



## The Influence of Motivation And Job Satisfaction On Employee Performance At PT. Hanesa Sinar Aerospace

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### ARTICLE INFO

#### Research Paper

#### Article history:

Received : March 2024

Revised : April 2024

Accepted : May 2024

**Keywords:** Motivation; Job Satisfaction; Employee Performance



### ABSTRACT

This research aims to determine the influence of work motivation and job satisfaction on the performance of PT employees. Hanesa Sinar Dirgantara. One factor that plays an important role in improving employee performance is motivation. Apart from motivation, job satisfaction also has an important role in influencing employee performance. Job satisfaction includes individuals' perceptions of their job, work environment, relationships with coworkers, recognition, compensation, and career development opportunities. The type of research used is quantitative with associative research methods. The population in this study were all employees of PT. Hanesa Dirgantara and the sample numbered 80 people. The data analysis techniques used in this research are validity testing, reliability testing, classical assumption testing, quantitative analysis, and hypothesis testing with the help of SPSS version 26. Based on the results of the research, it is known that the work motivation variable has a significance value of 0.000 which is smaller than the level error of 0.05 with a calculated t value of 2.561. Thus, work motivation has a positive and significant effect on the performance of PT employees. Hanesa Sinar Dirgantara. Based on the research results, it is known that the job satisfaction variable has a significance value of 0.000 which is smaller than the error level of 0.05 with a calculated t value of 7.361. Thus, job satisfaction has a positive and significant effect on the performance of PT employees. Hanesa Sinar Dirgantara Based on the results of the discussion, it is known that the calculated f table is 129.053 3.10, which means that the variables of work motivation and job satisfaction together or simultaneously have a positive and significant influence on the performance of PT employees. Hanesa Sinar Dirgantara

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## INTRODUCTION

In this era of globalization, business competition is increasingly tight and complex. To survive and grow in a dynamic business environment, companies need to optimize the potential of their human resources, especially employees. Employees who are productive and have good performance can make a significant contribution to achieving company goals.

One factor that plays an important role in improving employee performance is motivation. Motivation can be defined as an internal drive or driving force that drives individuals to achieve their goals. Motivated employees will tend to work harder, be more focused, and be more enthusiastic in carrying out their tasks. High motivation will have a positive impact on employee performance, which in turn will improve overall company performance. According to Husnaini in (Dariant: 2022: 758) Motivation is a reason so that people (subordinates) want to work hard and work smart in accordance with what is expected.

Apart from motivation, job satisfaction also has an important role in influencing employee performance. Job satisfaction includes individuals' perceptions of their job, work environment, relationships with coworkers, recognition, compensation, and career development opportunities.

Job satisfaction (Rizal, 2019: 171) is an individual's general attitude towards his work. Work is based on interactions with co-workers and superiors, following organizational rules and policies, meeting performance standards, living in working conditions that are often less than ideal and other similar things. Employees who are satisfied with their jobs tend to have high motivation, higher loyalty to the company, and perform better.

**Table 1.1 Motivational Pre-Survey Results PT Hanesa Sinar Dirgantara**

No	Motivational	Types of Providing Motivation	Year		
			2019	2020	2021
1	Physiological Needs	Meal allowance	Yes	Yes	Yes
2	Safety Needs	Flying Insurance	No	Yes	Yes
3	Social needs	Religious Day Celebration	Yes	Yes	Yes
4	Reward needs	Rewards and Bonuses	Yes	Yes	Yes
5	Actualization Needs	Participate in competitions between employees	Yes	Yes	Yes

**Source : PT Hanesa Sinar Dirgantara**

Table 1.1 it can be seen that in 2019, PT. Hanesa Sinar Dirgantara does not provide flight insurance. This is because the company has combined it into the employee's basic salary. Then from 2020 until now, Flying Insurance was again separated from the employee's basic salary.

**Table 1.2 Job Satisfaction Data PT. Hanesa Sinar Dirgantara**

No	Job Satisfaction Assessment Criteria	Year		
		2019	2020	2021
1	Challenging work	80	85	85
2	Supportive Working Conditions	80	80	90
3	Appropriate salary or wages	65	55	75

4	Personality match with job	85	85	85
5	Supportive coworkers for most employees	90	90	90
<b>Average</b>		<b>80</b>	<b>79</b>	<b>85</b>

**Source : PT Hanesa Sinar Dirgantara**

Table 1.2, it can be seen that in 2019-2020 employee satisfaction was lower than in 2021. This is because in 2019 PT. Hanesa Sinar Dirgantara combines flight insurance and employee basic salaries, then in 2020 Indonesia experienced the Covid-19 pandemic which also had an impact on the company's financial condition. Furthermore, the following is employee performance assessment data at PT. Hanesa Sinar Dirgantara whose assessment was carried out by the company leadership.

**Table 1.3 Employee Performance Assessment Data PT Hanesa Sinar Dirgantara**

Assessment Aspects	2019		2020		2021	
	Mark	Information	Mark	Information	Mark	Information
Work Quality	75	Enough	70	Enough	85	Good
Work Quantity	70	Enough	65	Enough	85	Good
Attendance Rate	65	Enough	60	Currently	85	Good
Punctuality	70	Enough	60	Currently	85	Good
Work Effectiveness	75	Enough	65	Enough	85	Good
Employee Independence	80	Good	70	Enough	85	Good
Average	72,5	Enough	65	Enough	85	Good

**Source : PT Hanesa Sinar Dirgantara**

Table 1.3, it shows that in 2019 and 2020 employee performance was lower than in 2021. So overall, based on the data previously stated, it appears that employee performance in 2019 and 2020 is in the "sufficient" category with The score was 72.5 for 2019 and 65 for 2020, but both were lower than in 2021 which received a score of 85. This was caused by low employee motivation and job satisfaction in 2019 and 2020. In line with what Juniantara and Riana (2015) stated in their research, motivation influences job satisfaction, then job satisfaction influences performance. Where this is also seen at PT. Hanesa Sinar Dirgantara whose employee performance is influenced by job satisfaction, then job satisfaction is influenced by employee motivation.

The researcher specifically formulated the research problem as follows:

1. Is there a partial influence of work motivation on the performance of PT employees. Hanesa Sinar Dirgantara?
2. Is there a partial influence of employee job satisfaction on employee performance at PT. Hanesa Sinar Dirgantara?
3. Is there a simultaneous influence of work motivation and job satisfaction on employee performance at PT. Hanesa Sinar Dirgantara?

The researcher specifically formulated the research objectives as follows:

1. To determine the partial influence of work motivation on employee performance at PT. Hanesa Sinar Dirgantara.
2. To determine the partial effect of job satisfaction on employee performance at PT. Hanesa Sinar Dirgantara.
3. To determine the effect of work motivation and job satisfaction simultaneously on employee performance at PT. Hanesa Sinar Dirgantara.

## **LITERATURE REVIEW**

According to Marno in Husaini and Fitria (2019: 45) states that management is the ability and skills to obtain results in order to achieve goals through the activities of other people. In a broader perspective, management is a process of managing and utilizing organizational resources effectively and efficiently.

According to Gauzali in (Eri Susan, 2019: 956), HRM is an activity that must be carried out by organizations, so that their knowledge, abilities, and skills match the demands of the work they do. Human resource management is an important field of study in business because the problems faced by companies are not only raw materials, labor and production equipment, working capital, but also institutional problems, government bodies. Controlling production conditions is also a production goal.

Motivation comes from the Latin word "movere" which means encouragement or driving force. Motivation asks how to give encouragement to followers or subordinates so they can work as optimally as possible or work seriously. An employee's work motivation is usually a complex problem because motivation is influenced by individual factors and organizational factors. And individual factors that influence work motivation are goals, attitudes and skills. Apart from that, factors that influence work motivation originating from the organization are salary, job security and relationships between employees.

Manullang in (Dewi et.al, 2019: 73) states that motivation is a force from within or outside humans to encourage enthusiasm to pursue certain desires and goals. Maslow's theory or what is known as Maslow's Hierarchy of Needs Theory explains that human needs are divided into 5 hierarchies of needs, namely Physical Needs, Security Needs, Social Needs, Esteem Needs and finally the Need for Self-Actualization. These needs are formed as levels of needs. This means that the highest needs can only be achieved if the lower levels have been met first. Every human need will increase regularly according to its level.

According to Widodo in (Harahap & Tirtayasa, 2020: 125), states that there are several indicators of job satisfaction, namely: 1) salary, namely the amount of payment a person receives as a result of carrying out work, whether it is in accordance with needs and feels fair, 2) the work itself, namely whether the content of the work a person does has satisfying elements, 3) co-workers, namely friends with whom a person constantly interacts in carrying out work. A person can feel that his co-workers are very pleasant or unpleasant, 4) superior, namely someone who always gives orders or instructions in carrying out work. A superior's way of working can be unpleasant for someone or enjoyable and this can affect job satisfaction, and 5) promotion, namely the possibility that someone can develop through promotion, someone can feel that there is a big possibility of being promoted or not. This can also affect a person's level of job satisfaction, According to Greenberg & Baron in ( ) Job Satisfaction is a positive or negative attitude that individuals have towards their work.

Job satisfaction is a pleasant or unpleasant emotional state in which employees view their work. Sunyoto in (Revi, 2021: 37) The definition of employee performance is a description of the level of achievement of an action program or policy in implementing the goals, objectives, vision and mission as outlined in the organization's strategic planning. According to Moeheriono in (Nabawi, 2019) performance is the result of performance that can be achieved by a person or group of people in an organization, both qualitatively and quantitatively, in accordance with their respective authorities, duties and responsibilities in

an effort to legally achieve the goals of the organization concerned, does not violate the law and is in accordance with morals and ethics.

According to Sutrisno in (Harahap&Tirtayasa, 2020:123) there are six indicators of employee performance, namely: 1. Work results, which include the level of quantity and quality that has been produced and the extent of supervision. 2. Job knowledge, namely knowledge related to work tasks which will have a direct effect on the quantity of work results. 3. Initiative, namely the level of initiative when carrying out work tasks, especially in terms of handling problems that arise. 4. Attitude, namely work enthusiasm and a positive attitude in carrying out work tasks. 5. Time and attendance discipline, namely punctuality and attendance levels.

## METHOD

This research is included in the type of quantitative research. According to Kasiram in (Musfira, 2022: 1) "quantitative research is a process of discovering knowledge that uses data in the form of numbers as a tool for analyzing information about what you want to know."

This research links work motivation and job satisfaction as independent variables (X) and employee performance as an engagement variable (Y). The method used in this research is the association method which examines the relationship between two or more variables. The associative method is a method that aims to explain causal relationships between variables through hypothesis testing. According to Sugiyono in Welan (2019: 5667) the associative method is research that aims to determine the influence of the relationship between two more variables. In this research, a theory will be built that can function to explain, predict and control a phenomenon.

According to Sugiyono (2017:63) "an operational variable is an attribute or characteristic or value of an object or activity that has certain variations which are applied by researchers to study and then draw conclusions." Operational variables are needed to determine the type, indicators and scale of variables involved in the research so that hypothesis testing using statistical tools can be carried out properly. The variables in this research are divided into two, namely the dependent variable and the independent variable.

In this study the population used was employees at PT. Hanesa Sinar Dirgantara in 2023, numbering 80 employees. In this study, the sample of employees was 80. Data collection is an effort to obtain information that will be used in measuring variables. Data collection plays a role in the smoothness and success of research. According to Purwanza (2022: 96) "Data collection techniques are an explanation of what tools are used in data collection." The data collection techniques used by the author in the research are as follows:

Primary data is a data source that provides data directly to data collectors, Sugiyono (2017:456). Data was collected by the researcher himself directly from the first source or place where the object of this research was carried out. Researchers used the results of direct interviews and distributed questionnaires to PT employees. Hanesa Sinar Dirgantara.



According to Purwanza (2022: 62) "Observation is a data collection technique to make observations of various phenomena or conditions that occur. A questionnaire is a set of questions presented to respondents in writing. This questionnaire is primarily addressed to those related to the problem under investigation. According to Purwanza, (2022: 57) A questionnaire is a series or list of questions that are arranged systematically. Literature study is part of a scientific research paper which contains a discussion of previous research and scientific references related to the research described by the author in the paper. Hermawan (2019: 17) In this research a literature study was carried out by looking for a theoretical basis related to the research title

Secondary data is a data source that does not provide data directly to data collectors, for example through other people or documents, Sugiyono (2017:456). In this research, the secondary data sources are books, journals, articles related to the research material and topics. The aim of research is to obtain information, so the data collection method is the most important research stage. Documentation is a data collection technique that is not shown directly to the subject but through documents, Purwanza (2022: 63). In quantitative research, data analysis is the act of collecting information from obtained sources. According to Purwanza (2022: 96), the analytical technique used must be able to answer the problem formulation and test the research hypothesis.

Descriptive statistics are statistics used to analyze data by describing or illustrating the data that has been collected as it is without the intention of making general conclusions or generalizations (Sugiyono, 2018:226). A measurement scale is an adjustment that is used as a reference to determine the length and shortness of the measurement interval of a measuring instrument so that quantitative information is obtained when used. Among the many scales developed in this research, the author used a Likert scale in the form of data obtained. The Likert scale is used to measure a person's attitudes, opinions and perceptions about social phenomena (Purwanza, 2022: 66). After creating a Likert scale (score) and value scale, find the mean of each respondent's answer. An interval scale is used to facilitate the estimation of the average value. Meanwhile, the interval scale according to Istijanto (2014: 83) is a scale that has rules and has equal intervals or distances between categories or closest points.

Data plays a very important role in research. This is because the data represents the variables studied and is a tool to prove the hypothesis. Whether or not information is valid actually determines the quality of that information. It depends on whether the instrument used meets the principles of validity and reliability. At the same time two tests are used to test the instrument. Validity is about a variable measuring what it is supposed to measure. Validity in research shows the level of accuracy of the research instrument to the actual content being measured. Validity test is a test that shows the extent to which the measuring instrument used is able to measure what is being measured. According to Purwanza (2017: 71), "a measure is to assess whether the measuring instrument used is truly capable of providing the value of the variable you want to measure, not measuring other variables." To carry out a validity test, look at the Item-Total Statistics table. The reliability of the instrument can be tested with several reliability tests. Some of the instrument reliability tests used are test-retest, equality, and internal consistency. Internal consistency itself has several different testing techniques. According to Purwanza (2022: 71), reality is a measure to assess whether the measuring instrument used is able to provide consistent measurement values.

This classic assumption test is a prerequisite carried out before further analysis of the data collected. The aim of classical hypothesis testing is to produce a regression model that meets the criteria for the best unbiased linear estimator. With the normality test,

you can check whether the data used to test the hypothesis, namely whether the data is correct or not. The dependent and independent variable data used has a normal distribution or not. According to Ghozali (2017:154) the normality test aims to test whether in the regression model, confounding or residual variables have a normal distribution. To test residual normality, this study used the Kolmogorov-Smirnov test. The purpose of this multicollinearity test is to find out whether each independent variable has a linear relationship or is correlated with each other. According to Ghozali (2017: 105), the multicollinearity test aims to test whether the regression model finds a correlation between independent variables. With the autocorrelation test, it is possible to test the regression model used to see whether there is a correlation between the error of an observation and the error of previous observations or not. According to Ghozali (2017: 10), the autocorrelation test aims to test whether in the linear regression model there is a correlation between confounding errors in period  $t$  and confounding errors in period  $t-1$ . This heteroscedasticity test is carried out to check whether the regression model has the same error variance or not. The purpose of the heteroscedastic elasticity test is to determine whether there is an inequality of variance in the regression model from one remaining observation to another observation.

Quantitative data analysis is a type of analysis used in research. If the researcher decides to use quantitative research, then the data needed is only numbers, because the researcher does not yet have a complete understanding of the situation. The validation method is research that aims to determine the relationship between two or more variables. Therefore, the results of this analysis provide the first answer to the problem formulation regarding the influence of the independent variable on the dependent variable. Simple linear regression is a linear relationship between the independent variable ( $X$ ) and the dependent variable ( $Y$ ). By using simple regression analysis, you can determine the direction of the relationship between the independent variable and the dependent variable, that is, whether there is a positive or negative relationship, and predict the value of the dependent variable when the value of the independent variable is determined. variable increases. or reject The data used in simple regression analysis is in the form of an interval or ratio scale. According to Sugiyono (2017:277) suggests that simple linear regression is used to estimate the magnitude of the coefficient resulting from a linear equation with one independent variable to be used as a prediction tool for the magnitude of the dependent variable. Multiple linear regression is a linear regression model with two or more independent variables or predictors. In English this term is called multiple linear regression. Regression analysis is used to predict how the value of the dependent variable will change as the value of the independent variable increases/decreases. Correlation coefficient analysis is a method for determining the level of partial or simultaneous relationship between the independent variable and the dependent variable. According to Sugiyono (2017:274) The correlation coefficient in regression analysis is a measure of the strength of the linear relationship between the independent variable ( $X$ ) and the dependent variable ( $Y$ ). This correlation coefficient is denoted by  $r$ . Analysis of the coefficient of determination is intended to determine the magnitude of the influence of the independent variable on the dependent variable, either partially or simultaneously. Determination analysis is measuring how far the model's ability is to explain variations in the dependent variable. According to Supangat (2015:350), the coefficient of determination is a quantity to indicate the level of strength of the relationship between two or more variables in the form of a percentage.

Hypothesis testing is intended to determine whether a hypothesis should be accepted or rejected. A hypothesis is an assumption or conjecture about something that is made to explain something that is often required to be checked. According to Sugiyono

(2017:213) suggests that a hypothesis is a temporary answer to a research problem formulation, therefore research problem formulations are usually prepared in the form of question sentences. The t test or partial test is intended to test the influence of each independent variable individually on the dependent variable. The t test is used to test the significance of the relationship between the independent variable and the dependent variable individually (partially). According to Sugiyono (2017:252) "The f test is used to determine the simultaneous (together) influence of the independent variable on the dependent variable

## RESULTS AND DISCUSSION

**Table 4.1 Characteristics of Respondents Based on Gender**

Category	Amount	Percentage
Man	39	48,8%
Woman	41	51,2%
Total	80	100%

**Source: Processed data, 2023**

The majority of respondents stated their gender, namely 41 people (51.2%) were female and the remaining 39 people (48.8%) were male.

**Table 4.2 Characteristics of Respondents Based on Age**

Category	Amount	Percentage
18 - 25 Years	55	68,8%
25 - 35 Years	21	26,2%
> 35 Years	4	5%
Total	80	100%

**Source: Processed data, 2023**

Most of the respondents reported being aged 18-25 years (68.8%) as many as 55 people, the remaining 25-35 years old as many as 21 people (26.2%) and aged 35 years as many as 4 people (5%).

**Table 4.3 Characteristics of Respondents Based on Last Education**

Category	Amount	Percentage
SMA/SMK	49	61,3%
D3	6	7,5%
S1	25	31,3%
Total	80	100%

**Source: Processed data, 2023**

Most of the respondents in this research had a high school/vocational school education of 49 people or 61.3%, followed by a bachelor's degree of 25 people or 31.3%, while the number of respondents was small. is D3 with the number 6 or 7.5%.

**Table 4.4 Characteristics of Respondents Based on Years of Work**

Category	Amount	Percentage
1-3 Years	27	33,8%
More Than 3 Years	53	66,3%
Total	80	100%

**Source: Processed data, 2023**



It can be seen that the level of employee work period of 1-3 years is 27 people (33.8%), more than 3 years is 53 people (66.3%), From the results it can be concluded that the majority of employees of PT Hanelsa Sinar Dirgantara are more than 3 years. year and employed 53 people.

**Table 4.9 Work Motivation Variable Validity Test Results (X1)**

Questionnaire	r count	r table	Results
X1_1	0,747	0.2199	VALID
X1_2	0,648	0.2199	VALID
X1_3	0,760	0.2199	VALID
X1_4	0,782	0.2199	VALID
X1_5	0,583	0.2199	VALID
X1_6	0,764	0.2199	VALID
X1_7	0,599	0.2199	VALID
X1_8	0,686	0.2199	VALID
X1_9	0,676	0.2199	VALID
X1_10	0,756	0.2199	VALID

**Source: Processed data, 2023**

The work motivation indicator (X1) is generally valid because the calculated r value is greater than the r table. Therefore, the research data used is suitable for processing as research data.

**Table 4.10 Validity Test Results of the Job Satisfaction Variable (X2)**

Questionnaire	r count	r table	Results
X2_1	0,514	0.2199	VALID
X2_2	0,537	0.2199	VALID
X2_3	0,710	0.2199	VALID
X2_4	0,620	0.2199	VALID
X2_5	0,649	0.2199	VALID
X2_6	0,667	0.2199	VALID
X2_7	0,693	0.2199	VALID
X2_8	0,614	0.2199	VALID
X2_9	0,665	0.2199	VALID
X2_10	0,490	0.2199	VALID

**Source: Processed data, 2023**

The work performance indicator (X2) is always valid because the calculated r value is greater than the r table. Therefore, the research data used is suitable for processing as research data.

**Table 4.11 Validity Test Results for Employee Performance Variables (Y)**

Questionnaire	r count	r table	Results
X3_1	0,637	0.2199	VALID
X3_2	0,710	0.2199	VALID
X3_3	0,690	0.2199	VALID
X3_4	0,664	0.2199	VALID
X3_5	0,623	0.2199	VALID
X3_6	0,533	0.2199	VALID
X3_7	0,488	0.2199	VALID

X3_8	0,661	0.2199	VALID
X3_9	0,523	0.2199	VALID
X3_10	0,682	0.2199	VALID

**Source: Processed data, 2023**

The overall performance indicator (Y) is always valid because the calculated r value is greater than the r table. Thus, the research data used is suitable for processing as research data.

**Table 4.12 Reliability Test Results**

Variable	Cronbatch Alpha	Standard Cronbatch Alpha	Results
Work motivation	0,919	0,600	Reliabel
Work Performance	0,883	0,600	Reliabel
Employee Performance	0,883	0,600	Reliabel

**Source: Processed data, 2023**

Work motivation was 0.919, work satisfaction was 0.883, and employee performance was 0.883. Thus, it can be concluded that the statements in this questionnaire are stated to be reliable

**Table 4.13 Normality Test Results with Kolmogorov-Smirnov**

**One-Sample Kolmogorov-Smirnov Test**

			Unstandardized Residual
N			80
Normal Parameters <sup>a,b</sup>	Mean		,0000000
	Std. Deviation		3,50161557
Most Extreme Differences	Absolute		,062
	Positive		,062
	Negative		-,062
Test Statistic			,062
Asymp. Sig. (2-tailed) <sup>c</sup>			,200 <sup>d</sup>
Monte Carlo Sig. (2-tailed) <sup>e</sup>	Sig.		,626
	99% Confidence Interval	Lower Bound	,614
		Upper Bound	,638

a. Test distribution is Normal.

b. Calculated from data.

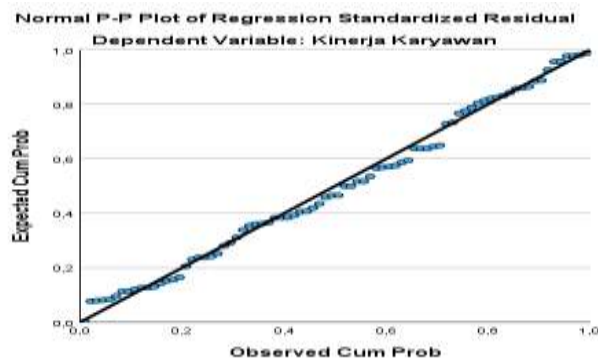
c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

**Source: Output SPSS 26**

Significance value  $0.200 > 0.5$ . So it can be concluded that the cell data has a normal distribution. Meanwhile, in probability plot graphs, variable residues can be detected by looking at the distribution of residual points along the diagonal line.



Source: Output SPSS 26  
Figure 4.2 Normality Test Graph (Probability Plot)

The point spreads around the diagonal line and the spread extends along the diagonal line. Therefore, it can be concluded that the correlation model meets the assumption of normality

Table 4.14 Multicollinearity Test Results  
Source: Output SPSS 26

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficient	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3,955	2,182		1,813	,074		
	Motivasi Kerja	,212	,083	,235	2,561	,012	,353	2,834
	Kepuasan Kerja	,684	,093	,677	7,361	<,001	,353	2,834

a. Dependent Variable: Kinerja Karyawan

Work motivation (X1) has a VIF value of 2.834 with a tolerance value of 0.353. The job satisfaction variable (X2) has a VIF value of 2.834 with a tolerance value of 0.353. Because none of these variables has a VIF value greater than 10 or a tolerance value smaller than 0.1, it can be concluded that this regression does not show signs of multicollinearity.

Table 4.16 Durbin-Watson Autocorrelation Test Results

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,878 <sup>a</sup>	,770	,764	3,547	1,726

a. Predictors: (Constant), Kepuasan Kerja, Motivasi Kerja

b. Dependent Variable: Kinerja Karyawan

Source: Output SPSS 26

This regression model has no autocorrelation, this is proven by the Durbin-Watson value of 1.726 which is in the interval 1.550 – 2.460.

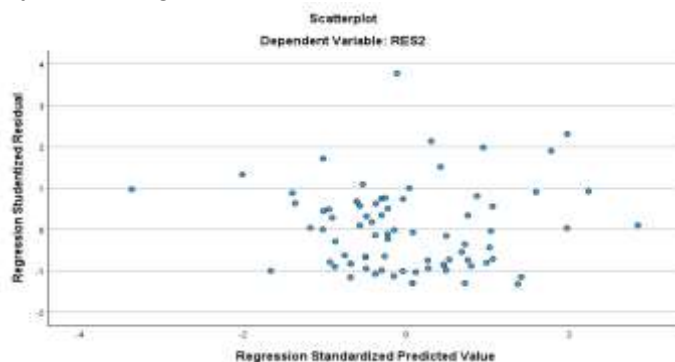
**Table 4.17 Heterosasticity Test Results with the Glejser Test**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,077	1,320		2,331	,022
	Motivasi	,042	,050	,159	,835	,407
	Kepuasan	-,050	,056	-,170	-,893	,374

a. Dependent Variable: RES2

**Source: Output SPSS 26**

The significance value (Sig.) for the work motivation variable is 0.0407, the significance value (Sig.) for job satisfaction is 0.374. The value of the two variables above is greater than 0.05, so it can be concluded that there are no symptoms of heteroscedasticity in this regression model.



**Source: Output SPSS 26**

**Figure 4.3 Heteroscedasticity Test with Scatterplot**

The scatterplot image shows that the resulting points are spread randomly and do not form a particular pattern or trend line. The image above also shows that the data distribution is around the zero point. The results of this test show that this regression model is free from heteroscedasticity problems.

**Table 4.18 Simple Linear Regression Test Results for Work Motivation Variables on Employee Performance**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,296	2,517		4,488	<,001
	Motivasi Kerja	,701	,064	,780	11,011	<,001

a. Dependent Variable: Kinerja Karyawan

**Source: Output SPSS 26**

A constant value of 11.296 means that if the work motivation variable does not exist, then there is an employee performance value of 11.296. The regression coefficient value of work motivation on employee performance is 0.701. This means that every additional 1 point in work motivation will increase employee performance by 0.701.

**Table 4.19 Simple Linear Regression Test Results for Job Satisfaction Variables on Employee Performance**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,791	2,233		2,145	,035
	Kepuasan Kerja	,876	,057	,866	15,324	<,001

a. Dependent Variable: Kinerja Karyawan

**Source: Output SPSS 26**

A constant value of 4.791 means that if the job satisfaction variable does not exist, then there is an employee performance value of 4.791. The regression coefficient value of work motivation on employee performance is 0.876. This means that for every additional 1 point in job satisfaction, employee performance will increase by 0.876.

### Table 4.20 Multiple Linear Regression Test

Coefficients <sup>a</sup>		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	Model	B	Std. Error	Beta		
1	(Constant)	3,955	2,182		1,813	,074
	Kepuasan Kerja	,684	,093	,677	7,361	<,001
	Motivasi Kerja	,212	,083	,235	2,561	,012

a. Dependent Variable: Kinerja Karyawan

**Source: Output SPSS 26**

A constant value of 3.955 means that if Work Motivation (X1) and Job Satisfaction (X2) are equal to zero (have no influence), then the employee performance value is 3.955 units. The work motivation variable (X1) of 0.684 states that every additional 1 point in work motivation (X1) will increase employee performance by 0.684 assuming other variables remain constant. The regression coefficient is positive, meaning that if work motivation (X1) increases, employee performance will also increase. The job satisfaction variable (X2) of 0.212 states that every additional 1 point in job satisfaction (X2) will increase employee performance by 0.212 assuming other variables remain constant. The regression coefficient is positive, meaning that if job satisfaction (X2) increases, employee performance will also increase.



**Table 4.21 Partial Correlation Coefficient Test**

Correlations		Motivasi Kerja	Kepuasan Kerja	Kinerja Karyawan
Motivasi Kerja	Pearson Correlation	1	,804**	,780**
	Sig. (2-tailed)		<,001	<,001
	N	80	80	80
Kepuasan Kerja	Pearson Correlation	,804**	1	,866**
	Sig. (2-tailed)	<,001		<,001
	N	80	80	80
Kinerja Karyawan	Pearson Correlation	,780**	,866**	1
	Sig. (2-tailed)	<,001	<,001	
	N	80	80	80

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

**Source: Output SPSS 26**

The correlation coefficient value for the work motivation variable is 0.780 and job satisfaction is 0.866. These two values are in the interval 0.800 – 1000, meaning that the two variables have a partially strong relationship.

**Table 4.22 Simultaneous Correlation Coefficient Test Results**

Model Summary											
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	R Square Change	F Change	df 1	df 2	Sig. Change	F
1	,878 <sup>a</sup>	,770	,764	3,547		,770	129,053	2	77	<,001	

a. Predictors: (Constant), Kepuasan Kerja, Motivasi Kerja

**Source: Output SPSS 26**

The correlation coefficient value is 0.878. This value is in the interval 0.800 – 1000, meaning that the two variables have a very strong level of relationship simultaneously.

**Table 4.23 Partial Determination Coefficient of Work Motivation (X1) On Employee Performance (Y)**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,780 <sup>a</sup>	.609	.603	4.600

a. Predictors: (Constant), Motivasi Kerja

**Source: Output SPSS 26**

The coefficient of determination (R Square) value is 0.609, so it can be concluded that the work motivation variable has an influence on employee performance. The employee performance variable is 60.9% while the remaining amount is (100%-60.9%) = 39.1% which is influenced by other factors. no research was carried out.

**Table 4.24 Partial Determination Coefficient of Job Satisfaction (X2)  
On Employee Performance (Y)**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.866 <sup>a</sup>	.751	.747	3.671

a. Predictors: (Constant), Kepuasan Kerja

**Source: Output SPSS 26**

The value of the Coefficient of Determination (R Square) is 0.751, so it can be concluded that the job satisfaction variable has an influence on employee performance. The employee performance variable is 75.1% while the remaining amount is (100%-75.1%) = 24.9% which is influenced by other factors. no research was carried out.

**Table 4.25 Coefficient of Simultaneous Determination of Work Motivation (X1)  
Job Satisfaction (X2) on Employee Performance (Y)**

Model Summary		
R Square	Adjusted R Square	Std. Error of the Estimate
.770	.764	3.547

a. Predictors: (Constant), Kepuasan kerja, Motivasi kerja

**Source: Output SPSS 26**

The coefficient of determination (R Square) value is 0.770, meaning that the variables work motivation (X1) and job satisfaction (X2) are able to explain their influence on the employee performance variable (Y) by 76.4%. Meanwhile, the remaining 23.6% is explained by other factors outside this research.

**Table 4.26 t test**

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	3.955	2.182		.074
	Motivasi kerja	.212	.083	.235	.012
	Kepuasan kerja	.684	.093	.677	<.001

a. Dependent Variable: Kinerja karyawan

**Source: Output SPSS 26**

The results of the hypothesis test show that the t count for the work motivation variable (X1) is 2.561 and the significance value is 0.000. The tcount value is greater than the ttable value (2.561 > 2.199) and the p value is smaller than 0.05 (0.000 < 0.050). So, the test results show that H1 is accepted, namely that there is a positive and significant influence between work motivation (X1) on employee performance (Y).

The results of the hypothesis test show that the t count for the job satisfaction variable (X2) is 7.361 and the significance value is 0.000. The tcount value is greater than the ttable value (7.361 > 2.199) and the p value is smaller than 0.05 (0.000 < 0.050). So,

the test results show that H2 is accepted, namely that there is a positive and significant influence between job satisfaction (X2) on employee performance (Y).

**Table 4.27 F test**

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

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3246.906	2	1623.453	129.053	<.001 <sup>b</sup>
	Residual	968.644	77	12.580		
	Total	4215.550	79			

a. Dependent Variable: Kinerja karyawan

b. Predictors: (Constant), Kepuasan kerja, Motivasi kerja

**Source: Output SPSS 26**

Calculated  $f > f$  table, namely  $129.053 > 3.97$  and the significance level shows  $0.000 < 0.05$ . So this shows that the independent variables work motivation (X1) and job satisfaction (X2) are dependent on employee performance (Y). The test results show that H3 is accepted, namely that there is a positive and significant influence between work motivation (X1) and job satisfaction (X2) on employee performance (Y).

The work motivation variable has a significance value of 0.000, which is smaller than the error level of 0.05 with a t-count value of 2.561. In this way, work motivation has a positive and significant impact on the performance of PT employees. Hanelsa Sinar Dirgantara. The results of the analysis above can be interpreted that the existence of good work motivation as well as achieved physiological development, a sense of security, good social development, appreciation, and being able to improve one's own skills will create good performance for each employee.

The work performance variable has a total significance value of 0.000, which is smaller than the error level of 0.05 with a total t-count value of 7.361. In this way, work performance has a positive and significant impact on the performance of PT employees. Hanelsa Sinar Dirgantara. Employee work satisfaction is an employee's emotional state which is pleasant or unpleasant regarding his work. Employees with a high level of work satisfaction develop a positive attitude towards their work. On the contrary, employees who are dissatisfied with their work develop a negative attitude towards their work.

Calculated  $f > f$  table, namely  $129.053 > 3.97$ , which means that the variables work motivation and work satisfaction simultaneously or simultaneously have a positive and significant influence on the performance of PT employees. Hanelsa Sinar Dirgantara. The magnitude of the joint influence or contribution of the variables work motivation and work satisfaction can be seen in the R Square value of 0.770. These results show that the variables of work motivation and work satisfaction together contribute to the performance of PT employees. Hanelsa Sinar Dirgantara lost 76.4% and the remaining 23.6% was influenced by other variable factors not discussed in this research.

## CONCLUSIONS AND SUGGESTIONS

The T test carried out on the work motivation variable (X1), the results of the study using the SPSS version 26 program were obtained from the t count  $>$  from t table  $2.561 > 2.199$  and the significant value was smaller than 0.05  $0.000 < 0.05$  which means that there

was a positive influence and significant effect of work motivation on employee performance.

T test carried out on the work performance variable (X2), the results of the study using the SPSS version 26 program were obtained  $t_{count} > t_{table}$   $7.361 > 2.199$  and the significant value was smaller than 0.05  $0.000 < 0.05$  which means that there is a positive and significant influence from work performance to employee performance.

F test, the study of implementing the SPSS version 26 program was obtained with a calculation  $>$  from table  $129.053 > 3.97$  and a significant value smaller than 0.05  $0.000 < 0.05$  which means that there is a simultaneous positive and significant influence on work motivation and work performance on employee performance.

The results of distributing questionnaires for work motivation variables can be concluded that the organizational culture at PT. Hanesa Sinar Dirgantara has the smallest weight, namely statement number 6 "The cooperative relationship in this company is quite good", with an average score of 3.98. This value on a scale range of 3.40-4.19 is in the good category, where work motivation internally at PT. Hanesa Sinar Dirgantara has not been running well. For this reason, the author suggests that employees of PT. Hanesa Sinar Dirgantara builds an inclusive and diverse team because the team's different backgrounds will bring new perspectives and ideas, and will make it easier to make decisions related to work at PT. Hanesa Sinar Dirgantara.

The results of distributing questionnaires for the job satisfaction variable can be concluded that job satisfaction at PT. Hanesa Sinar Dirgantara has the smallest weight, namely statement number 2 "The basic salary I receive is sufficient for my daily needs", with an average score of 3.55. This value on a scale range of 3.40-4.19 is in the good category. , where internal job satisfaction in the company has not gone well. For this reason, the author suggests that leaders can provide sufficient basic salary for employees so that employees are more enthusiastic about working to achieve company targets.

The results of distributing questionnaires for the performance variable can be concluded that the performance at PT. Hanesa Sinar Dirgantara has the smallest weight, namely statement number 6 "This employee is willing to do work that is not his job because his co-workers are not coming in", with an average score of 3.43. This value is on a scale range of 3.40-4.19. in the good category, which is where the internal performance at PT. Hanesa Sinar Dirgantara has been running well. The author suggests to the superiors of PT. Hanesa Sinar Dirgantara carries out evaluations of employees to increase employee awareness regarding the work they are responsible for, and employees should follow all forms of obligations given by the company so that employee performance can achieve personal and company goals better and more positively.

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