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The Influence of Motivation and Work Facilities on Organizational Commitment and its Impact on the Employee Performance at Dinas Perindustrian dan Perdagangan Provinsi Jambi

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Abstract: The purpose of this research is to describe the motivation, work facilities, organizational commitment and performance of employee at Dinas Peindustrian dan Perdagangan Provinsi Jambi. Then for analyze the influence of motivation and work facilities on organizational commitment, analyze the influence of organizational culture and style leadership of motivation and work facilities on employee performance , then analyze effect of organizational commitment on the performance of employees, then analyze the influence of motivation and work facilities through organizational commitment to employee performance. This research is a research using descriptive and verification research methods, namely a method in examining a group of people, an object, situation and condition of a system of thought with the aim of making a description, a systematic picture according to the facts being investigated. The verification research aims to test hypothesis about the influence of the variables of this study. The analytical tools used in this study were track analysis and samples used by census method involving 96 employees. Data were analyzed using SPSS.22. The results of the research show that motivation in high conditions, work facilities in good condition, organizational commitment and employee performance also high , that motivation and , work facilities simulataneously or partial positive and significant effect on Organizational commitment, motivation and work facilities simultaneously and partially have a positive and significant effect on performance employee, and organizational commitment has a positive and significant effect on performance employee at Dinas Peirindustrian dan Perdagangan Provinsi Jambi.

Keywords: Motivation, Work facilities, Organizational Commitment Employee Performance.

INTRODUCTION

Dinas Perindustrian dan Perdagangan Provinsi Jambi has an obligation to improve the quality of employees in the form of training to improve skills, work motivation, adequate work facilities in order to increase maximum results . Providing motivation to employees is one of the efforts to improve employee performance, because people who have high work motivation will try their best so that their work can succeed as well as possible (Rivai, 2018).

Employee motivation and performance are two interconnected elements . The two require each other and cannot be separated from the other . Employee performance will be low if they do not have the motivation to carry out the job. Conversely, if the employee has high motivation to carry out the job , in general , the employee's performance level will be high additional (Hasibuan, 2019).

Work facilities also affect employee performance. If the work facilities are complete and good , it is expected to affect the performance of employees. The better the work facilities used , the better the program that is run so as to increase productivity (Griffin, 2014) . The work facilities used by employees to complete tasks at the Jambi Provincial Trade and Industry Office are quite good, from the number of work facilities and the comparison of good and damaged work facilities there are differences that quite significant. So that the existence of adequate work facilities can encourage employees to be able to complete their tasks as expected and the time that has been determined.

Employees who have a high commitment to the organization can show positive habits to devote more effort to work and plan to stay longer in the organization. Organizations that are able to survive in the midst of very tight competitive conditions like today are organizations that must be able to select and place the right people in the right place and at the right time. Strong organizational commitment encourages individuals to strive to achieve organizational goals. High organizational commitment will increase high employee performance (Griffin, 2014).

Employee performance is an important factor in the success of an organization. If employee performance is good, it is expected that the performance of organizational employees will also be good . To achieve what is determined by employee performance standards in carrying out a job, employees must exert all their energy, mind, skills, knowledge and time (Hasibuan, 2019).

METHOD

This research is designed to answer the problem formulation and objectives that can be achieved as well as hypothesis testing. The survey method is used as a research method by compiling questionnaires to respondents (employees) who answer statements about the impact of motivation, work facilities, organizational commitment and employee performance at Dinas Perindustrian dan Perdagangan Provinsi Jambi. The degree of explanation of this research is a descriptive and verification research. The analytical tool used in this research is path analysis involving 96 people using the census method.. SPSS.22 analysis and path structure or path diagrams were used for data analysis. Path analysis allows researchers to analyze more complex models than is possible with multiple linear regression. Path analysis can also be used to determine direct and indirect relationships, including through intermediate variables. Path analysis presents causal relationships between variables in the form of images for easy reading. This description aims to explain the relationships that exist with both dependent and independent variables, or other relationships with intermediate variables. In contrast to the regression data analysis which only has a direct effect. Path analysis is able to analyze information about the indirect relationship between variables. Due to the limitations of multiple linear regression analysis, this path analysis can include everything needed for data analysis purposes based on values which are then compared with the level of

significance. In this research, motivation and work facilities are independent variables, organizational commitment is an intermediate variable, and employee performance is a dependent variable. After the data were analyzed by path analysis, then tested the hypothesis using the partial t-test and F-test simultaneously. But before testing the hypothesis, the questionnaire was first tested with validity and reliability tests.

RESULTS AND DISCUSSION

a. Analysis Track Structure 1

Picture equalitystructure 1 as follows:

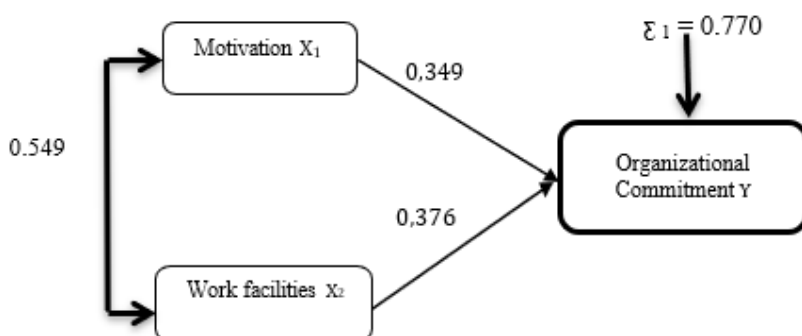


Figure 1. Analysis Results Track Structural I

Based on the calculation results for structure 1, the correlation between X_1 and X_2 is 0.549, P_{yx_1} is 0.349 and P_{yx_2} is 0.376 and after the calculation is carried out, a summary of the direct and indirect effects of Motivation and work facilities on organizational commitment is presented.

Table 1. Recapitulation of the Direct and Indirect Influence of Motivation and Work Facilities on Organizational Commitment

Variable	Direct	Indirect		Sub Total	Total
		X_1	X_2		
Motivation (X_1)	12,18%		7,20%	7,20	19,38%
Work Facilities (X_2)	14,14%	7,20%		7,20	21,34%
Influence X_1, X_2					40,72%
Influence of other factors					59,28%

Source: data processed for research purposes (2023)

From the calculations above, it can be concluded that the direct influence of motivation on organizational commitment is 12,18% and work facilities is 14,14%, while the indirect influence of both variables is 7,20%, so the total direct and indirect influence of motivation is 19,38. % and work facilities on organizational commitment is 21,34%, where this figure explains that motivation and work facilities have a direct effect of 40,72% on organizational commitment while 59,28% are influenced by factors that are not included in this model.

Table 2. Coefficient Determination Motivation and Work Facilities To Organizational Commitment

Model	R	R Square	Adjusted R Square	Std.Error of the Estimate
1	,638 ^a	,407	,394	,388342

a. Predictors: (Constant), X_2 . Work Facilities, X_1 . Motivation

From table 2 it can be seen that the R-squared value is 0.407, indicating that the magnitude of the role and contribution of motivation and work facilities variables can explain 40,7% of organizational commitment variables, while the remaining 59,3% is explained by other variables not included in this Structural Model.

b. Structure Path Analysis 2

Picture equalitystructure 2 as follows:

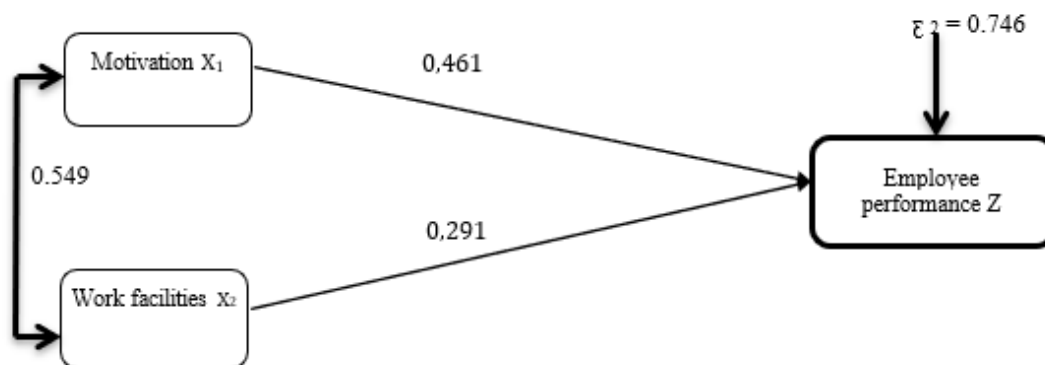


Figure 2. Analysis Results Track Structural II

Based on the calculation results for structure II, the correlation between X₁ and X₂ is 0.549, Pzx₁ is 0.461 and pzx₂ is 0.291 and after the calculation is carried out, a summary of the direct and indirect effects of motivation and work facilities on employee performance is presented.

Table 3. Recapitulation of Direct and Indirect Influence of Motivation and Work Facilities to Employee Performance

Variable	Direct	Indirect		Sub Total	Total
		X ₁	X ₂		
Motivation (X ₁)	21,25%		7,36%	7,36	28,61%
Work Facilities (X ₂)	8,47%	7,36%		7,36	15,83%
Influence X₁, X₂					44,44%
Influence of other factors					55,56%

Source: data processed for research purposes (2023)

From the calculation above it can be concluded that the direct effect of motivation on employee performance is 21,25% and work facilities is 8,47%, while the indirect effect of the two variables is 7.362%, so that the total direct and indirect influence of mottivation is 28,61 . % . and work facilities on employee performance is 15,83%, where this figure explains that motivation and work facilities have a direct effect of 44,44% on employee performance while 55,56% are influenced by factors not included in this model.

Table 4. Coefficient Determination Motivation and Work Facilities on Employee Performance

Model	R	R Square	Adjusted R Square	Std.Error of the Estimate
1	,638 ^a	,407	,394	,388342

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

Table 4 shows an R-squared value of 0.444, indicating that the extent to which the role and contribution of motivation and work facilities variables can explain 44.4% of employee performance variables and the remaining 55,6 % is explained by other variables that are not included.

c. Analysis Track Structure 3

Picture equality structure 3 as follows:



Figure 3. Results Analysis Track Structural III

Based on the calculation results for structure 3, the Pzy value is 0.865.

Table 5. Coefficient Determination Organization Commitment To Employee Performance

Model	R	R Square	Adjusted R Square	Std.Error of the Estimate
1	,638 ^a	,407	,394	,388342

a. Predictors: (Constant), Y. Organization Commitment

From table 5 it can be seen that R-squared value of 0.749, indicating that magnitude role And contribution variable Organization Commitment is possible explaining 74,9% of the variables performance employee And the remaining 25,1% is explained by other variables that are not.

d. Analysis Structure Path 4

Picture equality structure 4 as follows:

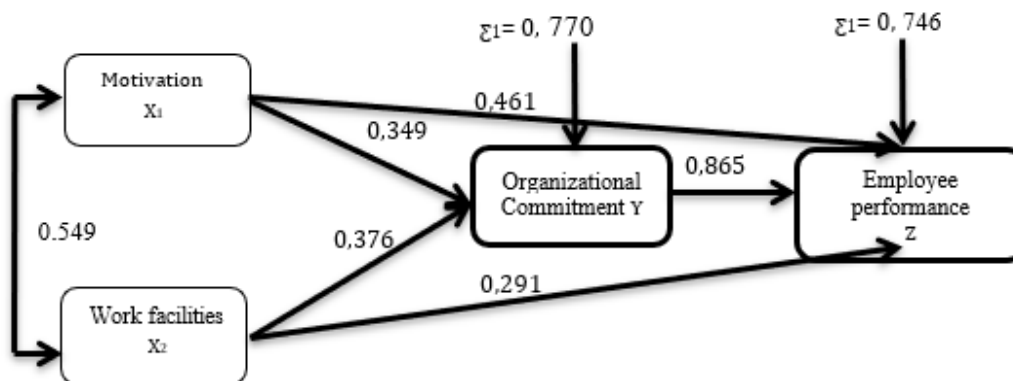


Figure 4. Results Analysis Track Structural IV

Based on the results of the calculations above, it can be concluded that motivation towards employee performance through organizational commitment has a direct influence of 21,25%, and an indirect influence of 13,92%, and the total The influence is 35,17%. This figure explains that there is a direct influence between motivation through organizational commitment on employee performance is greater, namely 21,25 %, greater than the indirect influence, namely 13,92% to performance employees, meaning that organizational culture directly has a significant effect on employee performance. And for the calculation results of the direct influence of work facilities on performance employees through organizational commitment are as big as 8,47%, And indirect influence is 9,46% And total influence 17,93 %, where the total number of influences the explain that the indirect effect of work facilities on employee performance is far greater than the direct effect, meaning that work facilities

directly has a significant effect on employee performance . From the calculation above it can be concluded that the direct effect of motivation and work facilities through organizational commitment is 35,17%, the indirect effect is 17,93%, the overall effect is 53,1%. Thus, motivation and work facilities variables influence employee performance through organizational commitment.

Motivation as a process that determines the intensity, direction and perseverance of an individual in his efforts to achieve goals. Motivation as a motive for giving, the occurrence of motives or things that cause motivation, or circumstances that cause motivation. Everyone needs motivation to work. The existence of motivation leads to morality because motivation is a person's drive to do something. With different needs, each individual's behavior to achieve goals has different motivations, Robbins *in* Kurniaty (2021). The results showed that high motivation can increase the organizational commitment of employees and good work facilities also support them in carrying out their main duties and functions.

Motivation can be interpreted as a motivating factor that originates from within a person and influences one's actions. Thus, organizational commitment affects employee performance. Hasibuan (2019) found that motivation is the driving force that awakens enthusiasm in a person to work together, work effectively, and integrate in all his efforts to achieve goals. Maslow said *in* Mangkunegara (2014) that motivation is a state of mind that drives a person to achieve peak performance. Motivation is a factor that affects employee morale and enthusiasm to actively participate in the work process so as to lead to more optimal work results.

Based on research findings that work facilities have a direct effect on employee performance without having to go through organizational commitment, to improve the performance of an employee can improve or complete the gap in existing work facilities without having to go through organizational commitment first. To support the activities of employees, fulfill work facilities, then automatically these activities have a direct impact on employee performance. The existence of work facilities provided by the organization is very supportive of employees at work. Meanwhile, Djoyowirono and Munawirsyah *in* Kurniaty (2021) stated that work facilities are a necessary tool to drive management activities *in* order to achieve organizational goals. Work facilities are factors that cannot be separated from the world of work and are vital for employees to complete their tasks. With the availability of facilities in the form of complete work support facilities and infrastructure, employees will be encouraged to improve their performance.

e. Simultaneous and Partial Tests

Table 6. Results Test kindly Simultaneous Motivation and Work Facilities Against Organizational Commitment

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.635	2	4,818	31,945	,000 ^b
	Residual	14.025	93	,151		
	Total	23.661	95			

a. Dependent Variable: Y. Organizational Commitment

b. Predictors: (Constant), X2 Work Facilities, X1. Motivation

From the Anova test shown in Table 4.6 the calculated $F_{value} > F_{table}$ $31,945 > 3,09$ with a significance of 0,000 then < 0.05 ($0.000 < 0,05$) it can be concluded that the null hypothesis

(H0) is rejected and the alternative hypothesis (Ha) accepted, meaning there is a significant influence between Motivation and Work Facilities on Organizational Commitment

Table 7. Results Test kindly Partial Motivation and Work Facilities Against Organizational Commitment Coefficients ^a

Model	Unstandardized Coefficients		t	Sig
	B	Std.Error		
(Constant)	,738	,393	1,876	,064
1 X1. Motivtion	,336	,092	3,649	,000
X2. Work Facilities	,340	,086	3,940	,000

a. Dependent Variable: Y. Organizational Commitment

Based on table 7 above, the t calculated number for the motivation is 3,649, because the t calculated value is 3,649 > 1,98580 and the significance test is 0.000, which shows number level significance Far more < 0,05 (0,000 < 0,05) so that Ho is rejected and Ha is accepted, which means there is a significant influence of motivation on Organizational Commitment, and the calculated t number for the Work Facilities variable is 8.430, because the t calculated value is 3,940 > 1,98580 and the significance test is 3,940. 0,000, which shows number level significance Far more < 0,05 (0,000 < 0,05) so Ho is rejected and Ha is accepted, which means there is a significant influence of Work Facilities on Organizational Commitment.

Table 8. Results Test kindly Simultaneous Motivation and Work Facilities Style To Employee Performance ANOVA ^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	10,905	2	5,453	37,065	.000 ^b
Residual	13,681	93	,147		
Total	24,586	95			

a. Dependent Variable: Z. Performance employee

b. Predictors: (Constant), X2 Work Facilities, X1. Motivation

Based on the Anova test shown in Table 8 the calculated $F_{value} > F_{table}$ 37,065 > 3.09 with a significance of 0,000 then < 0,05 (0,000 < 0,05) it can be concluded that the null hypothesis (H0) is rejected and the alternative hypothesis (Ha) accepted, meaning that there is a significant influence between Motivation and Work Facilities on employee performance.

Table 9. Results Test kindly Partial Motivation and Work Facilities To Employee Performance Coefficients ^a

Model	Unstandardized Coefficients		t	Sig
	B	Std.Error		
(Constant)	,482	3,88	1,240	,218
1 X1. Motivation	,452	,091	4,978	,000
X2. Work Facilities	,267	,085	3,139	,002

a. Dependent Variable: Z. Employee Performance

Based on table 9 above, the t count of the motivation variable is 4,978, because the tcount is 4,978 > 1,98580 and the significance test is 0,000, which shows number level significance Far more < 0,05 (0,000 < 0,05) so that Ho is rejected and Ha is accepted, which

means that there is a significant influence of work facilities on employee performance, and the t count of the leadership style variable is 3,139, because the tcount is $3,139 > 1,98580$ and the significance test is 0,002, which shows number level significance Far more $< 0,05$ ($0,002 < 0,05$) so H_0 is rejected and H_a is accepted, which means there is a significant influence of work facilities on employee performance.

Table 10. Results Test kindly Partial Organizational Commitment Against Employee Performance

Model	Unstandardized Coefficients ^a		t	Sig
	B	Std. Error		
(Constant)	,417	,204	2,043	,044
1 Y. Organizational Commitment	,882	,053	16,736	,000

a. Dependent Variable: Z. Employee Performance

In Table 10 above, the calculated t value for the Organizational Commitment variable is 16,736 because the calculated t value is $16,736 > 1,98552$ and the significant value is 0,000 because the significance level is $< 0,05$ ($0,000 < 0,05$), then H_0 is rejected and H_a is accepted, meaning that Organizational Commitment has a significant effect on employee performance.

CONCLUSION

1. Based on descriptive analysis, for the variables Motivation in high conditions, work facilities in good condition, Organizational Commitment and employee performance are in high characteristics in the Dinas Perindustrian dan Perdagangan Provinsi Jambi.
2. Motivation and work facilities simultaneously and partially have a positive and significant effect on the organization's commitment to the Dinas Perindustrian dan Perdagangan Provinsi Jambi.
3. Motivation and work facilities simultaneously and partially have a positive and significant effect on employee performance at the Dinas Perindustrian dan Perdagangan Provinsi Jambi.
4. Partial organizational commitment has a positive and significant effect on employee performance at the Dinas Perindustrian dan Perdagangan Provinsi Jambi.
5. The direct influence of motivational variables through organizational commitment to employee performance is 35.17%, the influence is not directly 17.93 and the total influence is 53.1% while 46.9 % is influenced by other variables.

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