

## **The Influence of Motivation and Work Experience on Employee Performance at PT. Yamaha Saka Motor in South Tangerang**

**Achmad Rozi<sup>1</sup>, Denok Sunarsi<sup>2</sup>**

<sup>1</sup> Sekolah Tinggi Ilmu Ekonomi Prima Graha Serang-Banten

<sup>2</sup> Universitas Pamulang

E-mail: [enggus.ahmad@gmail.com](mailto:enggus.ahmad@gmail.com)

### **ABSTRACT**

This study aims to determine the effect of motivation and work experience on employee performance at PT. Yamaha Saka Motor in South Tangerang. The method used was explanatory research with a sample of 43 respondents. The analysis technique uses statistical analysis with regression testing, correlation, determination, and hypothesis testing. The results of this study motivation significantly influence employee performance by 47.6%, the hypothesis test obtained significance  $0,000 < 0,05$ . Work experience has a significant effect on employee performance by 36.4%, hypothesis testing obtained significance  $0,000 < 0,05$ . Motivation and work experience simultaneously have a significant effect on employee performance by 57.6%, hypothesis testing obtained significance of  $0,000 < 0,05$ .

Key words: Motivation, work experience, employee performance.

### **INTRODUCTION**

In a company's operating system, human resource potential is essentially one of the capital and plays the most important role in achieving company goals (Hasibuan, 2011; Mangkunegara, 2003; Niswaty, AM, Saleh, Baharuddin, & Arhas, 2019; Siagian, 2015). Therefore, companies need to manage human resources as well as possible. Because the key to the success of a company is not only on technological excellence and the availability of funds, but the human factor is also included in it (Edison, Anwar, & Komariyah, 2016; Samsuni, 2017; Sedarmayanti, 2017).

Through careful human resource planning, the performance of the existing workforce can be improved (Handoko, 2014; Marwansyah, 2010; Wirawan, 2015; Yani, 2011). This can be realized through adjustments. Such as increased work experience, experience, and good work motivation. So that each employee can provide maximum performance for the company or organization.

Work experience supported by employee motivation can support a company's success in achieving its goals (Muryani, Paramita, & Fathoni, 2016; Rofi, 2012; Santi, 2013; Supatmi, Nimran, & Utami, 2018). These factors will provide an impetus for improving performance which will affect the company's progress. Therefore the development of Human Resources is increasingly important. This is because the company wants good results and benefits and can follow the changes and developments that occur in facing tighter competition.

Work experience and motivation are things that play an important role in increasing work effectiveness (Busro, 2019; Fitriyanto, 2005; Lukito, Haryono, & Warso, 2016; Priansa, 2017) Because people who have work experience and high work motivation will try their best so that their work can succeed as well as possible, and will form their own performance and of course will improve work performance (Moekijat, 2008).

In an effort to improve performance, PT. Yamaha Saka Motor as one of the Yamaha motorcycle distributors who also provide after-sales service has established several efforts aimed at providing experience to employees in the service division and other divisions where such experience will be useful in carrying out their duties and responsibilities. These facilities include work clothes, food security, recreation, places of worship, holiday allowances, salaries, bonuses, overtime pay and so on. All this is given by the company so that all employees who work in it are truly guaranteed and can create a good work experience to achieve a good level of performance. The level of education and work experience takes precedence. Especially for the mechanical part (service) Preferred with automotive vocational graduates for basic mechanics and D3 for Advance mechanics. Work experience is pursued by prioritizing vocational and D3 graduates who are specialized so that the company can provide the best service for loyal Yamaha motorcycle customers in South Tangerang by providing the best service through reliable engineering that has experience in the automotive world.

## **METHOD**

The type of research used is associative, where the aim is to find out the relationship between variables. The population in this study amounted to 43 respondents PT. Yamaha Saka Motor in South Tangerang The sampling technique in this study is saturated sampling, where all members of the population are sampled. Thus the sample in this study amounted to 43 respondents. In analyzing the data used the instrument test, classical assumption test, regression, coefficient of determination and hypothesis testing.

## **RESULT AND DISCUSSION**

PT. Yamaha Saka Motor puts forward the motivation of the company by applying general rules for all employees and also special rules for mechanics. The regulation is given to be motivated by paying attention to company standards and company culture developed by the methods formulated by company management.

### **Descriptive Analysis**

This test used to determine the highest minimum and maximum scores, rating scores and standard deviations of each variable. The results are as follows:

Table 1.  
Descriptive Statistics Analysis Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
tivation (X1)	43	33	48	38.40	4.392
Work Experience (X2)	43	31	48	38.00	4.129
Employee Performance (Y)	43	32	47	39.30	3.796
Valid N (listwise)	43				

Motivation obtained a minimum variance of 33 and a maximum variance of 48 with a rating score of 3.84 with a standard deviation of 4.392. Work experience obtained a minimum variance of 31 and a maximum variance of 48 with a rating score of 3.80 with a standard deviation of 4.129. Employee performance obtained a minimum variance of 32 and a maximum variance of 47 with a rating score of 3.93 with a standard deviation of 3.796.

### Multiple Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2.  
Multiple Regression Testing Results

Model	Coefficients <sup>a</sup>				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9.469	4.114		2.302	.027
Motivation (X1)	.451	.101	.521	4.474	.000
Work Experience (X2)	.330	.107	.359	3.078	.004

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the above table, the regression equation  $Y = 9.469 + 0.461X1 + 0.330X2$  is obtained. A constant of 9,469 means that if there is no motivation and work experience, then there is an employee performance value of 9,469 points. The motivational regression coefficient of 0.461, this number is positive meaning that every time there is an increase in motivation of 0.461, the employee's performance will also increase by 0.461 points. The regression coefficient of work experience of 0.330, this number is positive, meaning that every time there is an increase in the work experience of 0.330, employee performance will also increase by 0.330 points.

### Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the degree of relationship strength of the independent variables on the dependent variable either partially or simultaneously. The test results are as follows:

Table 3.  
 Motivation Correlation Coefficient Test Results on Employee Performance.

		Motivation (X1)	Employee Performance (Y)
Motivation (X1)	Pearson Correlation	1	.690**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.690**	1
	Sig. (2-tailed)	.000	

\*\* . Correlation is significant at the 0.01 level (2-tailed).

b. Listwise N=43

Based on the test results obtained a correlation value of 0.690 means that motivation has a strong relationship with employee performance.

Table 4.  
 Correlation Coefficient Test Results Work experience on employee performance.

		Work Experience (X2)	Employee Performance (Y)
Work Experience (X2)	Pearson Correlation	1	.603**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.603**	1
	Sig. (2-tailed)	.000	

\*\* . Correlation is significant at the 0.01 level (2-tailed).

b. Listwise N=43

Based on the test results obtained a correlation value of 0.603 means that work experience has a strong relationship with employee performance.

Table 5.  
Test Results Correlation Coefficient Motivation and work experience simultaneously on employee performance.

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.759 <sup>a</sup>	.576	.555	2.533

a. Predictors: (Constant), Work Experience (X2), Motivation (X1)

Based on the test results obtained by the correlation value of 0.759 means that motivation and work experience simultaneously have a strong relationship to employee performance.

**Analysis of the Coefficient of Determination**

Analysis of the coefficient of determination is intended to determine the percentage of influence of the independent variable on the dependent variable either partially or simultaneously. The test results are as follows:

Table 6.  
Motivation Determination Test Results for Employee Performance.

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.690 <sup>a</sup>	.476	.463	2.782

a. Predictors: (Constant), Motivation (X1)

Based on the test results obtained a determination value of 0.476 means that motivation has an influence contribution of 47.6% on employee performance.

Table 7.  
Test Results Determination Coefficient Work experience on employee performance.

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.603 <sup>a</sup>	.364	.348	3.064

a. Predictors: (Constant), Work Experience (X2)

Based on the test results obtained a determination value of 0.364 means that work experience has an influence contribution of 36.4% on employee performance.

Table 8.

Determination Coefficient Test Results Motivation and Work Experience on Employee Performance.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.759 <sup>a</sup>	.576	.555	2.533

a. Predictors: (Constant), Work Experience (X2), Motivation (X1)

Based on the test results obtained a determination value of 0.576 means that motivation and work experience simultaneously has an influence contribution of 57.6% on employee performance, while the remaining 42.4% is influenced by other factors.

### Hypotesis Testing

Hypothesis testing with t test is used to find out which partial hypotheses are accepted.

Table 9.

Motivation Hypothesis Test Results on Employee Performance.

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16.422	3.776		4.349	.000
	Motivation (X1)	.596	.098	.690	6.097	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the above table, the value of  $t_{count} > t_{table}$  or  $(6.097 > 2.020)$  is obtained, thus the first hypothesis proposed that there is a significant influence between motivation on employee performance is accepted.

Table 10.

Hypothesis Test Results Work experience on employee performance.

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.232	4.376		4.166	.000
	Work Experience (X2)	.554	.115	.603	4.842	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of  $t_{count} > t_{table}$  or  $(4,842 > 2,020)$  is obtained, thus the second hypothesis is proposed that there is a significant influence between work experience on employee performance received.

Hypothesis testing with the F-test is used to find out which simultaneous hypotheses are accepted.

Table 11.

Hypothesis Test Results Motivation and Work Experience on Employee Performance.

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	348.512	2	174.256	27.168	.000 <sup>b</sup>
	Residual	256.558	40	6.414		
	Total	605.070	42			

a. Dependent Variable: Kinerja Karyawan (Y)

b. Predictors: (Constant), Pengalaman Kerja (X2), Motivasi (X1)

Based on the test results in the above table, the calculated  $F_{count} > F_{table}$  or  $(27.168 > 2.840)$ , thus the third hypothesis proposed that there is a significant influence between motivation and work experience on employee performance is received.

## CONCLUSION

Based on the results of the study found that motivation has a significant effect on employee performance with a contribution of 47.6%. Hypothesis testing obtained  $t_{count} > t_{table}$  or  $(6.097 > 2.020)$ . Work experience has a significant effect on employee performance with an influence contribution of 36.4%. Hypothesis testing obtained  $t_{count} > t_{table}$  or  $(4,842 > 2,020)$ . Motivation and work experience have a significant effect on employee performance with a contribution of 57.6% while the remaining 42.4% is influenced by other factors. Hypothesis testing obtained F value  $> F$  table or  $(27.168 > 2.840)$ .

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