



The Influence of Work Motivation on Job Performance at the Technical Implementation Unit of Bangun Purba Regional General Hospital

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Abstract

Employee performance has a significant impact on both individual achievement and the overall success of the organization. Motivation is closely related to goal-directed behavior. Employees who consistently perform routine tasks may experience boredom, eventually leading to decreased productivity and performance. At UPT RSUD Bangun Purba, issues such as uneven workload distribution and a lack of initiative among employees have been observed. Additionally, varying levels of employee understanding often lead to miscommunication regarding assigned tasks. This study aims to determine the influence of work motivation on employee performance at UPT RSUD Bangun Purba. This quantitative research was conducted at UPT RSUD Bangun Purba. The population consists of all employees, with a total sample of 30 using total sampling. The study uses both primary and secondary data sourced internally and externally. Data were collected through observation and questionnaires, and analyzed using validity and reliability tests, simple linear regression, partial tests, and the coefficient of determination, with the help of SPSS version 22. The results show that female respondents outnumber male respondents, most are aged 30–41 years, and the majority hold a bachelor's degree. The analysis meets normality assumptions and shows no heteroscedasticity. The hypothesis test shows that work motivation has a positive and significant effect on employee performance with a t-value of 4.226 > 2.05183 and significance of 0.000 ($p < 0.05$). The coefficient of determination test shows an R Square value of 48.9%, meaning that work motivation accounts for 48.9% of performance outcomes, while the remaining 51.1% is influenced by other undetected factors.

Keywords: Influence; Work Motivation; Work Performance; Hospital.

Pengaruh Motivasi Kerja terhadap Prestasi Kerja pada Unit Pelaksana Teknis Rumah Sakit Umum Daerah Bangun Purba

Abstrak

Kinerja karyawan memiliki dampak yang signifikan terhadap pencapaian individu dan keberhasilan organisasi secara keseluruhan. Motivasi berkaitan erat dengan perilaku yang diarahkan pada tujuan. Karyawan yang secara konsisten melakukan tugas rutin dapat mengalami kebosanan, yang pada akhirnya menyebabkan penurunan produktivitas dan kinerja. Di UPT RSUD Bangun Purba, masalah seperti distribusi beban kerja yang tidak merata dan kurangnya inisiatif di antara karyawan telah diamati. Selain itu, berbagai tingkat pemahaman karyawan sering menyebabkan miskomunikasi mengenai tugas yang diberikan. Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja terhadap kinerja karyawan di UPT RSUD Bangun Purba. Penelitian kuantitatif ini dilakukan di UPT RSUD Bangun Purba. Populasi terdiri dari semua karyawan, dengan jumlah sampel 30 menggunakan total sampling. Penelitian ini menggunakan data primer dan sekunder yang bersumber dari internal dan eksternal.



Data dikumpulkan melalui observasi dan kuesioner, dan dianalisis menggunakan uji validitas dan reliabilitas, regresi linier sederhana, uji parsial, dan koefisien determinasi, dengan bantuan SPSS versi 22. Hasil penelitian menunjukkan bahwa responden perempuan lebih banyak daripada responden laki-laki, sebagian besar berusia 30–41 tahun, dan mayoritas berpendidikan sarjana. Analisis memenuhi asumsi normalitas dan tidak menunjukkan heteroskedastisitas. Uji hipotesis menunjukkan bahwa motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai t sebesar $4,226 > 2,05183$ dan signifikansi sebesar $0,000$ ($p < 0,05$). Uji koefisien determinasi menunjukkan nilai R Square sebesar $48,9\%$, artinya motivasi kerja menyumbang $48,9\%$ terhadap capaian kinerja, sedangkan sisanya sebesar $51,1\%$ dipengaruhi oleh faktor lain yang tidak terdeteksi.

Kata Kunci: Pengaruh; Motivasi Kerja; Prestasi Kerja; Rumah Sakit.

INTRODUCTION

In today's competitive environment, organizations must stand out among competitors. Employee motivation plays a critical role in improving work spirit, job satisfaction, productivity, discipline, and overall work performance. High-performing employees benefit both themselves and the organization. However, excellent performance cannot be achieved without high motivation and confidence, which are often driven by workplace satisfaction. Routine tasks can lead to boredom and reduce productivity.

A previous study by Heriyanti et al. [1] found that work motivation significantly influences job performance among civil servants in Samarinda, with a correlation coefficient (R) of 0.657 and R square of 43.2%.

At UPT RSUD Bangun Purba, issues include unequal workloads, ineffective use of working hours, frequent overtime, lack of punctuality, and miscommunication due to varying comprehension levels. These issues inspired the current research titled "The Influence of Work Motivation on Job Performance at UPT RSUD Bangun Purba."

Based on the background, the problem can be formulated as: How does work motivation influence job performance at UPT RSUD Bangun Purba?

The study focuses solely on examining the influence of work motivation on job performance at UPT RSUD Bangun Purba. To determine the influence of work motivation on job performance at UPT RSUD Bangun Purba. This study is expected to enrich knowledge in management and serve as a reference for future researchers regarding the impact of work motivation on job performance.

Literature Review

According to the Indonesian Dictionary, work motivation refers to something that drives enthusiasm or excitement in working, serving as an inspiration for work energy.

Ardasanti [2] describes motivation as the inspiration behind employee performance. Dukdoyo et al. [3] define work motivation as the driving force that encourages employees to work enthusiastically. Arif [4] explains it as the main drive behind one's willingness to collaborate. Afandi [5] considers motivation an internal human energy that drives exceptional work results.

Hasibuan, as cited by Heriyanti et al. [1], emphasizes that the goal of motivation is to enhance work performance. If employees do not perform well, managers must address underlying issues.

Job performance is generally the result of work quality and quantity. Ardasanti [2] notes that job performance is measurable action. Arif [4] adds that it reflects employees' quality and quantity in fulfilling responsibilities.

RESEARCH METHODOLOGY

Population and Sample

According to Sugiyono [11], population refers to all subjects or objects of study. The population in this study includes all 30 employees of UPT RSUD Bangun Purba. A saturated sampling method was used, meaning all members of the population were included.

Operational Definition

This study uses two variables: independent (work motivation) and dependent (job performance). Work motivation is the independent variable affecting job performance.

Age Group Respondents Percentage

20–30 years	9	30.0%
31–40 years	14	46.7%
41–50 years	7	23.3%
Total	30	100%

Data Analysis Method

This quantitative study relies on positivist philosophy, using questionnaires to collect data. Data were analyzed using SPSS and statistical tests including validity, reliability, linear regression, and partial tests.

RESULTS AND DISCUSSION

Research Results

Data from 30 employees were gathered via questionnaires:

Gender Distribution

Gender Respondents Percentage

Male	13	43.3%
Female	17	56.7%

Education Level

Education Level Respondents Percentage

Diploma	8	26.7%
Bachelor's	17	56.7%
Master's	5	16.7%

Work Experience

Years of Service Respondents Percentage

< 1 year	2	6.67%
1–2 years	6	20.0%
3–4 years	12	40.0%
> 4 years	10	33.3%

Discussion

The partial test (t-test) shows that work motivation significantly affects job performance ($t = 4.226 > t\text{-table } 2.05183$; $p < 0.05$). The coefficient of determination (R^2) is 0.489, meaning motivation accounts for 48.9% of job performance variance.

Most respondents are females aged 31–40 with bachelor's degrees. The highest agreement (60%) was on the statement: "My supervisor praises me when I complete work on time." Meanwhile, the lowest agreement (13.3%) was on: "I am enthusiastic because my profession serves the public," indicating a gap in professional awareness.

Another high response (70%) was on: "I always set targets in my work," showing goal-oriented behavior. However, low scores were observed for statements like "I take initiative to help coworkers" and "I complete all tasks assigned by superiors," both at 13.3%, indicating a need for better collaboration and capacity-based task delegation.

CONCLUSION AND RECOMENDASION

Conclusion

Work motivation positively and significantly influences job performance at UPT RSUD Bangun Purba ($t = 4.226 > 2.05183$; $p = 0.000$), with an R^2 value of 0.489 (48.9%), while the remaining 51.1% is influenced by external factors not covered in this study.

Recommendations

Employees should continuously maintain and improve their motivation to achieve better performance. Management at UPT RSUD Bangun Purba is advised to provide regular motivation programs to enhance employee productivity and organizational outcomes.

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