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## Driving Factors of Motivation and Its Contribution to Enhance Performance

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### Abstrak

Sebuah bisnis harus berfungsi pada tingkat tinggi untuk mencapai produksi maksimum. Motivasi adalah elemen kunci yang mempengaruhi kinerja dan diperiksa secara ekstensif dalam penelitian. Keinginan internal seseorang untuk bertindak, bekerja, dan menyelesaikan tugas disebut sebagai motivasi. Hal tersebut dapat dipengaruhi oleh berbagai hal, seperti kebutuhan, keinginan, dan keinginan akan rasa aman, terutama dalam kaitannya dengan pekerjaan seseorang. Unsur eksternal yang mempengaruhi motivasi antara lain lingkungan kerja, rekan kerja, gaya kepemimpinan, dan insentif yang diberikan. Penelitian literatur dilakukan untuk melihat variabel-variabel yang mempengaruhi motivasi dan bagaimana pengaruhnya terhadap kinerja. Hasil penelitian ini menunjukkan bahwa kinerja sangat dipengaruhi oleh faktor eksternal seperti kompensasi dan insentif dan unsur psikologis internal seperti motivasi. Mengakui bahwa motivasi sangat penting untuk meningkatkan kinerja dan membantu orang untuk beroperasi lebih produktif dan efektif.

Kata Kunci: *Motivasi, Kinerja, Produktivitas*

## Abstract

A business must function at a high level to reach maximum production. Motivation is a key element that affects performance and is extensively examined in studies. A person's internal desire to act, work, and complete tasks is referred to as motivation. Many factors, including necessities, preferences, and job-related security concerns, can have an impact. The work atmosphere, teammates, leadership styles, and incentives all have a role in how motivated an employee feels. The factors that determine motivation and its relation to performance were investigated through a literature review. The study's findings demonstrate that internal psychological components like motivation are just as important as external factors like salary and incentives for influencing performance. The importance of intrinsic motivation in enhancing performance and facilitating more efficient and effective work from individuals is acknowledged.

Keyword: *Motivation, Performance, Productivity*

## INTRODUCTION

Motivation is defined as an internal drive that compels a person to take some sort of action or see a project through to its completion. Inspiration is one of the most important ingredients for success since it fuels a person's drive to achieve his or her goals. However, because we are human, we occasionally have lulls in performance and productivity, which can significantly hinder one's ability to get things done. The likelihood of such accidents occurring is high, and when they do, they will have far-reaching consequences for the affected business or workplace. When employees aren't inspired to do their best work, productivity drops, which in turn discourages other employees. There is a wide variety of things that can have an impact on an individual's level of motivation. Some of these things include being content with one's working conditions and facilities, receiving incentives and bonuses from one's employer, and having a boss whose attitude can have an impact on an employee's mental state. Because performance is regarded as a very essential asset in the process of accomplishing the objectives and realizing the vision of the desired firm or organization, it is imperative that employees or employees work in an efficient and effective manner (Jufrizen & Hadi, 2021).

Performance is a measure of the many accomplishments that have been attained in a firm or organization. If the members of the organization, company, or agency work well together to accomplish the goals that have been set, then the organization, company, or agency may achieve good performance. Performance is a measure of how well an individual has carried out the responsibilities that have been given to them. The skill, commitment, and dedication of

employees in carrying out their jobs is reflected in the level of responsibility that employees are given in accomplishing their activities. All of these things have the potential to emerge as a result of interest, the source of which may first be traced back to individual motivation. The performance of an individual or team can be impacted or built through the use of driving elements such as motivation, just like the ones that contribute to the success of the firm overall. Additionally, motivation might develop for a variety of distinct causes.

One definition of motivation is "a state or circumstance that stimulates a person to carry out the activities that have been allocated to him." Motivation may also be thought of as "the will to act." One further way to think about motivation is as a collection of needs and values that drive individuals to take action in a certain direction. All of these motivations are geared toward the accomplishment of certain goals or aspirations, including personal goals as well as desired communal goals (Jufrizen & Sitorus, 2021).

A human attribute that is frequently encountered by a large number of persons is laziness. This state of mind can sometimes have a negative effect on their performance and make it more difficult for them to finish the work that they are currently doing. A person can be lazy, but there are also circumstances in which they will force themselves to work with the intention of achieving some goal or finishing a task. Having said that, a strategy like this can sometimes be ineffective and lead to outcomes that are less than ideal. When performance is driven by a lack of strong motivation, the resultant work output typically is not as good as it may be. This can lead to workers experiencing psychological difficulties or sensations of discomfort, both of which can, in turn, promote a resurgence of their lethargy. The degree to which an individual feels at ease and a desire to complete a task voluntarily makes the difference between a performance that is motivated by motivation and one that is coerced. The work that is produced will be of higher quality when an individual is not under the impression that they are being "forced" to carry out the activities they are responsible for. It is crucially important for a person to be motivated in order for them to continue to be motivated before beginning a job in order to achieve the best possible results. When it comes to a company's pursuit of its objective, the presence of motivation can produce a powerful drive to succeed. Therefore, it is reasonable to assert that an individual's level of motivation directly influences the quality and quantity of the results that can be achieved from the work they perform. One way to think about the process of motivation is as something that arises from the individual psychological factors that influence a person. This psychological drive guides and decides the activities that individuals take in the direction of the

goals that are to be accomplished. A person can be motivated to strive more vigorously toward the accomplishment of his goals, whether those goals are unique to the individual or shared with other members of an organization. Within the scope of motivation, there are components that serve as the foundation for the development of motivation. If there is something that must be accomplished as the end result of the work that is being done, then it is possible that someone will be motivated to put in effort to accomplish it. The emergence of motivation can be influenced by a variety of factors, including accomplishment, recognition, the nature of the work itself, responsibility, and the amount of progress that has been made (Musyadad et.al, 2022).

There are many ways to define motivation, but one of the most popular ones is to link it to one's mental and psychological well-being. Maslow, for instance, describes motivation as the desire to fulfill one's potential and the needs for physiological characteristics, a sense of security, social connections, and admiration (Rahmawani & Syahrial, 2021). Individual attitudes and the desire to reach the goals that have been set are largely shaped by motivation. Having goals can help you develop an innovative mindset and a strong sense of personal determination to attain them. This urge is a powerful motivator for effective work. A worker's performance can be elevated to ideal levels and yield the best outcomes by factors including high pay, effective management, appropriate workspace, a nice work environment, and other factors (Jufrizen & Hadi, 2021). The desire and zeal to do something or take action, the encouragement and needs felt, the dreams and aspirations anticipated, the appreciation and respect for oneself, as well as the environment and activities that spark motivation, are all indications of work motivation. The motivation of a company's employees will have a big impact on how well it performs since motivation has a big impact on a person's performance. Therefore, in order to attain optimal performance, leaders and businesses need to pay attention to employee motivation and find variables that can increase this drive (Benny et.al, 2021).

The concept of motivation has been the focus of a significant amount of research in the past, and a variety of findings concerning the factors that have an effect on it have been discovered. In prior studies, it was found that an individual's character may be deduced from their level of motivation. Motivating variables have been found, and they include things like the nature of the work, the atmosphere of the workplace, and the social support received from friends and family members. The findings also indicate that younger people have higher levels of motivation and enthusiasm than older people do. In general, younger people are more driven

than older people to achieve their goals. There is also an effect of marital status, such that people who are married and have children or other dependents are more driven to perform well in their jobs. Last but not least, the working conditions are taken into account as a factor due to the fact that workers' motivation to perform at their best can be increased by working in an atmosphere with adequate amenities and infrastructure. (Arif et.al, 2021). According on the findings of this study, it is hypothesized that a person's level of motivation can be affected both by their surroundings and by themselves. These two factors are referred to, respectively, as individual (internal) and organizational motivation (external). Whereas internal elements can originate from a person's unique requirements, attitudes, and capabilities. The reflection of factors that can affect a person's motivation from external sources can be described in salary, job security, co-workers, supervision, or style. While external factors are more diverse because they are factors that arise from a wider variety of things, such as the environment, social influences, and lifestyle, amongst many other things, internal factors are more consistent because they are factors that arise from fewer things. leadership, public acclaim and acknowledgement, and the tasks at hand (Abdurrahim, 2021).

Achievement, recognition, personal development, the realization of potential within oneself, and the acceptance of personal responsibility are all examples of things that can come from within an individual to serve as a source of motivation. Individuals will feel inspired to work harder and accomplish higher overall personal growth if these factors are present, and these elements can grow from within a person. Individuals can also grow their own versions of these elements. Furthermore, one's level of motivation can be affected by factors that arise from one's environment or are influenced by the activities of others. High pay, pleasant working conditions, and a positive reputation can all boost motivation, as can other features of individuals' work settings, such as the caliber of their supervisors (Triono et.al, 2021). The substantial part that motivation plays in improving performance is a common topic of study. This is due to the fact that being inspired by inspiration can cause people to work harder and produce better results. An employee's level of motivation improves when they feel their efforts are valued by their company. These kinds of actions can be a motivating element for employees if they are carried out within a corporate setting that is both open and flexible, particularly if the leadership of the organization provides opportunity for employees to participate in decision-making and provide ideas. As a result, employees will have the impression that they are an integral part of the company and that their efforts are valuable and appreciated; this, in turn, will improve the

employees' drive to perform their jobs to the best of their abilities. (Hutagalung, 2022).

The level of motivation an employee has toward their work can either directly or indirectly have an effect on the quality of their performance. The ability to be motivated can urge someone to work to their full potential, and this motivation can be dependent on a variety of things such as the amount of pay or compensation that is received. In addition to this, satisfaction in one's work can also serve as a source of inspiration. It is possible for job satisfaction to generate motivation due to the fact that when a person is happy and comfortable in their work environment, they will experience joy, which will naturally boost their motivation to enhance their performance. This will have a big impact on contributing to an overall improvement in performance (Sugion et.al (2021). Additional research demonstrates that a person's level of motivation affects their performance. According to Hutagalung, other factors also play a role in the matter, including compensation. These other factors include the level of openness involving employee participation in making decisions related to the institution, as well as the freedom to express ideas to determine the direction of policy and management of the institution. If these measures are put into effect in the correct manner and without any kind of bias, they have the potential to boost worker motivation by providing them with the perception that they play an important part in the institution (Dewi, 2021).

It is emphasized that the relationship between motivation and performance indicates that if one's level of performance improves, then their level of motivation will also improve. According to the findings of this study, the award bestowed by management is the primary factor in determining employee performance. Moreover, allowing employees some latitude in determining their own career paths is one of the many factors that can encourage increased levels of motivation within an organization. The reflection of this kind of treatment displays an institution's flexibility to support its employees in expanding their potential and to give suitable acknowledgment to those who have good performance and great achievements. As a result, a sense of ease will be generated, and this ease of feeling will, in turn, generate motivation, which will have an impact on performance. (Umar & Norawati, 2022). All of the previous research that has been conducted on performance and motivation has made it abundantly evident that motivation plays a key role in the process of nurturing performance. However, there are a variety of factors that might influence one's level of motivation. These factors can originate from the individual themselves, as well as from components brought about by their environment and by external situations. As a result, it is essential to gain an understanding of the factors that can

have an effect on an individual's level of motivation, both internally and externally, in order to evaluate and determine which factors need to be taken into consideration in order to raise performance effectively and efficiently.

## RESEARCH METHOD

This research is literature review, in which previous research serves as the primary source of data. Following the completion of prior study, the information and findings that are already available will serve as an important basis for the collection of opinions. These earlier studies will serve as invaluable guidelines for steering researchers through the process of data collecting and analysis when they are carried out. The second step, which is the use of the deductive technique, occurs once the data from the earlier investigation has been acquired. Making use of logic and deduction, this approach entails drawing inferences from the data in order to arrive at broader conclusions. Following a methodical and sensible analysis of the data that was gathered, it will be interpreted in order to generate a deeper understanding of the issue that is being researched. In the deductive technique, the researcher will make use of the information obtained from earlier study as a foundation for making conclusions that are more specific or for testing hypotheses that are already in place. The deductive technique will be utilized to analyze the data that has been gathered, and the opinions and findings that are found in this study will be based on the results of that analysis. It is anticipated that the findings of this conclusion will provide a more in-depth comprehension of the subject matter that is being investigated.

## RESULT AND DISCUSSION

Performance reflects the level of success of a company, institution or organization in carrying out its functions. For example, in a manufacturing company, the main goal is to produce goods. If the company can achieve production targets and sell all the products it produces, it shows good performance. The same principle applies to other agencies and organizations, where achieving the set goals is an indicator of good performance. In the process of achieving this performance, cooperation, alignment, and the same desire for goals are important factors. All team members or individuals in a company or organization must work together and have a similar vision in achieving common goals. Good collaboration and understanding in the steps taken will affect overall performance.

If each of these conditions can be met, then a cohesive group that is driven by the same

ambitions will emerge and work toward reaching shared objectives. One of the many components that are essential to the production of these components is motivation. According to what has been discussed previously, an individual's motivation is a force that originates from within themselves and reflects the activity that develops, directs, and maintains action. When combined with the right kinds of activities, high levels of motivation can lead to accomplishments that feel very fulfilling. A strong sense of motivation also has the ability to influence other people who are working in the same area. In other words, optimistic inspiration can spread to those around it and have an effect on those who are exposed to it. A positive attitude can be maintained through good motivation, allowing an individual to continue to be diligent, persistent, and not easily give up when confronted with the problems they are up against in the course of carrying out the responsibilities they have been given. (Hidayat, 2021). In order to identify the elements that require attention in an effort to improve and build employee motivation, it is essential to have a solid understanding of the components that drive motivation. These include both internal and external influences. When these elements are understood, it is possible to take actions that will effectively improve motivation and create an environment that is appropriate for work.

#### A. Factors Influencing Performance

Discussions about motivation are commonplace in academic circles. This is owing to the fact that inspiration plays a crucial role in driving people forward toward their objectives. Personal motivation arises when one has clearly articulated life objectives and is aware of the benefits that will accrue from accomplishing those goals. Motivation is a key characteristic that helps support organizational success within the setting of a business or organization. When everyone in a company is working toward the same end, this form of motivation can lay the groundwork for the unity of purpose required to get the job done. Some people just need a little push in the right direction in order to get through their daily tasks and work to their full potential. A person needs a driving force in the form of emotional and physical motivation in order to perform at a higher level. A person's motivation is essentially the consequence of the psychological processes that occur as a direct result of the interaction between their perceptions, attitudes, and individual requirements. These aspects interact with one another and have a mutual impact on the creation of individual decisions, which take place not only in the workplace but also in the social environment. (Jaya, 2022).

According to Munandar, an individual's level of performance can be affected by a

number of different characteristics of motivation. To begin, the disciplinary mentality of employees is a significant role in the level of motivation. Second, the ability to mix ideas and your imagination, which are both necessary for invention. Third, have a high level of self-confidence. The capacity to thrive despite intense levels of strain at work comes in fourth place. Fifth, have a strong sense of responsibility for the task that has been accomplished. When a person is motivated to carry out his work, these aspects of the work become manifest. This drive is fueled by a variety of factors, including wants, needs, and even some anxiety. One way to explain fear is as the effect of an individual's behavior when they become aware that doing nothing will result in undesired consequences. This inspires people to put forth their best effort and perform at the highest potential level in order to accomplish the outcomes that are sought (Setiawan, 2021). There are a lot of different things that might have an effect on the degree of motivation that workers have in an organization. One of them is the provision of incentives, which can be seen as a sort of acknowledgment and compensation for the individual effort of each person. According to Herzberg's theory of motivation, the things that have an effect on one's level of motivation can be broken down into two categories: motivators and hygiene. The individual themselves can be a source of motivation through elements such as desires, needs, a sense of duty, acknowledgment, and a sense of satisfaction with the task that has been completed. On the other side, hygienic aspects are related to external factors, such as the work environment and the coworkers, as well as elements such as salary, incentives, business policies, and the emotional bond between superiors and subordinates. If you want to enhance the degree of motivation, you need to take into account each and every one of these variables (Barusman & Amelia, 2021).

There are many other requirements that emerge as a result of motivation, such as the need for accomplishment, the need for connection, and the need for recognition from the organization. Gibson went on to explain that there are a number of different aspects that influence the development of motivation. Individual conditions can be broken down into categories such as abilities, skills, and expertise; work experience; social status; and individual demographics. The ability to learn, one's personality, their perceptions, their attitudes, and their desires are all examples of psychological aspects. In addition, organizational elements, such as organizational structure, job design, leadership attitudes, and awards given by superiors to their subordinates, all have a role in the influence that motivation has on employees. Each of these factors is crucial in defining an individual's degree of motivation (Nurfadilah & Fadilah, 2021). Sunyoto argues that an individual's internal factors and their

external surroundings both contribute to their level of motivation. Desires are thought to be internal forces, and some examples include the urge to live, the drive to own something, the want to earn recognition, and the desire to gain power. However, external determinants can include things like working conditions, enough salary, effective supervision, job certainty, responsibilities, and employment status, as well as flexible rules that allow employees to participate in decision making and offer ideas within the organization. All of these factors are crucial in deciding how motivated workers actually are (Khanady et.al, 2021).

Evidence from the past suggests that the inclination to be motivated is intrinsic to the individual and is tied to their beliefs, preferences, and requirements. This explanation of motivation lends credence to the concept of motivation as an innate drive. Both internal and external factors could be at play here. They will be pushed to take action by the confidence they have in their own ability to generate inspiration. On the other hand, a person's development can be influenced by factors outside of themselves, such as their salary, rewards, leadership style, and other aspects of their workplace or social environment.

#### B. How Motivation Contribute Toward Performance

The findings of prior studies suggest that an increase in one's level of motivation has a beneficial effect on one's level of performance. It is common knowledge that the presence of motivation in a person inspires that person to work to the best of his ability in order to accomplish the objectives that he has set for himself. When employees at a company have higher levels of motivation, the business as a whole will see improvements in performance. The ability of an employer to provide items that are lacking in the workplace is one way that compensation can serve as a motivating element for employees. It is possible for an employee's motivation to perform well at work to deteriorate if they are not offered appropriate rewards and reasonable prospects for professional progression. They could be under the impression that regardless of how hard they work, nothing would change, which could lead to laziness and a lack of passion on the job. It is highly possible that there will be a major decline in performance, which will have a detrimental influence on company productivity, if this attitude continues to become a habit that is maintained (Djaya, 2021). In a separate line of research, Herzberg developed the two-factor hypothesis, which proposes that even while fundamental human needs do not often directly motivate people, the failure to meet those needs can lead to a sense of dissatisfaction and discomfort. As a result, the drive a person has to satisfy these requirements will motivate him to work toward meeting those requirements. An individual's motivation can be shaped in a variety of ways, including

by factors such as salary and benefits, working conditions, organizational policies, job status and security, supervision and autonomy, work environment, and one's personal life. An individual's need to satisfy his or her own needs and wants is the source of this motivation. In addition, the acknowledgement and gratitude that one receives from one's superiors and other employees is another component that serves as a motivator that motivates one to perform better on the job (Solihatun et.al, 2022).

In yet another study, the components of motivation were broken down into several categories, such as the provision of incentives, working conditions, physical activity, achievement, and responsibility. It was found that each of these components plays an important part in supporting performance, and this finding was confirmed by the findings of the study. However, research indicates that there is no significant influence on enhancing employee performance in terms of working conditions and achievement. Because there are prizes given for someone's hard work, providing incentives can be a driving force for someone to be more motivated at work because there are rewards given. The term "physical activity" refers to a wide range of pursuits, some of which include manual labor and others which call for strenuous physical effort. When given field assignments that require physical exertion, some employees report feeling more driven to complete their work. Trust is an important component of responsibility at work, and being rewarded for exercising that trust can significantly increase motivation. Because having a high degree of motivation will have an effect on enhancing performance, each of these characteristics has an influence on performance (Yusuf et.al, 2021). A motivational factor that can stimulate increased employee performance is giving responsibility to employees and expressing appreciation for their efforts when the obligation has been carried out properly. This obligation generates intrinsic motivation in workers, which in turn pushes them to perform their jobs to the best of their abilities. Employees also have a strong mindset to accomplish duties and produce ideal outcomes in the work that has been entrusted to them when they have a sense of responsibility, which is an important factor (Novriansya et.al, 2022).

According to the findings of a number of earlier research, motivation is one of the most essential factors in determining how well employees accomplish their jobs. An individual's level of motivation is one of the driving factors that determines how hard they work. In addition to this, research has shown that an increase in appreciation and motivation from leadership can lead to an increase in an individual worker's level of motivation in their work (Diah et.al, 2021). The findings of other studies come to the same conclusion, namely, that

the level of motivation that an individual possesses has a substantial bearing on their overall performance. Because of this, the motivation of an employee can lead to improvements in his performance, which in turn can contribute to the positive productivity of the organization (Nurhajjah et.al, 2022). It is evident from this example that one's level of motivation can have an effect on their performance. There are many different aspects that can have an impact on an individual's level of motivation, including aspects that are internal to the individual and originate from the individual himself, as well as aspects that are external to the individual and originate from aspects such as the work environment and the leadership. For this reason, it is essential for businesses to pay attention to the motivation of its workers and employees so that their performance can be improved to the greatest possible extent, hence realizing the greatest possible gains in terms of the productivity of the firm.

## CONCLUSION

Following the completion of this investigation, it is possible to draw the conclusion, supported by findings from earlier studies, that motivation plays an extremely significant part in the performance of an individual. Motivation can be defined as an impulse that originates from within an individual and is characterized by the desire, need, and desire to accomplish goals that will result in a sense of security. People are often motivated to work harder than they otherwise would be by the desire to obtain a wide variety of things, including tangible rewards and honors as well as less tangible but no less meaningful goals. This yearning might take numerous shapes. Meanwhile, one's own requirements play a major role in driving one's actions. Every person has requirements that must be satisfied, and this fact fosters the growth of the urge to work in order to fulfill these prerequisites. In addition, the yearning to have these demands satiated may grow stronger with the passage of time. When combined, these factors may have a significant impact on an individual's motivation to work.

A person's motivation to put in extra effort at work can be boosted by a variety of different factors. Motivators might range from monetary prizes and bonuses to changes in working conditions or the outlook of upper management. The results of this study highlight the need of considering what drives people to work harder in order to boost productivity. It is recommended that we first identify the employees who are the least driven, as doing so will provide us insight into what variables can boost their motivation and, in turn, their performance. Finding highly motivated workers is also recommended so we can learn about what elements can boost their productivity.

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