The Influence of Motivation on Employee Performance at Mukhbis Jaya Konveksi in Rancamalang Bandung District

Niu Haitao
Lecturer of Fujian Normal University, Fuzhou, China, email: haitaoniu@gmail.com

Corresponding Author: haitaoniu@gmail.com

Abstract: This study aims to determine the motivation and performance of employees at Mukhbis Jaya Konveksi in Rancamalang, Bandung Regency and to determine and analyze the effect of motivation on employee performance at Mukhbis Jaya Konveksi in Rancamalang, Bandung Regency. This research uses descriptive and verification methods with a quantitative approach. The data used are primary data and secondary data obtained from observations, interviews, questionnaires and literature studies. The population in this study were all employees at Mukhbis Jaya Konveksi in Rancamalang, Bandung Regency. The sampling technique used is a saturated sample technique where all populations are sampled. Data analysis using simple linear regression analysis using the SPSS (*Statistical Program for Social Science*) application. The results showed that motivation has a positive and significant effect on employee performance, but has a low level of relationship between motivation and employee performance at Mukhbis Jaya Konveksi in Rancamalang, Bandung Regency and a small coefficient of determination. Meanwhile, the remaining coefficient of determination is from other variables not examined in this study.

Keywords: Motivation, Employee Performance, Convection

INTRODUCTION

Organization is the structural framework within which the work of many individuals is carried on for the realization of a common purpose. Jhon D. Millet in (Goraph, 2020: 3). Meanwhile, organizations according to their implementation need to conduct an employee performance assessment. Employee performance is what affects how much they contribute to the organization, including quantity of output, quality of output, output period, attendance at work and cooperative attitude. Employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties according to the responsibilities given to him. Thus, performance is important for the organization as well as from the other employees themselves. Therefore, employee performance will run effectively if supported by discipline and motivation. (Marnisah and Idrus, 2021: 20).

Mangkunegara (2019: 67) says that the factors that influence performance achievement are ability factors (ability) and motivation factors (motivation). Motivation is inseparable from management, because motivation is an organic function of management. Motivation is a desire,

desire, and driving force in humans, motivation is related to psychological factors humans that reflect the attitudes, needs, and satisfaction that occur in humans, while the driving force from outside a person is generated by the leader. (Marnisah and Idrus, 2021: 27) Mukhbis Jaya Konveksi is a business engaged in the production of clothing, namely sweaters, and custom products such as school uniforms, Muslim clothes, and others. In addition, Mukhbis Jaya Convection produces knitted towels. Based on initial observations, researchers found interesting problems to raise, namely related to employee performance at Mukhbis Jaya Konveksi, which is suspected to be not optimal due to low motivation to work optimally and keep up with the times. Regarding this, the Business Owner of Mukhbis Jaya Konveksi, Mr. H. Heri Hermawan, stated that the suboptimal performance of employees at Mukhbis Jaya Konveksi was due to the mindset of working to achieve their own goals not to achieve organizational goals together and the lack of motivation to always attend work and improve performance to the maximum. One of them, the performance of sales employees has not been optimal to achieve targets, especially during a pandemic that requires switching to an online sales system. Also in the production department, sometimes it is difficult to sew products to order because of different designs and sometimes employees cannot finish work on time. (interview, Sunday, October 22, 2023, 13.28 WIB).

Based on the problems that occur at Mukhbis Jaya Konveksi, namely there is employee performance that is not optimal. This, among others, can be seen from Table 1. Absence of Mukhbis Jaya Konveksi Employees in the last 4 months (June-September 2023) and Table 1.2 Average Realization of Production for the January-September Period, as follows:

Table 1. Employee Attendance Mukhbis Jaya Konveksi

Month	Number of Employees	Working Day	Attendance		
			Pain	Permissions	Without Description
June	34	21	1	2	3
July	34	26	-	3	5
August	34	26	2	-	4
September	34	26	2	-	7

Source: Mukhbis Jaya Konveksi Data, 2023

From the data in Table 1, it shows that without information has increased from June-July, namely 3 people to 5 people and in August-September, namely 4 people to 7 people. This shows that there are still employees who are not present during the working day, which is one of the causes of employee performance not being optimal, which is indicated because of the lack of employee motivation.

METHOD

The research methods used in this research are descriptive methods and verification methods. Based on the source of the data in this study can be divided into two, namely primary data and secondary data. In this study, the population is all employees of Mukhbis Jaya Konveksi in as many as 34 employees. The sample taken in this study was 100% of the total population in Mukhbis Jaya Convection in Rancamalang, Bandung Regency, namely 34 respondents. The sampling technique used in this study is one of the techniques of non probability sampling, namely the saturated sample technique which is a sampling technique used when all members of the population are used as samples.

Hypothesis testing carried out in this study aims to determine whether or not the temporary conjecture / hypothesis of the research that has been made by the researcher before carrying out the research process is accepted. Hypotheses are generally tested simultaneously or as a whole and partially or as a whole and partially or one by one. In this validity test process,

researchers conducted tests using the *Pearson Product Moment* validity test which was processed using SPSS version 26.0 for Windows. In this study, with 34 respondents, the researchers conducted a reliability test using the Cronbach Alpha method which was processed using SPSS version 26.0 for Windows. The basis for making decisions in this test is to refer to the theory according to Sugiyono in Nuraeni (2021: 63), that "an instrument is said to be reliable if the Cronbach Alpha value> 0.60". Descriptive Analysis and Simple Linear Regression. This analysis technique will provide an initial description of each variable in the study. Where in the data description, each variable can be seen from the mean, maximum-minimum and standard deviation values.

RESULT AND DISCUSSION
Results
Motivation
According to S. Robbins & Judge in Qomariah (2020: 90) "motivation is a process that explains the intensity, direction and persistence of individuals in order to achieve their goals". Meanwhile, according to Simamora in Qomariah (2020: 91) motivation is "a function of individual expectations that certain efforts will produce a level of performance which in turn will produce the desired reward or result". According to Hasibuan (2019: 143) says that motivation is "providing a driving force that creates a person's work enthusiasm so that they want to work together, work effectively, and be integrated with all their efforts to achieve satisfaction". Maslow in Hasibuan (2019: 152) reveals the concept of motivation "A person behaves / works because of the urge to fulfill various needs". Nawawi in Marnisah & Idrus (2021) defines "motivation is a condition that encourages or causes someone to do an action or activity that takes place consciously". According to Mangkunegara in Marnisah & Idrus (2021), "motivation is an influential condition that arouses, directs and maintains behavior related to the environment".

The indicators used in this study are according to Maslow in Hasibuan (2019: 152), namely: 1) Physiological Needs; 2) Safety and Security Needs; 3) Affiliation or Acceptance Needs or belongingness; 4) Esteem or Status Needs; and 5) Self Actualization.

Employee Performance
Performance is a result of the work achieved by a person in carrying out the tasks assigned to him which are carried out with skill, experience and sincerity and time. The level of achievement or work results of the goals that must be achieved by an employee in performing tasks according to his responsibilities within a certain period of time by assessing the ratio of real work results to quality and quantity standards produced by each employee "(Hasibuan, 2019: 94). According to Mangkunegara in Khaeruman, et al. (2021: 8) "Performance is a term derived from the word Job Performance, performance is work performance or work results (output) both quality and quantity achieved by employees for a period of time (usually per hour) in carrying out work duties in accordance with their responsibilities". Hasmin & Nurung (2021) state that "performance is the output resulting from efforts to manage inputs with all the resources owned with human resources as the dominant input as planners, managers, and ensuring the quality of the output". Meanwhile, according to Putri et al., (2023) "Performance is a record of the production results of a particular job or activity in a certain period of time". According to Marnisah & Idrus (2021) Employee performance is the quality and quantity of work achieved by an employee in carrying out his duties according to the responsibilities given to him.

According to Gomes in Hasmin and Nurung (2021) the dimensions as characteristics of employee performance include the following: 1) Quantity of work, the amount of output that can be produced in a certain period; 2) Quality of work, the fulfillment of set standards for the

output produced; 3) Job knowledge, employee abilities that can be seen from the knowledge and skills possessed; 4) Creativiness, ideas and innovations used to solve problems encountered in the workplace; 5) Cooperation, the ability to work in a team and adapt to organizational policies; 6) Dependability, awareness, and trustworthiness in terms of attendance and completion of work. and completion of work; 7) Initiative, enthusiasm for new tasks and responsibilities; 8) Personal qualities, such as personality, leadership, friendliness, integrity, personality, honesty, politeness, and others.

Validity Test

Table 2. Recapitulation of Instrument Validity Testing Results (N = 34)

Variables	Item No.	rcount	rtabel	Description	Conclusion Test Results
Motivation (Variable X)	X.1	0,534	0,339	rcount > rtable	Valid
	X.2	0,715	0,339	rcount > rtable	Valid
	X.3	0,370	0,339	rcount > rtable	Valid
	X.4	0,705	0,339	rcount > rtable	Valid
	X.5	0,522	0,339	rcount > rtable	Valid
	X.6	0,443	0,339	rcount > rtable	Valid
	X.7	0,749	0,339	rcount > rtable	Valid
	X.8	0,448	0,339	rcount > rtable	Valid
	X.9	0,429	0,339	rcount > rtable	Valid
	X.10	0,396	0,339	rcount > rtable	Valid
Employee Performance (Variable Y)	Y.1	0,552	0,339	rcount > rtable	Valid
	Y.2	0,647	0,339	rcount > rtable	Valid
	Y.3	0,645	0,339	rcount > rtable	Valid
	Y.4	0,586	0,339	rcount > rtable	Valid
	Y.5	0,622	0,339	rcount > rtable	Valid
	Y.6	0,669	0,339	rcount > rtable	Valid
	Y.7	0,476	0,339	rcount > rtable	Valid
	Y.8	0,463	0,339	rcount > rtable	Valid
	Y.9	0,380	0,339	rcount > rtable	Valid
	Y.10	0,412	0,339	rcount > rtable	Valid
	Y.11	0,654	0,339	rcount > rtable	Valid
	Y.12	0,615	0,339	rcount > rtable	Valid
	Y.13	0,554	0,339	rcount > rtable	Valid
	Y.14	0,493	0,339	rcount > rtable	Valid

Source: SPSS Data Processing Results, 2023

Based on table 2, it shows that all questionnaire items used to measure both variables have a Pearson correlation coefficient (validity) which is greater than the value of r_{tabel} (0.339) so it can be concluded that all questionnaire items can be declared to have good validity (valid).

Reliability Test
The following are the results of reliability testing using SPSS version 26.0 used by researchers for each research variable which can be seen in table 3.

Table 3. Results of Reliability Testing of Research Variables (N=34)

No.	Variables	Cronbach's Value Alpha	Test Result Conclusion

| 1 | Motivation (X) | 0,732 | Reliable |
| 2 | Employee Performance (Y) | 0,825 | Reliable |

Source: SPSS Data Processing Results, 2023

Based on the results of the reliability test conducted on all items of the employee motivation and performance variable questionnaire statement in this study, the reliability coefficient (*Cronbach's Alpha*) is greater than 0.6. So it can be concluded that the research instrument in measuring this variable has good reliability (reliable).

Method of Successive Interval (MSI)

The results of the data obtained from the questionnaire in this study are ordinal data, with this successive interval method all the data collected is converted into interval data by changing the cumulative proportion of each category. One of the data that usually uses this is data with a Likert scale. The MSI calculation in this study was processed using the data transformation feature, namely Add-ins Successive Interval in Microsoft Excel. The results of the Method of Successive Interval for each indicator of variable X (motivation) and variable Y (employee performance) in this study can be seen in the appendix.

Normality Test

In the normality test research using the probability plot (P-P Plot) graph and the Kolmogorov Smirnov normality test. The results of data processing using SPSS in the normality test as shown in Figure 1 and Table 4 below:
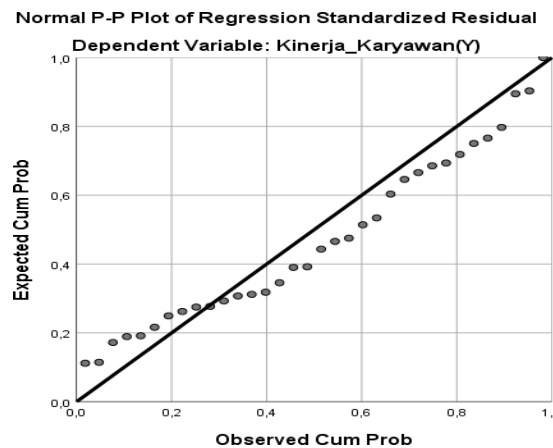

Figure 1. Probability Plot
Source: SPSS Data Processing Results, 2023

Based on Figure 1, the probability plots graph shows that the points or residual data follow the direction of the diagonal line and spread around the line. These results state that the residuals in the regression model in this study are normally distributed. Next, to test the normality of the data to strengthen the results of the probability plots graph test, normality testing can be carried out with the One-Sample Kolmogorov-Smirnov Test.

Table 4. Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		34
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	6,52053092
Most Extreme Differences	Absolute	,113
	Positive	,113

Negative		-,110
Test Statistic		,113
Asymp. Sig. (2-tailed)		,200ᶜ,ᵈ

Test distribution is Normal.
Calculated from data.
Lilliefors Significance Correctio
This is a lower bound of the true significance.

Based on the results of the normality test in table 4, it shows that the significance value or probability number (*Asymp. Sig.* (*2-tailed*)) is 0.200. As the basis for decision making if the significance value> 0.05, then the residual value is normally distributed, while if the significance value <0.05, then the residual value is not normally distributed. So it can be concluded that in the research normality test the residual value is normally distributed because it has a significance value (0.200)> 0.05.

Linearity Test

This linearity test was tested using the *test for linearity* at a significant level of 0.05. Two variables are said to have a linear relationship if the significance (*Sig. deviation from linearity*) > 0.05.

Table 5. Linearity Test

Sum of Squares				df	Mean Square	F	Sig.
Employee performance * motivation	Between Groups	(Combined)	1598,511	32	49,953	59,299	,103
		Linearity	197,074	1	197,074	233,942	,042
		Deviation from Linearity	1401,437	31	45,208	53,665	,108
	Within Groups		,842	1	,842		
	Total		1599,353	33			

Based on the statistical results of SPSS data processing in table 4.9, it shows that the significance value of *deviation from linearity* (0.108)> 0.05, this indicates that significantly the independent variable and the dependent variable in this study have a linear relationship.

Heteroscedasticity Test

This test uses the *glejser* test, namely by regressing the residuals which are maximized as the dependent variable with the independent variables. Based on the *glejser* test using SPSS version 26, the regression model can be seen in table 4.10.

Table 6. Heteroscedasticity Test

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,838	4,164		,682	,500
	Motivation(X)	,075	,181	,073	,417	,680

a. Dependent Variable: Residual

Based on the statistical results of data processing in table 6 of SPSS, it shows that the significant value (*Sig.) of the* motivation variable (X) is 0.68. This states that the significant value of this motivation variable is> 0.05 so it can be concluded that there is no heteroscedasticity problem.

Correlation Coefficient / *Product Moment*

This *product moment* coefficient correlation analysis was carried out to determine the relationship between motivation and employee performance. The following are the results of data processing using SPSS to determine the relationship between the two variables in this study:

Table 7. Product Moment Correlation Coefficient

		Motivation (X)	Employee Performance (Y)
Motivation (X)	Pearson Correlation	1	,350*
	Sig. (2-tailed)		,042
	N	34	34
Employee Performance (Y)	Pearson Correlation	,350*	1
	Sig. (2-tailed)	,042	
	N	34	34
*. Correlation is significant at the 0.05 level (2-tailed).			

Source: SPSS Data Processing Results, 2023

Based on the correlation analysis in table 7, the correlation coefficient (*r*) is 0.35, this means that the correlation between motivation and employee performance in this study has a value of 0.35. Based on the interpretation of the correlation coefficient (Table 4.34), it can be concluded that the relationship between these two variables has a low relationship with a correlation value of 0.35.

Simple Linear Regression

Based on the results of SPSS data processing in this study, a simple linear regression analysis between the motivation variable and the employee performance variable can be seen in table 8 below:

Table 8. Simple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	22,178	5,902		3,758	,001
Motivation (X)	,542	,256	,350	2,116	,042
a. Dependent Variable: Employee Performance (Y)					

Source: SPSS Data Processing Results, 2023

Based on the table above, the equation obtained is as follows: Employee Performance (Y) = 22.178 + 0.542X (Motivation). The constant value of 22.178 means that when motivation (X) is zero (0) or employee performance is not influenced by motivation, the average employee performance is 22.178. Next, the regression coefficient of 0.542 contained in the regression coefficient of the variable free (motivation) illustrates that the direction of the relationship between motivation and employee performance is positive, so that every time there is an increase of 1 unit of motivation, employee performance will also increase by 0.542.

Coefficient of Determination

To determine the magnitude of the motivation variable on employee performance is to use the coefficient of determination. Based on the results of processing SPSS version 26 data for the coefficient of determination between motivation and employee performance is shown in table 9.

Table 9. Coefficient of Determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,350ᵃ	,123	,095	6,621630

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

Source: SPSS Data Processing Results, 2023

$KD = r^2 \times 100\% = (0.350)^2 \times 100\% = 0.123 \times 100\% = 12.3\%$. Based on table 4.13 and the results of these calculations, the coefficient of determination of motivation on employee performance is 12.3%. This shows that motivation has a contribution to employee performance of 12.3%, while the remaining 87.7% is influenced by other variables not examined by researchers in this study such as leadership style variables, work environment, work discipline, compensation, and so on.

Hypothesis Testing (t-test)

The next step after data analysis is to test the hypothesis that there is an effect of motivation on employee performance. The following can be seen the results of SPSS data processing in hypothesis testing shown in table 10:

Table 10. Hypothesis Test (t test)

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	22,178	5,902		3,758	,001
	Motivation (X)	,542	,256		2,116	,042

Source: SPSS Data Processing Results, 2023

Discussion
Motivation at Mukhbis Jaya Konveksi

The following table 11 shows the responses of respondents on employee motivation at Mukhbis Jaya Konveksi in Rancamalang, Bandung Regency based on data obtained from the answers to the employee questionnaire as many as 34 respondents:

Table 11. Recapitulation of Respondents' Responses Regarding Employee Motivation Variables Mukhbis Jaya Konveksi (N = 34)

No.	Statement	Frequency					Score	Criteria
		1	2	3	4	5		
		STS	TS	CS	S	SS		
1	Business owners provide special facilities for storing personal belongings Employees.	0	1	14	19	0	120	Good

No	Indicator						Total Score	Category
2	Business owners provide guarantees health for each employee.	0	6	23	4	1	102	Good enough
3	The work environment is equipped with CCTV for security.	0	0	1	22	11	146	Very good
4	You can consult with the business owner to filing a complaint.	0	0	13	17	4	127	Good
5	You have a good relationship with superiors (business owners).	0	0	5	24	5	136	Good
6	You have a good relationship with employees Other.	0	0	9	23	2	129	Good
7	You get praise from the business owner if you work with Okay	0	0	19	13	2	93	Good Enough
8	Business owners provide bonuses for employees with good work results. Okay	0	0	19	15	0	117	Good
9	You have creativity in work	0	0	19	15	0	117	Good
10	You have the skills to complete Work	0	0	20	14	0	116	Good
	Total Frequency	7	142	166	25	7		
	Frequency Percentage	20,59%	417,65%	488,24%	73,53%	20,59%	1203	Good
	Total Score	7	284	498	100	35		
	Percentage Score	0,58%	23,6%	41,4%	8,31%	2,91%		
	Average Score						120,3	Good

Source: Results of Questionnaire Data Processing, 2023

Based on table 11 above, it shows that the recapitulation of the results of respondents' responses regarding employee motivation variables which are categorized as follows Good. The following is a discussion of motivation as measured by 10 indicators as a measuring tool in assessing employee motivation at Mukhbis Jaya Konveksi: Motivation at the level of facilities for employees at Mukhbis Jaya Konveksi is currently felt well by employees. This is indicated by a score of 120 almost equivalent to the average motivation score of 120.3. So that motivation at the level of facilities for current employees must be maintained by Mukhbis Jaya Convection.

Motivation at the health level for employees at Mukhbis Jaya Konveksi is currently felt to be quite good by employees. This is indicated by a score of 102 below the average employee motivation score of 120.3. So that motivation at the health level for employees must be given more attention and improved by Mukhbis Jaya Convection. Motivation at the current level of work environment conditions is perceived very well by employees. This is indicated by a score of 146 above the average employee motivation score of 120.3. So that motivation at the level of work environment conditions should be maintained by Mukhbis Jaya Konveksi.

Motivation at the level of the complaint handling system at Mukhbis Jaya Konveksi is currently felt well by employees. This is indicated by a score of 127 above the average employee motivation score of 120.3. So that motivation at the current level of the grievance handling system must be maintained by Mukhbis Jaya Convection. Motivation at the level of good relations with superiors at Mukhbis Jaya Konveksi is currently felt well by employees. This is indicated

by a score of 136 above the average employee motivation score of 120.3. So that motivation at the level of good relations with current superiors must be maintained by Mukhbis Jaya Convection.

Motivation at the level of good relations with other employees at Mukhbis Jaya Konveksi is currently felt well by employees. This is indicated by a score of 129 above the average employee motivation score of 120.3. So that motivation at the level of good relations with other employees at this time must be maintained by Mukhbis Jaya Convection. Motivation at the level of appreciation for employees at Mukhbis Jaya Konveksi is currently felt quite well by employees. This is indicated by a score of 93 below the average employee motivation score of 120.3. So that motivation at the level of appreciation for current employees needs to be considered and further improved by Mukhbis Jaya Konveksi.

Motivation at the level of appreciation for employees at Mukhbis Jaya Konveksi is currently felt well by employees. This is indicated by a score of 117, but still below the average employee motivation score of 120.3. So that motivation at the level of appreciation for current employees must be maintained and improved again by Mukhbis Jaya Convection. Motivation at the employee creativity level at Mukhbis Jaya Konveksi is currently felt well by employees. This is indicated by a score of 117, but still below the average employee motivation score of 120.3. So that motivation at the current level of employee creativity must be maintained and improved again by Mukhbis Jaya Convection. Motivation at the skill ability level at Mukhbis Jaya Konveksi is currently felt well by employees. This is indicated by a score of 116, but is still below the average employee motivation score of 120.3. So that motivation at the current skill level must be maintained and improved by Mukhbis Jaya Convection.

Employee Performance at Mukhbis Jaya Konveksi

The following table 12 shows the responses of respondents to the performance of Mukhbis Jaya Konveksi employees in Rancamalang, Bandung Regency based on data obtained from the answers to the employee questionnaire as many as 34 respondents:

Table 12. Recapitulation Table of Respondents' Responses Regarding Employee Performance Variables Mukhbis Jaya Konveksi (N = 34)

No.	Statement	Frequency					Score	Criteria
		1	2	3	4	5		
		STS	TS	CS	S	SS		
1	You are able to produce a lot of work in a short period of time. not so long.	0	0	18	16	0	118	Good
2	You always complete tasks on time.	0	4	19	10	1	110	Good enough
3	You feel that the results of your work always quality.	0	1	21	11	1	114	Good enough
4	You always complete tasks according to procedures set.	0	0	12	21	1	125	Good
5	You feel that the quality of your work is commensurate with your abilities. Have.	0	0	12	21	1	125	Good
6	You feel that quality results your work according to the	0	0	17	16	1	120	Good

	skills you have.							
7	You always try to find solutions when there are work problems.	0	0	17	16	1	120	Good
8	You always have innovations when facing problems Work.	0	2	16	15	1	117	Good
9	You can establish cooperation with colleagues in carrying out Task.	0	4	18	11	1	111	Good Enough
10	You are able to adapt to organizational policies.	0	0	10	23	1	127	Good
11	Your work is always on time	0	0	14	18	2	124	Good
12	Every day you are always present on time.	0	2	11	20	1	122	Good
13	Dear Sir/Madam always on optimize full concentration in work to be effective.	0	1	10	22	1	125	Good
14	You are always committed in carrying out your duties to the organization	0	0	7	23	4	133	Good
Total Frequency		0	14	202	243	17		
Frequency Percentage		0	41,18 %	594,12 %	714,71 %	50%	1691	Good
Total Score		0	28	606	972	85		
Percentage Score		0	1,66%	35,84%	57,48%	5,03%		
Average Score							120,8	Good

Source: Results of Questionnaire Data Processing, 2023

Based on the results of the study, it shows that the performance of employees at Mukhbis Jaya Convection is generally classified as good. . The following is a discussion related to employee performance as measured by 14 indicators as a measuring tool for employee performance: 1) The level of work produced by employees is categorized as good. This is indicated by a score of 118, but still below the employee performance score of 120.8. So that employee performance in achieving the amount of work produced by employees must be maintained and improved so that employee performance is optimized; 2) The level of all tasks completed on time by employees can be categorized as quite good. This is indicated by a score of 110 below the average employee performance score of 120.8. So that employee performance in achieving all tasks can be completed on time needs attention and improvement by Mukhbis Jaya Konveksi; 3) The level of quality of the work of employees at Mukhbis Jaya Konveksi is categorized as quite good. This is indicated by a score of 114 below the average employee performance score of 120.8. So that employee performance in achieving the quality of work results needs attention and improvement by Mukhbis Jaya Konveksi; 4) The level of completion of work according to the procedures of the employees at Mukhbis Jaya Konveksi is categorized as good. This is indicated by a score dl25 above the average employee performance score of 120.8. So that the achievement of employee performance in completing work according to procedures needs to be maintained and further improved in order to achieve more optimal employee performance.

The level of employee ability in terms of knowledge of employees at Mukhbis Jaya

Konveksi is categorized as good. This is indicated by a score of 125 above the average employee performance score of 120.8. So that the achievement of employee performance in the level of employee ability from the knowledge side needs to be maintained and further improved in order to achieve more optimal employee performance. The level of skills possessed by employees at Mukhbis Jaya Konveksi is categorized as good. This is indicated by a score of 120 which is almost equivalent to the average employee performance score of 120.8. So that the achievement of employee performance on the skills possessed by employees needs to be maintained and further improved in order to achieve more optimal employee performance.

The level of solution in solving the problems of employees at Mukhbis Jaya Konveksi is categorized as good. This is indicated by a score of 120 which is almost equivalent to the average employee performance score of 120.8. So that the achievement of employee performance at the solution level in solving problems needs to be maintained and further improved in order to achieve more optimal employee performance. The level of innovation in dealing with employee work problems at Mukhbis Jaya Konveksi is categorized as good. This is indicated by a score of 117, but still below the average employee performance score of 120.8. So that the achievement of employee performance at the level of innovation in dealing with work problems needs to be maintained and further improved in order to achieve more optimal employee performance.

The level of cooperation that exists at Mukhbis Jaya Konveksi is categorized as quite good. This is indicated by a score of 111 below the average employee performance score of 120.8. So that the achievement of employee performance at the level of cooperation that is established needs attention and improvement by Mukhbis Jaya Konveksi.
The level of adaptation to employee organizational policies at Mukhbis Jaya Konveksi is categorized as good. This is indicated by a score of 127 above the average employee performance score of 120.8. So that the achievement of employee performance at the level of adaptation to employee organizational policies needs to be maintained and further improved in order to achieve more optimal employee performance.

The level of awareness in completing employee work at Mukhbis Jaya Konveksi is categorized as good. This is indicated by a score of 124 above the average employee performance score of 120.8. So that the achievement of employee performance on awareness in completing employee work needs to be maintained and further improved in order to achieve more optimal employee performance. The level of consistency with employee attendance at Mukhbis Jaya Konveksi is categorized as good. This is indicated by a total score of 122 above the average employee performance score of 120.8. So that the achievement of Employee performance at a consistent level with attendance needs to be maintained and further improved in order to achieve more optimal employee performance.

The level of enthusiasm in doing work at Mukhbis Jaya Konveksi is categorized as good. This is indicated by a score of 125 above the average employee performance score of 120.8. So that the achievement of employee performance on enthusiasm in doing work needs to be maintained and further improved in order to achieve more optimal employee performance. The level of self-commitment to the organization of employees at Mukhbis Jaya Konveksi is categorized as good. This is indicated by a score of 133, but still below the average employee performance score of 120.8. So that the achievement of employee performance on self-commitment to the organization needs to be maintained and further improved.

The Effect of Motivation on Employee Performance at Mukhbis Jaya Konveksi
The results showed that motivation affects employee performance at Mukhbis Jaya Konveksi by 0.35 or with a coefficient of determination of 12.3%. Furthermore, the simple regression equation between motivation and employee performance generated is employee

performance.

(Y) = 22.178 + 0.542X (Motivation). The regression equation shows that every time there is an increase of 1 unit of motivation, employee performance will also increase by 0.542 and if motivation experiences an increase of 0.542, then employee performance will also increase by 0.542. a decrease of 1 unit, employee performance will also decrease by 0.542.

Based on the research results, the hypothesis test has proven that the tcount value is 2.116> t$_{table}$ (2.037) and the significance value (0.042) <0.05. So it can be concluded that H$_0$ is rejected and H$_a$ is accepted. The results of this study are supported by the theory of Mangkunegara (2019: 67) which states that the factors that influence performance achievement are ability factors and motivation factors. In addition, the results of this study are in line with the results of research from Firlianza Dhifafsari, Zackaria Rialmi, and Ardhiani Fadila (2022) which concluded that "Non-physical work environment has a positive and significant effect on employee performance, work discipline has a positive and significant effect on employee performance, work motivation has a positive and significant effect on employee performance". Furthermore, in line with the results of research from Salman Farisi, Juli Irnawati, and Muhammad Fahmi (2020) which concluded that "Simultaneously the variables of motivation and work discipline have a positive and insignificant effect on employee performance, based on partial tests motivation has a positive and significant effect on employee performance, while work discipline has a positive and insignificant effect on employee performance".

CONCLUSION

The motivation of employees at Mukhbis Jaya Konveksi in Rancamalang, Bandung Regency can be said to be good. This is indicated by the responses of respondents, most of which are in the good category. Respondents' responses to motivation with the highest value were in the dimension of safety and security needs with indicators of the level of work environment conditions. Employee performance at Mukhbis Jaya convection in Rancamalang, Bandung Regency is classified as good. Respondents' responses regarding employee performance at Mukhbis Jaya Convection with the highest value are in the dimension of personal qualities with indicators of the level of self-commitment to the organization. Motivation affects employee performance at Mukhbis Jaya convection in Rancamalang, Bandung Regency. So it can be said that if motivation increases, employee performance will increase at Mukhbis Jaya Convection, and vice versa. If motivation decreases, employee performance will also decrease.

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