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THE EFFECT OF MOTIVATION AND WORK WAGES ON EMPLOYEE PERFORMANCE IN THE PROTOCOLER DIVISION AT THE OFFICE OF THE REGENT OF BATANG HARI, JAMBI

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Abstract
The purpose of this research is to elucidate the impact of motivation and wages on employee performance in the protocol section of the Batang Hari Jambi Regent's Office. The quantitative descriptive approach employs multiple linear regression analysis tools. The influence of Motivation (X1) and Wages (X2) as independent variables on Employee Performance (Y) was tested using the t-test, F-test, and coefficient of determination. The results of hypothesis testing on the Motivation variable (X1) show that the value of Tcount (4.173) < Ttable (2,036). The results of hypothesis testing on the variable Wage (X2) show that the value of Tcount (17,541) is greater than Ttable (2,036). From the partial test results, it is found that Price (X1) and Wage (X2) influence Employee Performance (Y). Simultaneous variable testing reveals that the value of Fcount is greater than Ftable, or 362.644 is greater than 3.30, indicating that Motivation (X1) and Wages (X2) simultaneously influence Employee Performance (Y). The Adjusted R-Square value is 0.956 for Y, or 95.6%, and the remaining 4.4% is influenced by other variables not examined in this research.
Keywords: Motivation, Wages, Performance.

INTRODUCTION

Natural resources and human resources are the two significant assets required for a nation's development. Both are critical to national and organizational development. However, human resources are essential. High employee performance is crucial for organizational growth. Organizations need resources to build and improve performance because they provide the energy required to carry out various activities.

Human resources are the most critical resource in driving and building an organization to achieve its goals. According to Sunyoto (Nova, 2020), human resource management generally emphasizes developing employee capabilities at the highest level, fostering efficiency and collaboration, all aimed at achieving a goal. It is to improve performance. Employees are the most critical asset for a company or organization, as no business can survive without them. Employees play an active role in establishing plans, systems, processes, and goals..

According to Notoatmodjo's theory (Novi, 2020), several factors contribute to improving employee performance. Increasing employee wages is one way to increase work motivation, which can ultimately improve employee performance. Motivation and wages are among the key factors that influence employee performance.

The initial factor examined in this study is motivation. Motivation is a process that determines the intensity, direction, and persistence of effort directed toward achieving a goal. Motivation is the

alignment of employees within an organization to work together and achieve organizational objectives. Motivation is a process that steers employees towards the objectives and success of a company or organization.

The second factor influencing employee performance is wages. According to Sunyoto (Nova, 2020), wages are the compensation that employees receive in return for their work. As part of the company's success, employees, who serve as service providers, also deserve compensation and recognition for their efforts.

This study took place at the Batang Hari Regency Regent's Office. The protocol section has the primary task of supporting the Regent and Deputy Regent's duties, such as serving as an extension of conveying information. In carrying out their duties, employees are expected to improve their performance continually. However, based on simple observations, the performance of the protocol section has actually declined, particularly among employees. The employee performance assessment indicators stated by Notoatmodjo (Novi, 2020) are obligations, responsibilities, and requirements that must be met. However, based on field facts, there is still a decline in the implementation of obligations carried out by employees, specifically in the work responsibilities of those who fail to complete their tasks on time. Therefore, more extensive research is needed, utilizing better instruments, to ensure that the research results are more accurate and reliable.

LITERATURE REVIEW

Work motivation

Work motivation is an internal drive that propels individuals to improve their performance in order to achieve organizational objectives. Motivation is a critical component of human resource management, as it has the potential to influence productive work attitudes, enthusiasm, and behavior, as per Ansory Fadjar et al. (2018). Employees who are highly motivated exhibit a high level of dedication and accountability in the execution of their responsibilities. Additionally, Ahmad (2017) asserts that employees' morale can be enhanced and their work outcomes can be positively influenced by appropriate motivation, whether in the form of rewards or recognition. Consequently, the quality of employee performance is significantly influenced by motivation.

Wages and Work Compensation

Organizations provide wages and compensation as incentives to recognize employees' contributions to achieving objectives. A fair and appropriate compensation system that is proportional to the workload can enhance employee satisfaction and productivity, as per Agustini Ira KN et al. (2019). At the same time, Arwin, Andi, et al. (2018) emphasized that an effective wage system is not only a motivational tool but also a crucial determinant of employee performance and loyalty. Consequently, it is essential to ensure that wages are equitable and transparent to maintain the organization's sustainability and meet the needs of its employees.

METHOD

The type of research used is the quantitative descriptive method. The quantitative descriptive method is a technique that describes and interprets the meaning of the data collected by paying attention to and recording as many aspects as possible of the situation being studied at that time, thereby obtaining a general and comprehensive picture of the actual situation. Sugiyono (2014).

The type of data used in this study is quantitative data obtained from respondents, which can be substantiated by numerical values that will be processed and analyzed according to the method, allowing for the presentation of results. The source used is primary data. Primary data is data obtained directly from the source without intermediaries. The primary data for this study were collected through questionnaires distributed to respondents. All protocol staff at the Batang Hari Regent's Office, consisting of 24 honorary staff and 10 employees, Muara Bulian. Secondary data refers to information obtained indirectly through intermediaries, including literature and other relevant sources related to this research. The secondary data used in this study were obtained from the internet, journals, articles, and other news sources related to the research.

The population used in this study is the entire protocol staff at the Batang Hari Regent's Office, consisting of 24 honorary staff and 10 employees. The sample is part of the number of characteristics possessed by the population, so every subject in the population is given an equal opportunity to become a sample, using the Arikunto sample formula, with the provision that if the population is less than 100, then the entire sample is taken (Arikunto, 2010). In this study, 34 samples were analyzed.

The data analysis in this study used quantitative methods. Quantitative analysis is a research method that utilizes numbers, where the data is presented in the form of scores, values, rankings, or frequencies, which are analyzed using statistics to answer specific research questions or hypotheses and to predict how these variables influence other variables (Sugiyono, 2019).

The questionnaire was measured using a Likert scale consisting of the following options: strongly agree, agree, somewhat agree, disagree, and strongly disagree. The five assessments were weighted as follows: 1. Strongly agree answers were given a weight of 5. Agree answers were given a weight of 4. Quite agree answers were given a weight of 3. Disagree answers were given a weight of 2. Strongly disagree answers were given a weight of 1. The Likert scale is used to measure the attitudes, opinions, and perceptions of individuals or groups of people regarding social phenomena. The questionnaire distributed in this study used a Likert scale..

Validity tests are intended to measure how accurately a test performs its function, whether the measuring instrument that has been prepared can accurately measure what needs to be measured. The test is designed to assess the validity of a questionnaire, as noted by Darma (2021).

A reliability test measures the variables used through the questions/statements, and the reliability test is carried out by comparing the Cronbach's alpha value with the significance level, which can be 0.5, depending on the research needs, according to Darma, B. (2021).

Multiple linear regression when there are two or more independent variables (X), Darma, B (2021).

T-test or partial regression coefficient test, namely to determine the influence of the independent variable partially (individually) on the dependent variable, whether the influence is significant or not, by comparing the calculated t value and the t table (Darma, B, 2021). As for the testing method between t count and t table, t table is determined by (α) = 5% or 0.05, df (nk-1), n is the number of data, and k is the number of variables.

F test or regression coefficient tests simultaneously, namely to find out the influence of independent variables simultaneously (together) on the dependent variable, whether the influence is significant or not, by comparing the calculated F and F table values (Darma, B, 2021). As for the testing method between Fcount and Ftable, Ftable is determined by (α) = 5% or 0.05, df1 (k-1), k is the number of variables studied, both dependent and independent variables, and df2 (nk-1) n is the number of data and k is the number of variables.

Coefficient of determination (R^2): R^2a a test conducted to see the magnitude of the relationship shown by the independent variable and followed by the dependent variable in the same proportion. This test is conducted by looking at the R-squared value. Darma, B. (2021). The level of regression accuracy is expressed in the coefficient of determination, which must be converted into a percentage. The remainder of the total (100%) is explained by other variables not included in the research model. However, if the coefficient of determination is zero (0), it means that the independent variable does not affect the dependent variable.

RESEARCH RESULTS AND DISCUSSION

Validity Test

In this study, a validity test using the SPSS application was conducted to determine whether the questionnaire used accurately measured what it intended to measure. An instrument is considered valid if it accurately measures data from the measured variable. In the validity test, it is measured by comparing the calculated r value with the r value in the table. If the calculated r value is greater than the r table value, the question is declared valid. In this study, the r table has a value of 0.3388, then the analysis results are as follows:

Table 1. Validity test

No	Variables	Item	rhitung	rtable	Information
1	Motivation (X1)	X1.1	0.652	0.3388	Valid
		X1.2	0.594	0.3388	Valid
		X1.3	0.551	0.3388	Valid
		X1.4	0.533	0.3388	Valid
		X1.5	0.499	0.3388	Valid

2	Wage (X2)	X2.1	0.540	0.3388	Valid
		X2.2	0.506	0.3388	Valid
		X2.3	0.367	0.3388	Valid
		X2.4	0.745	0.3388	Valid
		X2.5	0.610	0.3388	Valid
3	Performance (Y)	Y1.1	689	0.3388	Valid
		Y1.2	542	0.3388	Valid
		Y1.3	414	0.3388	Valid
		Y1.4	624	0.3388	Valid
		Y1.5	593	0.3388	Valid

Source: data processed by SPSS

The instrument is considered valid if the correlation of the product-moment value shows a significant relationship between the item score and the total score, or with the correlation value of each item and the correlation table value (rtable). If rcount > rtable, the instrument is said to be valid. The table above shows that the correlation values for each variable's statement items are greater than rtable (0.3388), indicating that the statements submitted are declared valid and worthy of analysis.

Reliability Test

The reliability test is designed to assess the reliability of a questionnaire, which measures the consistency of a variable. To conduct this test, the researcher performed calculations using the SPSS software application. The reliability for each variable is presented in the following table.

Table 2. Reliability Test

No	Variables	Cronbach's Alpha	Minimum Cronbach's Alpha Limit	Information
1	Motivation (X1)	0.713	0.5	Reliable
2	Wage (X2)	0.717	0.5	Reliable
3	Performance (Y)	0.716	0.5	Reliable

Data source: processed by SPSS

A variable is said to be reliable if the answers to statements or questions are always consistent, so the results of the reliability coefficient of the motivation instrument are 0.713, the work wage instrument is 0.717, and the performance instrument is 0.716, it turns out that the "Cronbach's alpha" value is greater than 0.5, which means that the three instruments are declared reliable or meet the requirements.

Multiple linear regression is used when there are two or more independent variables (X), as in multiple linear regression analysis using SPSS.

Table 3. Multiple Linear Regression Analysis

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-,484	,805		-,602	,552
	Motivation	,207	,050	,199	4,173	,000
	wages	,816	,047	,838	17,541	,000

a. Dependent Variable: Performance

Source: data processed by SPSS

The results of the multiple linear regression calculations with the SPSS program from the coefficient table can be seen in the table above. The following equation is obtained.

$$Y = a + b1 . X1 + b2 . X2$$

$$Y = - 0.484 + 0.207 X1 + 0.816 X2$$

From the equation above, it can be explained that the value of a (coefficient) is -0.484, the value of the motivation regression coefficient is 0.207, and the value of the work wage coefficient is 0.816. The equation above can also be interpreted as follows:

1. a = - 0.484

   It means that if the motivation value and work wages are equal to zero, then performance is -0.484.
2. b1 = 0.207

   It means that if work motivation increases by one unit, the performance value increases by 0.207, assuming performance is equal to zero, meaning that employee motivation is good.
3. b2 = 0.816

   It means that if wages increase by one unit, performance increases by 0.816, assuming motivation is equal to zero, meaning that employee wages are decent.

To test the influence of motivation variables (X1) and work wages (X2) on performance (Y), this study examines the magnitude of each regression coefficient for the independent variables. The significance of each coefficient is tested using a partial test via the SPSS application; the processing results are as follows:

1. Because thitung (4.173) > ttabel (2.036), based on the comparison of thitung and ttabel, H1 is accepted, meaning that motivation (X1) has a significant effect on performance (Y).
2. Because t count (17.541) > t table (2.036), based on the comparison of t count and t table, H2 is accepted, meaning that work wages (X2) have a significant effect on performance (Y).

Simultaneous Test (F Test)

The F test or simultaneous regression coefficient test is used to determine the influence of

independent variables simultaneously (together) on the dependent variable, whether the influence is significant or not, by comparing the calculated F and F table values and using the SPSS application.

Table 4 Simultaneous Test (f-Test) of Motivation and Work Wages Variables

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	142,046	2	71,023	362,644	,000b
	Residual	6,071	31	,196		
	Total	148,118	33			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

To test the existence of a significant influence between the variables of motivation and work wages on performance, an F-test analysis was used by comparing the calculated F-value and the F-table value. The obtained F-table value was 3.29, while the calculated F-value was 362.644. Therefore, H0 was accepted, indicating that there was a significant influence of motivation and work wages on performance.

Test of the Coefficient of Determination (R2)

The coefficient of determination (R^2) test is conducted to assess the magnitude of the relationship between the independent variable and the dependent variable, which is expressed as a proportion. This test is conducted by examining the Adjusted R-squared value using the SPSS application.

Table 5. Determination test (R2) of Motivation and Work Wages Variables

Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,979a	,959	,956	,443

a. Predictors: (Constant), X2, X1

Source: data processed by SPSS

The results of the coefficient of determination (R^2) are 0.956, indicating that the combination of motivation and work wages contributes to 95.6% of the performance influence. In comparison, the remaining 4.4% is attributed to other variables not examined in this study.

CONCLUSION

Based on the research results, it can be concluded that the two independent variables, namely motivation (X_1) and work wages (X_2), have a significant effect on employee performance (Y) both partially and simultaneously. The results of the validity and reliability tests indicate that all research

instruments are valid and reliable, making them suitable for use in the analysis. Through multiple linear regression tests, the equation $Y = -0.484 + 0.207X_1 + 0.816X_2$ is obtained, which indicates that increasing motivation and work wages will improve employee performance. The regression coefficient value for work wages (0.816) is greater than that for motivation (0.207), indicating that work wages have a more significant influence on improving employee performance.

The t-test results show that both variables have a calculated t-value greater than the t-table (motivation = 4.173 > 2.036 and work wages = 17.541 > 2.036), indicating a partially significant effect on performance. The F test also yields a calculated F value of 362.644, which exceeds the F table value of 3.29, confirming that motivation and work wages have a significant effect on employee performance simultaneously. The coefficient of determination (R^2) value of 0.956 indicates that these two variables can explain 95.6% of the variation in performance, while other factors outside the model account for 4.4% of the variation. Thus, increasing work motivation and providing decent wages are important factors in improving the performance of protocol employees in the Batang Hari Jambi Regency Government.

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