THE EFFECT OF MOTIVATION ON EMPLOYEE PERFORMANCE AT THE OGO MALANE DRINKING WATER REGIONAL COMPANY, TOLITOLI REGENCY

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Abstract

This study aims to determine the influence of motivation on employee performance in Ogo Malane, Tolitoli Regency. This study uses a quantitative approach with a simple linear regression analysis method. The total sample was 54 respondents who were active employees of Ogo Malane. The independent variable studied is motivation, while the dependent variable is employee performance. The results of the study show that motivation has a positive and significant effect on employee performance. This is evidenced by a significance value of $0.000 < 0.05$ and a tcal value of $3.794 >$ a ttable of 2.006. The determination coefficient (R^2) of 0.217 indicates that motivation contributes 21.7% to the improvement of employee performance, while the remaining 78.3% is influenced by other variables that were not studied. The average motivation score of respondents was in the "very good" category (4.23), and the average performance of employees was also considered "very good" (4.33).

Keywords: *Motivation; Employee performance*

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INTRODUCTION

In the current era of globalization, Human Resource Management (HR) is very crucial for organizations. Effective human resources play an important role in achieving the company's goals. In general, HR refers to individuals who contribute to industries and companies, where their skills need to be honed, trained and developed to achieve organizational goals. One of the productive and optimal HR management strategies is the implementation at the Ogo Malane Regional Drinking Water Company, Tolitoli Regency.

The Ogo Malane Regional Drinking Water Company of Tolitoli Regency is the main provider of clean water in Tolitoli Regency, especially in the area around Baolan District, the Ogo Malane Regional Drinking Water Company of Tolitoli Regency is under the supervision of the local government of Tolitoli Regency. The Ogo Malane Regional Drinking Water Company of Tolitoli Regency has full responsibility in developing and managing the clean water supply system in Baolan District with the aim of serving the entire community as consumers at affordable prices. In addition, the Ogo Malane Regional Drinking Water Company of Tolitoli Regency is also responsible for the daily operations, planning, preparation and implementation of projects in Baolan District. Human resources play a very important role in the success of the Ogo Malane Regional Drinking Water Company of Tolitoli Regency in providing services to the people of Tolitoli Regency, especially those in Baolan District.

Sumber daya manusia adalah elemen kunci dan strategis dalam mencapai keberhasilan pembangunan suatu negara. SDM yang kuat dan memiliki Daya saing tinggi dalam berbagai aspek akan berkontribusi pada peningkatan pembangunan, baik di sektor ekonomi maupun dalam aspek sosial dan budaya. Dapat disimpulkan bahwa sumber daya manusia merupakan elemen krusial dalam suatu perusahaan atau PDAM untuk memastikan organisasi berfungsi dengan efektif. Jika kualitas sumber daya manusia kurang memadai, maka perusahaan akan kesulitan mencapai tujuannya meskipun fasilitas dan infrastruktur lainnya sudah tersedia dengan baik. Motivasi memainkan peran penting untuk mencapai kesuksesan pada berbagai segi kehidupan melalui peningkatan kemampuan dan kemauan. Perusahaan yang memiliki anggota termotivasi akan menunjukkan kinerja yang lebih baik dibandingkan dengan perusahaan yang anggotanya tidak termotivasi. Motivasi itu sendiri merupakan hasil dari interaksi antara individu dan situasi, baik bersifat internal maupun eksternal.

In general, performance is work in terms of quality and quantity that can be achieved by an employee in carrying out his main duties and functions as an employee in accordance with the responsibilities imposed or given to him. Performance is the quality and quantity of work results, both individuals and groups, in a certain activity. This is influenced by innate abilities, abilities acquired through the learning process, and the drive to achieve better achievements. According to R.jannah et al (Yusuf and Taufik, 2023) who stated that the increase in employee performance is influenced by high employee motivation. The results of this study have also proven that high employee motivation where motivation due to the need for growth shown by employees by being more diligent and active in managing their ranks will further improve the quality of their work and further improve the quality of work results in accordance with the set standards. One of the factors that greatly affects employee performance is motivation. Every employee needs encouragement to perform their

duties well. When each task can be carried out optimally, the employee's performance will be in line with the company's goals according to Swatika (in Vigo Hariyanto et al., 2023). On the other hand, if there is no motivation given, employees tend to lose enthusiasm to work optimally.

Although motivation has an effect on organizational performance, understanding motivation itself can be challenging. To understand motivation more deeply, it is important to realize that in public organizations, there are interactions and activities that can be both positive and negative in the performance of tasks. Incentives to improve employee performance affect the efficiency and quality of government operations, which are often the main focus in increasing productivity. A more in-depth analysis of employee performance will emphasize two main factors, namely employees' motivation to work and their ability to perform tasks.

Based on the results of observations at the Ogo Malane Regional Drinking Water Company, Tolitoli Regency, employee motivation greatly affects their performance, which depends on their abilities. On the other hand, if the employee has good abilities but lacks enthusiasm in completing the work for which he is responsible, this problem can have an impact on poor employee performance. Low employee motivation can also be seen from weak work morale, and slow task completion.

This is strongly suspected to be related to the lack of fulfillment of the need for appreciation that is everyone's motive at work. Many employees say that their contributions are underappreciated by their superiors, and colleagues either verbally through thanks or recognition, or in the form of formal awards such as promotions, additional incentives, or awards for work achievements. With these incentives, employees who have good skills will be encouraged to be motivated and provide optimal work results.

Based on the phenomenon encountered by the researcher, this study will focus on a study on employee motivation entitled "The Effect of Motivation on Employee Performance in the Ogo Malane Regional Drinking Water Company, Tolitoli Regency". From the background description above, the formulation of the problem of this research is; Does motivation have a significant effect on employee performance at the Ogo Malane Regional Drinking Water Company, Tolitoli Regency?

METHODOLOGY

This study is a type of quantitative descriptive research using a casual associative approach method, which aims to determine the cause-effect relationship between veriabel-existing variables. In this study, the influencing variable (independent) was motivation while the influencing variable (dependent) was employee performance. This research was carried out at the Ogo Malane Regional Drinking Water Company, Tolitoli Regency, which is located on Jl. Daud Lapau No. 06, Tuweley Village. This research was conducted from January 2025 to May 2025. The data collection technique chosen is saturated sampling, which is a method that takes all the number of population to be used as respondents in this study, namely all employees totaling 54 employees at the Ogo Malane Regional Drinking Water Company, Tolitoli Regency.

The data collection method is carried out by: 1) Observation, which is a method of data collection by direct observation of the object being studied; 2) Interview, which is a method of data collection by conducting questions and answers with related parties to establish data that supports research; 3) Questionnaire, which is a method of data collection that is shared in the form of a list of statements to respondents that are used as research samples; 4) Documentation, data collection used is documentation shown to obtain data directly from the researcher's place including photos of activity reports.

The classical assumption test used in this study is the normality test and the heteroscedasticity test. Linear regression test to determine the relationship between functional relationships between motivation (X) and performance (Y) assessments. After getting the correlation coefficient value, the next step is to calculate the determination coefficient.

RESULTS AND DISCUSSION

CLASSIC ASSUMPTION RESULTS

NORMALITY TEST

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		54
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	3.12971879
Most Extreme Differences	Absolute	0,067
	Positive	0,040
	Negative	-,0,067
Test Statistic		0,067
Asymp. Sig. (2-tailed)		0,200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Sumber : Data Primer yang diolah SPSS versi 26 (2025)

Figura 1 Data Normality Test Results

Based on table 4.7 above, it can be obtained that from the Kolmogorov-Smirnov residual data the significance value is 0.200 > 0.05 so that it can be concluded that the residual data is normally distributed.
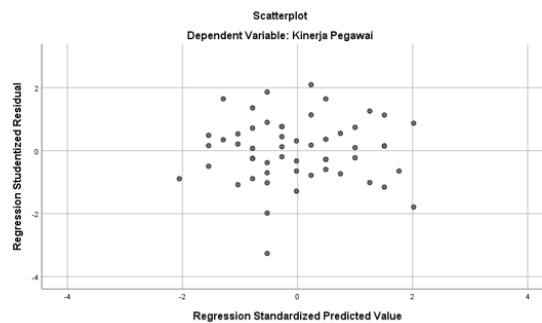
UJI HETEROSKEDASTISITAS

Figura 2 Heterokedacity Test Results

Based on Figure 4.2, it can be seen that the dots are scattered randomly, do not form a definite clear pattern and are scattered both above and below on the 0 axis. This means that there are no symptoms of heteroscedasticity.

HASIL UJI REGRESI LINIER SEDERHANA

Hasil Uji Regresi Linear Sederhana

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	28.969	6.101		4.749	.000
	Motivasi	.419	.110	.466	3.794	.000

a. Dependent Variable: Kinerja Pegawai

Sumber : Data Primer yang diolah SPSS versi 26 (2025)

Figura 3 Multiple Linear Regression Test Output

Based on table 4.8, the results obtained are that the constant value (a) is 28.969 while the motivation coefficient value is 0.419. From these results, the output of the simple linear regression equation is obtained as follows:

$$Y = 28.969 + 0.419X$$

From these equations, it can be explained as follows.

1. In the regression model, a constant value (a) is obtained of 28.969 which means that if the value of the Motivation variable is 0 (Zero), then the value of the employee Performance variable is 28.969 units.

2. Based on the table above, the value of the Motivation coefficient is 0.419 which means that if the Motivation variable is increased by 1%, it will increase the Employee performance variable by 0.419 units.

UJI HYPOTHESIS

Hasil Uji T

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	28.969	6.101		4.749	.000
	Motivasi	.419	.110	.466	3.794	.000

a. Dependent Variable: Kinerja Pegawai

Sumber : Data Primer yang diolah SPSS versi 26 (2025)

Figura 4 Hypothesis test results

Based on Table 4.1 of the output results of SPSS version 26, a calculated value of 3.794 > table 2.006 with a significance value of 0.000 < 0.05, it can be concluded that the hypothesis that Motivation has a significant effect on the Performance of Employees of the Ogo Malane Regional Drinking Water Company, Tolitoli Regency is proven. Therefore, it can be interpreted that H1 which states that motivation has a significant effect on employee performance in the Ogo Malane Drinking Water Regional Company of Tolitoli Regency is accepted and H0 which states that motivation does not affect the performance of employees in the Ogo Malane Drinking Water Regional Company of Tolitoli Regency is rejected.

COEFFICIENT OF DETERMINATION (R2)

Hasil Uji Koefisien Determinasi (R^2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.466^a	.217	.202	3.15967

a. Predictors: (Constant), Motivasi

b. Dependent Variable: Kinerja Pegawai

Sumber : Data Primer yang diolah SPSS versi 26 (2025)

Figura 5 SPPS output results

Based on table 4.9, it can be seen that the value of R Square is 0.217. which means that the magnitude of the influence of the independent variable Motivation (X) on the Performance variable (Y) of the Ogo Malane Regional Drinking Water Company, Tolitoli Regency is 0.217 or 21.7% and the remaining 78.3% is influenced by other variables that are not studied in this study.

Based on the results of the research conducted, overall the results of this study show that Motivation has a significant effect on employee performance in the Ogo Malane Drinking Water Regional Company, Tolitoli Regency.

The results of the t-test showed that Motivation Giving had an effect on Employee Performance at the Ogo Malane Regional Drinking Water Company, Tolitoli Regency. This can be proven by comparing the tcal value and the ttable value with a confidence level of 95% and/or an error level of 5%. The value obtained is 3.794 > ttable is 2.006 and the level of significance obtained is less than 0.05, which is 0.000

and if the significance level is less than 0.05, then it can be said that motivation affects the performance of employees in the Ogo Malane Regional Drinking Water Company, Tolitoli Regency, according to the theory put forward by Ghozali (2016), namely if the tcount > the value of the table, then H1 is accepted and H0 is rejected, it means that the Motivation variable has a significant effect on Employee Performance at the Ogo Malane Regional Drinking Water Company, Tolitoli Regency.

Based on the results of the correlation analysis, the value of the correlation coefficient indicated by the R value in the summary model was 0.466. It can be explained that there is a fairly strong relationship between the Motivation variable and the Employee Performance variable in the Ogo Malane Regional Drinking Water Company, Tolitoli Regency. This means that if Motivation is increased, Employee Performance will also increase and vice versa if Motivation is lowered, Employee Performance will also decrease in the Ogo Malane Regional Drinking Water Company, Tolitoli Regency.

Based on the results of regression analysis, the R Square value of 0.217 shows that 21.7% of the variation in Employee Performance can be explained by the Motivation variable. In other words, the regression model used is only able to explain a small number of factors that affect employee performance.

Although Motivation has an influence on Employee Performance, the influence is not very strong because there are still 78.3% of other variables that contribute to determining employee performance but are not included in this study.

The relatively low R Square value shows that Motivation is not the only determining factor in improving employee performance. Therefore, to get more accurate results in improving employee performance, further research can include other variables that have the potential to have a significant effect on employee performance.

In addition, organizations can develop a more effective Motivation strategy, by paying attention to approaches that are in accordance with the characteristics of employees and the organization's work culture so that Motivation to Employee performance is more optimal.

The results of this study are supported and in line with the previous research conducted by Marliani et al., 2020 entitled The Effect of Motivation on Employee Performance at PT PLN (PERSERO) Taming Layang. The results of the research show that the influence of motivation is only small on the performance of PT. PLN (Persero) Tamiang Layang.

CONCLUSION

Based on the results of the study regarding the influence of motivation on employee performance in the Regional Drinking Water Company of Ogo Malane Regional Drinking Water Company, Tolitoli Regency, it can be concluded as follows that motivation has a significant effect on the performance of employees of the Ogo Malane Regional Drinking Water Company, Tolitoli Regency. The value of the determination coefficient (R^2) of 0.217 shows that the contribution of the motivation variable explains 21.7% of the variation on the performance of employees of the Regional Drinking Water Company of Tolitoli Regency, while the remaining 78.3% is influenced by other variables outside the research model.

Based on the results of the research and conclusions, which show that employees' needs for awards have not been met optimally. This has the potential to reduce the internal motivation of employees in carrying out their duties. Therefore, it is suggested: 1)   Management needs to develop a structured and fair reward system, both in the form of formal awards such as certificates, promotions, and non-formal awards such as gratitude or direct recognition from superiors; 2) Implementation of periodic appreciation programs, such as "monthly exemplary employees" or awards for achievement of performance targets; 3) Transparency in awarding, so as not to cause negative perceptions among employees; 4)   With the fulfillment of the need for rewards, the employee's work motivation will increase along with the feeling of being appreciated for their contribution; 5) Punctuality in completing work is an important part of work discipline and professionalism. A low score on this indicator indicates a problem in time management. Therefore, it is recommended: 1) The implementation of a working time monitoring system, such as digital attendance and daily performance reports to measure time productivity; 2) Time management training so that employees are able to prioritize work effectively; 3) Providing sanctions or light reprimands for repeated delays, accompanied by guidance to find solutions to personal or structural obstacles; 4) Adjustment of workload, so that the time needed to complete the work is in accordance with the capacity of employees; 5) Improving time discipline will have a direct impact on organizational efficiency and public perception of the quality of company services.

ACKNOWLEDGMENTS

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