The Role of Work Motivation on Employee Performance at Patimban International Port

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Abstract

The purpose of this study is to determine and examine how work motivation influences employee performance in relation to workload. An associative strategy is used in this study, which is a type of research where the relationship or influence between independent and dependent variables is investigated. The 57 employees in this study comprised both the population and the sample. A questionnaire was the method of data collecting employed in this investigation. Partial Least Square-Structural Enquiry (PLS-SEM) is the data analysis method that is employed. Software called Partial Least Square (PLS) is used in this study's data processing. The study's findings show that work motivation can minimise the impact of workload on employee performance and that workload has a major impact on employee performance.

Keywords: Workload, Work Motivation, Employee Performance

Introduction

One of the most important components of achieving the highest performance is human resource management. Besides managing knowledge and abilities, HR management also has a responsibility to create an environment where people may perform to their full potential. Businesses must consider how to adapt to an ever-changing environment in the business world due to competitive pressure (Komariyah et al., 2022).

Issues pertaining to human resources within an organisation are vital to take into account, as personnel are the backbone of every business, regardless of the level of sophistication or cash employed. This demonstrates that the organisation cannot succeed unless its personnel perform well in the performance of their jobs. The development or resignation of a firm is determined by the contributions made by its employees.

Motivation is an activity that results in, directs, and maintains human behaviour in addition to workload. Motivation, in the words of Kondalkar Dalam (Komariyah, 2021), is a fiery spirit brought on by necessities. Activities that motivate people to use their mental and physical energies to accomplish their goals. On the other hand, we can see the results that indicate a distinct motivational level. The form, direction, intensity, and length of work-related behaviour

can also be influenced by motivation. The kind of activity that employee chooses to engage in while at work is referred to as their "form of behaviour."

One of the State-Owned Enterprises (BUMN) that provides port services is PT Pelabuhan Patimban Internasional (Persero) Subang. The authors discovered issues with staff performance, workload, and work motivation based on their initial survey. The issue that arises is the potential of human resources (HR) issues to negatively impact employees, leading to a decline in the calibre of employee performance, which considerably impacts the calibre of the employee's own work. There are issues with how well employees perform when performing their jobs; some workers struggle to finish tasks on time, and others are unable to work efficiently. When issues arise with company-wide activities, workers take too long to address them, which impedes agencywide operations. Another issue with the workload is that there isn't a clear separation of duties, therefore the employees' workload is excessive. Increased job motivation and attention from the firm are also necessary to improve employee performance. Furthermore, it has the potential to increase employees' enthusiasm for their work.

Because of this, PT Patimban Internasional Subang's workload and work motivation must be taken into account. If these factors are satisfied, employees will be able to work effectively and efficiently in line with the organization's goals, which is crucial for its advancement. Drawing from the aforementioned explanation, the author endeavours to demonstrate how employee performance affects workload and motivation at work, and whether or not these aspects actually have a noteworthy and favourable impact on employee performance. The purpose of this study is to determine and examine the impact of workload on worker performance as well as the function that motivational moderation plays in reducing the impact of workload on worker performance. It is anticipated that this research will deepen our understanding of workloads, employee motivation, and performance in both theory and practice

It may also prove valuable as a source of scientific resources for study or informational purposes for individuals in need.

Performance

Based on their position within the company, supervisors or leaders assign tasks to their subordinates based on their quality or quantity of work; this results in an employee's performance, which is a picture of how well a programme or policy is being implemented in order to achieve the organization's goals, targets, vision, and mission as translated through strategic planning (Komariyah, 2022).

Motivation at work

In addition to financial necessities, other forms of working motivation include accomplishments, admiration (respect) for one's surroundings, and social standing, which is an intangible sort of social reward (Yusman, 2021). Inspiration should consider how to inspire subordinates' enthusiasm for their work so that they are driven to put in a lot of effort and offer their full range of abilities in order to achieve the organization's objectives.

Workload

Every employee has a workload that is set by the organisation or their managers. Workload, which is the result of work volume and regular time, is the amount of work that a position or unit within an organisation must carry out. Workload, according to Yusman (2021), is the collection of tasks that call for specialised knowledge and must be completed in a specific amount of time, either physically or mentally.

Methods

In order to clarify the causal relationship between research variables and testing hypotheses, this study used an explanatory research approach (Kushendar et al., 2021). Analysing a variable's relationship to other variables is the goal of the associative approach.

All employees of PT. 57 Patimban International Patimban Port, which is identified by its many parts, made up the population in this study. The sample is either a representative sample or a portion of the population under study. SAMPEK RESEARCH is a subset of the population that is used as a data source and is representative of the total population. Since there are just a few populations in this study, each population is sampled, which is another way that this research is related to population research.

The Partial Least Square-Structural Equestion Model (PLS-SEM), a statistical technique designed to perform route analysis (path) using latent variables, will be used to quantitatively analyse this data. The term "second generation" of multivariate analysis is frequently used to describe this approach (Kushendar, 2022). Structural Equation Analysis (SEM) based on variations that have the ability to evaluate structural models and measurement models at the same time. For validity and reliability tests, measurement models are utilised, whereas causality tests (hypothesis testing using prediction models) employ structural models.

Results and Discussion
An assessment of the structural models

The assessment of structural models goes through multiple phases. The first step is to evaluate the impact of the contract's influence. The path coefficient, which expresses the intensity of the relationship between contracts, makes this evident.

Direct path efficiency

The path coefficient (path coefficient) shows the importance of the direct effect between the constrack. The path coefficient's sign needs to match the proposed theory. The T test, or critical ratio, which is derived from the bootstrapping procedure (resampling method), can be

used to determine the path coefficient's significance. The t test findings for the inner and outer

models are as follows.
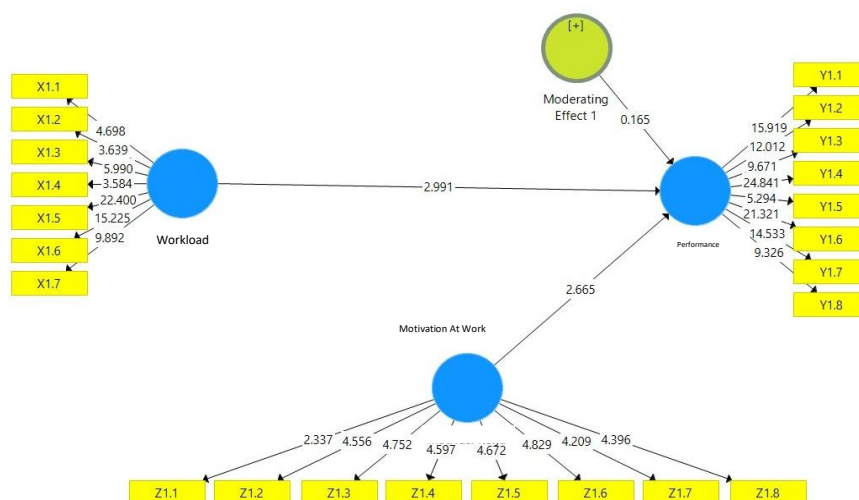
Gambar 2. T-Value Inner dan Outer Model

The t test is the result of the t test from the bootstrap calculation.

The t test results in the picture above will be compared with the t table value.

Table 1. *Path Coefficient*

Original Sample(O)		Standard Deviation (STDEV)	T Statistics (|O/STDE|)	P Values
Workload -> Performance	0.439	0.147	2.991	0.003
Moderating Effect 1	0.029	0.178	0.165	0.869

Testing criteria are reject Ho if pvalues <α = 5% (0.05). From the table. From the table

above, it can be seen that the pvalue value for the workload of performance is

0.003. When compared with the value of α = 5%, then the pvalue (0.003) <α = 5% (0.05)

so that H0 is rejected. Thus it can be concluded that there is a significant effect of workload on

performance.

The impact of workload on worker productivity

The workload statistics test findings indicate that there is little impact on employee

performance. As can be observed from the value of P-values 0.857>0.05, the workload had a

positive and significant impact on employee performance at PT Patimban International Port of

Subang, leading to the rejection of H0 and the acceptance of Ha. As a result, the workload, or the quantity of work results and data about the work results, can demonstrate the volume produced by several employees in a specific section (Komariyah, 2021). Similarly, according to this view, "Every job entails some sort of burden for the individual involved; this burden may take the form of mental or physical strain" (Yusman, 2022).

The moderating influence of job motivation on performance due to workload

Concurrent testing demonstrates that factors related to job motivation can either provide or minimise the impact of variables or workloads on worker productivity. The fact that the p-value of 0.871>0.05 suggests that the moderation variable (work motivation) is significant and that H0 is rejected and HA is approved makes this evident. in order to support the second hypothesis, which states that work motivation acts as a moderating variable and that workload affects employee performance. favourable connections suggest that staff workloads may not have reached an unreasonable level, which would have a favourable impact on worker performance.

Conclusion

The authors conclude that work motivation moderates the relationship between workload and employee performance at PT Patimban International Port of Subang, and that workload has a significant impact on employee performance at PT Patimban Internasional Subang Port based on their prior research and discussions.

As previously mentioned, the authors' advice to the company explains that employees' workloads should be assigned according to their skills and responsibilities. This will raise employee awareness of their work performance and help the company reach its goals. If there are any employees who are not taking their work seriously, they should be disciplined so that they don't make the same mistakes.

In order for employees to become more conscious of their own performance, firms should also individually promote employee motivation. Workers should exercise self-control in adhering to workplace rules so that the business can meet its objectives and reach its full

potential. If any workers fail to meet expectations, they should be disciplined to prevent them from making the same mistakes twice.

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