Latipah, E., & Putranta, H. (2021). Teachers' Experiences in Character Education for Autistic Children. *International Journal of Evaluation and Research in Education*, 10(1), 65-77.
- Ellen, Nur Bainah, and Sariah. 2021. "Hubungan Persepsi Iklim Kerja Dengan Motivasi Kerja Karyawan PT Aneka Gas Industri Tbk Bekasi." 8(30):21–28.
- Goni, Geavanno Harland, Manoppo Wilfried S, and Joula J. Rogahang. 2021. "Pengaruh Motivasi Kerja Terhadap Peningkatan Kinerja Karyawan Pada PT. Bank Rakyat Indonesia Cabang Tahuna." *Productivity* 2(4):330–35.
- Handayani, Sri, Siswoyo Haryono, and Fauziah Fauziah. 2020. "Upaya Peningkatan Motivasi Kerja Pada Perusahaan Jasa Kontruksi Melalui Pendekatan Teori Kebutuhan Maslow." *JBTI : Jurnal Bisnis Teori Dan Implementasi* 11(1):44–53. doi: 10.18196/bti.111129.
- Hasan, Yummil. 2009. "Motivasi Berprestasi Dalam Bekerja Di Era Global." *Al Munir* I(2):33–46.
- Hutahaean, Erik Saut, Yuarini Wahyu Pertiwi, and Tiara Anggita Perdini. 2022. *Pengantar Psikologi Industri & Organisasi*. Cetakan Pe. Jawa Tengah: Cv. Pena Persada.
- Sihite, Mislan. 2018. "Strategi Membangun Sumber Daya Manusia Yang Berdaya Saing Tinggi." *Seminar Nasional Royal* 9986(September):407–12.
- Silalahi, Edward Efendi, and Annisa Dianti. 2022. "PENGARUH STRES KERJA DAN MOTIVASI KERJA TERHADAP KEPUASAN KERJA KARYAWAN PADA PELAYANAN TEKNIK DI PT.MAHIZA KARYA MANDIRI CABANG BEKASI." 2(3):247–58.
- Sukiyah, Nurindah Dwi Antika, Mujita Fajar Elok Venanda, Elok Venanda, and Jojok Dwiridotjahjono. 2021. "Pengaruh Motivasi Kerja Dan Displin Kerja Terhadap Kinerja Karyawan Di Perusahaan PTPN X Pabrik Gula Lestari Kertosono." *Jurnal Manajemen Dan Organisasi* 12(2):99–108. doi: 10.29244/jmo.v12i2.33868.