

The Effect of Intrinsic and Extrinsic Motivation on Employee Performance at CV. Digital Engineering Consultant

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Abstract:

This study aims to determine the influence of intrinsic and extrinsic motivation on the performance of CV employees. Digital Engineering Consultant, a data collection technique used by distributing questionnaires to respondents who are CV employees. Digital Engineering Consultant. The number of respondents in this study was 18 people; these respondents were selected using saturated sampling techniques or the entire population as a research sample. The data from the questionnaire collection were then carried out through quantitative analysis, including validity tests, reliability tests, multiple linear regression analysis, hypothesis testing through t-tests, test F, and the coefficient of determination. Multiple linear regression analysis shows that intrinsic and extrinsic motivation positively affect employee performance with a calculated value of $9.397 > F$ table 3.68 and a significant deal of $0.002 < 0.05$. Intrinsic motivation partially positively affects employee performance with an estimated value of $3.471 > t$ table 2.13 and a substantial value of $0.003 < 0.05$. Extrinsic motivation has a partial positive effect on employee performance with a calculated weight of $4.142 > t$ table 2.13 and a significant value of $0.001 < 0.05$, so the hypothesis proposed is acceptable.

Keywords: Intrinsic Motivation, Extrinsic Motivation, Employee Performance.

Date of Submission: 10-02-2023

Date of Acceptance: 22-02-2023

I. Introduction

In general, most existing organizations believe that to achieve success, individual performance must be maximized because individual performance will significantly affect the performance of an organization. However, in reality, maximizing individual performance takes much work. Performance is assumed as an achievement obtained by a person in carrying out a task. The company was established to get optimal profit accordingly to the planning that has been made. In an effort, the employee, as an element main in the organization, holds a critical role. The company will only function with handled by workers. Succeed nope something company in maintain existence started from effort manage source power humans, in particular in increase effectiveness and efficiency work in a manner maximum. The employee is one source of critical and potential power for development, and its role is so vital and most decisive compared with element sources and other resources; resources power a man is the only source of power that has a reason, feeling, ability, skill, knowledge, encouragement, strength, and work. All competence source power is very influential to effort organization in achievement goal.

More answer management company is needed to manage source power so that they can guard the employee's quality performance. Every organization no could be free from need will management. Management is a science and art in that it regulates the utilization process source power, people, and resources to control others in a manner that is effective and efficient for each organization's purpose. The source power man owns a very strategic position in the company; that is element man holds a role urgent in activity for achievement destination. Source power the intended human in the company is an employee or working person who sells energy (physical and mental) to a company to obtain reply service or wages corresponding with the agreement. Source power man is an essential asset owned by the organization (Hasibuan, 2013). Employees' performance is greatly influenced by many factors, including incentives, motivation, and aspects economically technical as well as necessity others (Handoko, 2002, p. 193). One of the most critical program's achievements of good performance is the system gift incentive.

During this system, Remuneration to power work is arranged in Constitution 2003 no. 13, chapter 88, paragraphs 1, 2, 3, and 4, so that it becomes a must fulfilled by the company to its employees. It means wages Become a source of important livelihood for everyone who has tied himself in agreement work. It means there is no exerting human power or services to move something in a manner. Keep going continuously or in Duty with

time for the benefit of other people or the interest of another party without obtaining adequate reward because wages are a source of possible livelihood used to fulfill a need to live.

Motivation is an integral part of management in the framework to carry out the task, be not quite enough; he replied related terms, rules, and policies organization. In view, comprehensive motivation work is attached function _ good for leadership, nor for implementation operational mutual organization influence in the implementation process, the activities to be conducted will be determined by any nope motivation work or make it happen. (Kawan, 2012)

For anticipate development technology and needs in the future come cv. Digital Engineering Consultants keep going continuously, attempting to do enhancement infrastructure work and organizational development to source power man as well as over technology and knowledge as something shaped by Company Commander, then corporate responsibility. Act as determinant wisdom general company; meanwhile, Operations Responsible is Team Leader.

II. Literature Review

Intrinsic motivation

This type of motivation comes out from an individual pleasure or interest in the task and it does not involve working on activities for the sake of external rewards, it instead necessitates the feeling of inner pleasure in the activity itself. It can be seen as a force that involves doing activities without external incentive. According to Amabile (1993), individuals are intrinsically motivated when they seek enjoyment, interest, satisfaction of curiosity, self-expression, or personal challenge in the work (Amabile 1993, 185-201).

Extrinsic motivation

The source of extrinsic motivation is from an individual physical environment. More job benefits, bigger salary, incentives and job promotion are some rewards that leads to extrinsic motivation. (Deci 1972, 217-229) describes extrinsic motivation as money and verbal reward, mediated outside of a person, on the other hand intrinsic motivation is mediated inside the person. A person can be intrinsically motivated to do a task if there is no clear reward for the task done except the task itself or the feelings which upshot from the task. Amabile (1993) argues that employees can either be intrinsically or extrinsically motivated or even both

Performance Management

Anwar Prabu Mangkunegara (20 10:67) defines performance management as continuous communication with employees and their immediate superiors. This communication process includes activities to build clear expectations and an understanding of the work to be carried out. According to Cahayani (2009), two things become strategic aspects of performance: the relationship between management processes and people and the performance cycle. Understanding the performance cycle will assist companies in conducting better performance evaluations.

Factors Affecting Employee Performance

Mangkunegara (2006: 32) explains that the factors that influence performance are ability and motivation. According to (Suwatno and Donni, 2013: 196), factors that affect performance consist of inspiration, power, knowledge, expertise, education, experience, training, interests, personality attitudes, physical conditions, physiological needs, social needs, and self-centered needs.

According to Anwar Prabu Mangkunegara (2014:9), the factors that influence performance are related to the following:

1. Employees, in terms of ability and willingness to carry out work;
2. Work, to job design, job description, and resources to carry out work;
3. Working mechanisms, including systems, delegation, and control procedures as well as organizational structures; and
4. Work environment, location factors, working conditions, organizational climate, and communication.

According to Anwar Prabu Mangkunegara (2014), the factors that influence performance, which is the performance appraisal of an employee consist of individual characteristics and organizational environmental factors, can be explained as follows:

1. Factor individual. Kindly psychologically, ordinary individuals are (individuals who have high integrity among function psychological and physical. With exists high integrity. Among part mental and physical so individual the own concentration good self. Good concentration is the most incredible asset, particularly for managing potential optimally in carrying out activities or works daily in reach purpose organization.
2. Organizational environmental factors. Organizational work environment factors are very supportive of individuals in achieving performance. The organizational environmental factors include clear job descriptions, adequate authority, challenging work targets, effective communication patterns, harmonious

work relationships, a respectful and dynamic work climate, career opportunities, and relatively good work facilities.

Employee Performance Improvement

Hawley (2007: 5-9) believes that to improve an employee's performance, a leader does not see the individual as a problem but the individual and the pain they have as two integrative things. Essential principles for a leader in increase performance for his employees namely:

1. The leader gives image and understanding about clarity, good performance
2. To clarify interpretation, leaders set clear and measurable targets and goals
3. Offer employees follow training and activities of senior colleagues
4. Modify or buy new equipment that can improve employee performance
5. Make corrections to poor employee performance

Increasing the performance of individual employees will encourage the overall performance of human resources, which is reflected in increased productivity.

Employee Performance Measurement

According to Sedarmayanti (2011: 260), to be able to assess employee performance objectively and accurately is to measure the level of employee performance. Performance measurement can also serve as an effort to gather information to direct employee efforts through a specific set of priorities, such as communication. Performance measurement is carried out based on the following:

1. Quality of work (referring to accuracy and margin of error)
2. Working quantity (referring to the amount of production or output)
3. Punctuality (referring to task completion within the time allowed)
4. Cooperation with others (referring to work same and communication with supervisor and colleagues work)

Based on the theory above, research focuses on measurement performance based on internal factors, i.e., quality work, quantity work, and precision time.

The Influence of Work Motivation on Employee Performance

The company creates motivational incentives to increase employee excitement in work among several experts who support them, Hasibuan (2013:92) stated that motivation is a method to push excitement subordinates, ordering them to want to work hard with give all their abilities and skills to realize the need company.

Good employee performance will influence the productivity company. So, productivity employee Has caused an increase in performance employees also increased. Hasibuan (2013 influencing factors of performance employees are: 1) factors of ability, 2) factor motivation. According to Hasibuan (2013), motivation is man's cause and support behavior so that capable work, enterprising, and enthusiastic reach the top. Also supported by research conducted by Hasibuan (2013), wherein results which analysis She says variable motivation influential significant to inconsistent performance

Based on the definition, they have seen that motivation push enthusiastic employee. Enthusiastic maximum employees in a profession mean performance employee increase in a manner max, so motivation is very influential to performance employee in something organization.

Hypothesis

Based on formulation problems and empirical studies that have been conducted before, then the proposed hypothesis in a study this follows:

- H₁: Intrinsic Motivation has significant effect on employee performance
H₂: Extrinsic motivation has significant effect on employee performance.
H₃: Intrinsic motivation and extrinsic motivation simultaneously has significant effect on employee performance.

III. Methods

Study this on the CV. Baruga's Digital Engineering Consultant will be held from April 2022 to May 2022. A population is a whole object that has the same characteristics. The population in the study is the total existing employees at CV. Digital Engineering Consultants Baruga totaling 48 people, all made as respondents. So, method data collection on research uses method census. The data source used in a study is primary data obtained from CV. Digital Engineering Consultants, through interviews, are direct and thorough on main points theory related discussion with the problem and will research more continue. Method data collection used in a study, namely;

1. Questionnaire is a technique of data collection carried out with the method prepare and delivering several questionnaires or statements to the respondent for answers.
2. An interview is a form of data collection that the author uses by holding a question and answering directly to CV employees. Digital Engineering Consultants.

In the study, the Likert scale measures attitudes, opinions, and perceptions of somebody or a group of people about a social phenomenon (Sugiyono, 2009). Every instrument using the Likert scale have a gradient from very positive to very harmful in the form of words and also gives scale number from 1 to 5

For data collection, especially formerly need conducted testing to tool measuring study for prove is tool measure used own validity and reliability for action what should become function measure, that is for the test is questionnaire has effort in a manner careful and precise, relevant what want to be measured in research this.

For test questionnaire, as a research instrument, so used to test the validity and reliability. An internal instrument study is valid if capable of measuring what wants to be measured and can disclose the data and variables studied consistently. The validity test was conducted using coefficient correlation product moment with criteria that are said to be valid if a value of $r \geq 0.30$ with a level significant $\alpha \leq 0.05$.

This study used data analysis methods consisting of two groups, namely descriptive statistical analysis and inferential statistical analysis. The purpose of using descriptive analysis in research is to provide an empirical description of the choice of statements and the distribution of the frequency of respondents from the data that has been collected; as for the descriptive size, namely the provision of numbers in the form of amounts, averages, and percentages.

IV. Result and Discussion

Testing coefficient regression in variable intrinsic motivation (X_1) using level significance of 0.05 and obtained t_{count} of 3.471. Moreover, the testing coefficient regression variable extrinsic motivation (X_2) operating level significance of 0.05 received a t_{count} of 4.142. Table values the t distribution is searched at $\alpha=5\%$ with level freedom $df = 15$, with level significance 0.025, then obtained for t_{table} of 2.13

Table 1 Partial t-test Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	3,761	3,852		6,169	.000
	X1	.738	.213	.738	3,471	.003
	X2	.833	.201	.881	4.142	.001

a. Dependent Variable: Y

Based on table 1 shows that:

1. Intrinsic motivation: $t_{count} = 3,471 > t_{table} = 2.13$ or sig. $(0.003) < \alpha (0.05)$, so H_0 rejected and H_a accepted. that is, the proposed hypothesis that intrinsic motivation has significance to performance employee proven and accepted.
2. Extrinsic motivation: $t_{count} = 4.142 > t_{table} = 2,13$ or sig. $(0.001) < \alpha (0.05)$, then H_0 rejected and H_a accepted. It means the proposed hypothesis writer that extrinsic motivation significantly affects the performance of employees is proven and accepted.

F Test

The analysis is used to prove that intrinsic and extrinsic motivation simultaneously have a real influence (significant) or not on an employee's performance. With statistical test steps, use level 95% confidence or level error 5% ($\alpha=0.05$)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	40,660	2	20,330	9,397	.002 ^b
	residual	32,451	15	2.163		
	Total	73,111	17			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Corresponding results calculation obtained $F_{count} = 9.397 > F_{table} 3.68$ and sig $0.002 < 0.05$ means H_0 rejected and H_a accepted. At the level $\alpha = 5\%$, simultaneous intrinsic and extrinsic motivation significantly influence employee performance. So that hypothesis is accepted.

Coefficient Determination (R^2)

Summary models				
Model	R	R Square	Adjusted R Square	std. An error in the Estimate
1	.746 ^a	.556	.497	1.47086

a. Predictors: (Constant), X2, X1

Based on the calculation of the results using SPSS 24.0 can is known the R-value of 0.746 means connection Among variable independent (X₁ and X₂) with variable very closely dependent temporarily it is R Square of 0.556 or 55.6%, meaning that the ability variable independent in explain variant from variable dependent is by 55.6% meanwhile other influencing factors employee performance of 44.4 % other factors in question not examined in a study this.

Discussion

Research results on intrinsic motivation to performance employees could prove that intrinsic motivation could contribute significantly to enhancing employee performance. This result indicates that the better intrinsic motivation, the employee performance will increase. The findings study reflects that motivation high intrinsic capable support variation changes and significantly contribute to the increase in employee performance. It means exists change enhancement intrinsic motivation to employee performance at CV. Digital Engineering Consultant

Multiple Linear Regression Model

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	3,761	3,852		6,169	.000
	X1	.738	.213	.738	3,471	.003
	X2	.833	.201	.881	4.142	.001

a. Dependent Variable: Y

Based on the table above, is known score constant (a) of 3.761, meanwhile score coefficient (b₁ X₁) of 0.738, and the value coefficient regression (b₂ X₂) of 0.833, so equality of the regression could be written down as follows:

Equality regression:

$$Y = a + b_1 X_1 + b_2 X_2$$

$$Y = 3.761 + 0.738X_1 + 0.833X_2$$

The Effect of Intrinsic Motivation on Employee Performance

Based on the research results, intrinsic motivation has a positive and significant effect on employee performance. Research results in this are relevant to the study conducted by Abdul (2016) and Olivia (2015) state that intrinsic and extrinsic motivation are significant to employee performance. Subsequent research by Theo and Fanny (2020) and Rangga (2016) stated that intrinsic and extrinsic motivation significantly influence employee performance.

The Effect of Extrinsic Motivation on Employee Performance

Research results showed that extrinsic motivation positively and significantly affects employee performance. This result indicates that better extrinsic motivation so excellent employee performance. The findings study reflects that extrinsic motivation competent support variation changes and significantly contribute to the increased employee performance of CV. Digital Engineering Consultant

Research results this supported by the theory according to Mulyana (2005) explains that Employee performance is an aspect not quite enough answer the profession is aware of the self-individual in carrying out obligation or work, accompanied by a sense of courage to accept all risk, a great initiative in face difficulty to great work and encouragement for do and finish what soon or must resolve. That means one employee feels always demanded complete an immediate job or must decide on a time and be ready for work exceed the time it works because work piles up, and in every entire profession, they will focus on a career and not do activities other as talk with colleague work because the employee has a sense of responsibility answer tall to work done.

The Effect of Intrinsic Motivation and Extrinsic Motivation on Employee Performance

Based on the calculation of the results obtained, F_{count} = 9.937 > F_{table} 3.68 and sig 0.002 < 0.05 means H₀ rejected and H_a accepted. It means that on a level α = 5 % respectively, simultaneous intrinsic Motivation (X₁)

and extrinsic Motivation (X_2) have a positive and significant influence on employee performance (Y). So that hypothesis tested the truth or accepted. It means the higher motivation and performance will increase.

Results analysis showed that intrinsic and extrinsic motivation positively and significantly affect employee performance. Intrinsic and extrinsic motivate on can explain the performance of employees at CV. Digital Engineering Consultant. In studies, empirical description variables of intrinsic and extrinsic motivation show reasonable interpretation, and employee performance shows good understanding.

The organization creates motivational incentives to increase employee excitement in work. Several experts support it. Among them, Hasibuan (2013:92) stated that motivation is a method to push excitability subordinates, order them to want to work hard, with give all their abilities and skills to realize the organization's needs.

V. Conclusion and Suggestion

Conclusion

Based on results of thid study, it can be concluded that intrinsic motivation has positive and significant effect on employee performance. Extrinsic motivation has positive and significant impact on employee performance. This result indicates that better extrinsic motivation so excellent employee performance. Intrinsic and Extrinsic Motivation has a positive and significant effect on employee performance.

Suggestion

Based on the conclusions obtained, suggestions can be put forward, namely in nature increase party company must increase procedures and regulations work so that employees could improve performance. In increasing employee performance, a party company gives a chance for employees to obtain valuable knowledge to use in employee development.

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Sahyunu, et. al, "The Effect of Intrinsic and Extrinsic Motivation on Employee Performance at CV. Digital Engineering Consultant." *IOSR Journal of Business and Management (IOSR-JBM)*, Vol.25, No. 02, 2023, pp. 50-55.