THE INFLUENCE OF WORK MOTIVATION ON EMPLOYEE PERFORMANCE WITH PRESENTEEISM AS AN INTERVENING VARIABLE AT THE BPJS OFFICE, TANJUNG MORAWA BRANCH

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Abstract

This research aims to see the influence of work motivation on employee performance with presenteeism as an intervening variable. This research uses a quantitative type of research, this research was conducted at the BPJS Tanjung Morawa branch office, the research population was 70 employees and the sample for this research was the entire population. The sampling technique used was a saturated sample. The data collection used was a questionnaire. The research model used is expert analysis and this research uses SPSS version 25. The results of this research are as follows: Work Motivation has a positive and significant effect on Presenteeism. Work Motivation has a positive and significant effect on Employee Performance. Presenteeism has a positive and insignificant effect on employee performance. Indirect Influence of Work Motivation on Employee Performance through Presenteeism.

Keywords: Work Motivation, Presenteeism, Employee Performance.

INTRODUCTION

As a result of increasingly fierce competition, companies must take various methods to remain able to survive. For this reason, organizations will increasingly depend on the quality of their human resources (Wartana, 2013). Recently, work dynamics in organizations around the world have shifted from working individually to working as a team. However, not everyone is able to work in a team, because it requires the individual's ability to communicate openly and honestly, collaborate with others, share information, recognize differences and be able to resolve conflicts, and be able to suppress personal goals for the sake of team goals (Liche and Eflina, 2004). The goal of every company is to achieve maximum profits as previously planned by the company. Basically, in achieving these targets work productivity is very important (Adolf, 2019). Productivity implies a mental attitude that always has the view that the quality of life today must be better than yesterday, and tomorrow better than today. Productive mental attitudes include motivational, disciplined, creative, innovative, dynamic, professional and fighting spirit (Sedarmayanti, 2019).

Work motivation is the basis for an organization to develop both government agencies and private agencies because of the desire to realize goals and efforts carried out jointly, systematically and planned. Work motivation can be said to be a driving force or encouragement that can trigger a feeling of enthusiasm and is also able to change individual behavior towards something better. Work motivation includes efforts to encourage or give enthusiasm to employees at work. Employee work motivation can come from within a person, which is often known as internal motivation and external motivation which arises due to external influences to encourage someone to do something in accordance with the expected goals. Benowitz (2013) In the field of organizational behavior science,

presenteeism is described as the presence of employees at work in unhealthy employee conditions (Jourdain and Vézina, 2014). According to Cooper (Demerouti, Blanc, Bakker, Schaufeli, & Hox, 2013) explains that presenteeism is a condition when workers force themselves to continue working even though they are in an unhealthy condition or have worked for long hours, so that the employee becomes ineffective at work. Karimi (2014) conducted research related to presenteeism towards employees in two different hospitals in Australia, describing several cases of employees with presenteeism behavior. In the first case, employees with presenteeism behavior will only work with the flow, while the employee's attention is focused elsewhere.

In other cases, employees don't even work at all. Gilbreath and Karimi (2014) in their research journal also revealed that presenteeism behavior is estimated to cost more than $150 billion per year in the United States, far exceeding the costs of employee absenteeism. This is because presenteeism can have negative consequences for productivity, even if the individual does not feel the need to take sick leave. Employee performance is the result of an employee's thought and energy towards the work he or she does, it can be tangible, seen, and counted, but in many cases the results of thought and energy cannot be counted and seen, such as ideas for solving a problem, new innovations. a product of goods or services, could also be the discovery of a more efficient work procedure.

Performance appraisal is "a system through which an organization evaluates or assesses employee performance in accordance with their respective performance for the company" (Handoko, 2016). The phenomenon that occurs in the work motivation that is given does not affect employee performance, but many employees who feel sick still force themselves to work so that the performance of sick employees is less good and slow due to lack of employee energy and illness which they feel has hampered their work even though the employee is already sick. bring medicine.

LITERATURE REVIEW
Work motivation

According to Hafidzi et al (2019) motivation is the provision of driving force that creates enthusiasm for a person's work so that they are able to collaborate, work effectively and be integrated with all their efforts to achieve satisfaction. Motivation is the main thing that drives someone to work. According to Sedarmayanti (2017) motivation is a force that encourages a person to carry out an action or not which is essentially positive or negative internally and externally, work motivation is something that creates encouragement/enthusiasm for work/enthusiasm for work.

Work Motivation Indicators

According to Hafidzi et al (2019) motivation is the provision of driving force that creates enthusiasm for a person's work so that they are able to collaborate, work effectively and be integrated with all their efforts to achieve satisfaction. Motivation is the main thing that drives someone to work, there are several indicators of work motivation, namely:

1. Physical Needs, the need for supporting facilities that can be obtained at the workplace, for example supporting facilities to make it easier to complete tasks in the office.
2. Security needs, these needs for a sense of security, include a sense of physical security, stability, dependence, protection and freedom from threatening forces such as: fear, anxiety, danger.
3. Social needs, needs that must be met based on shared interests in society, these needs are met together, for example good interactions between people.
4. The need for esteem is the need for appreciation for what someone has achieved, for example the need for status, glory, attention, reputation.
5. The need for encouragement to achieve goals, the need for encouragement to achieve something desired, for example motivation from leaders.

Presenteeism

According to the Oxford Dictionary Online, presenteeism is defined as behavior when employees are present at work for more than the required working hours, especially as a manifestation of insecurity regarding their work (Oxford Dictionary Online, 2019). Apart from that, Koopman et al (2013) define presenteeism as a condition where employees are present at work, but there is a decrease in work productivity and the quality of work is not as good as when they are healthy due to health problems. According to (hellosehat.com) Presenteeism is a situation when employees are present at work, but are not fully productive and focused on work due to illness, injury or other conditions.

Presenteeism Indicators

However, in reality, many people force themselves to go to work for several reasons which are indicators of presenteeism according to (hellosehat.com):
1. There is no paid sick leave
   Certain companies may not provide paid sick leave, aka sick leave without cutting wages. In fact, companies are obliged to pay wages to employees who are sick and cannot work.
2. Work must be completed at the workplace
   *Presenteeism*This is common in several types of work, for example in the manufacturing industry which requires workers to complete their tasks at work.
3. Great pressure and workload
   If a team has a large workload, one employee taking sick leave can hinder work.
4. Commitment to work
   When employees feel motivated, presenteeism can occur so that they will work even if they feel sick or not feeling well.
5. Fear of losing your job
   A toxic workplace culture also has an influence in making employees afraid of losing their jobs due to taking sick leave.

Employee performance

According to Mangkunegara (2017), performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Added by Edison (2016:79), performance is the result of a process that is referred to and measured over a certain period of time based on previously established provisions or agreements.

Employee Performance Indicators

According to Mangkunegara (2017), the indicators of employee performance are as follows:

1. Quality of work. How well an employee does what he or she is supposed to do.
2. Work Quantity. How long an employee works in one day. This work quantity can be seen from the work speed of each employee.
3. Implementation of Tasks. The extent to which employees are able to do their work accurately or without errors.
4. Responsibility. Awareness of the obligation to carry out work accurately or without errors.

METHOD

This type of research is quantitative with an explanatory approach or what is known as explanatory research. According to Singarimbun (2016), explanatory research can be interpreted as research that looks at the influence that exists between each existing research variable by testing the hypothesis that has been formulated. This research aims to explain the influence of work motivation on employee performance with presenteeism as an intervening variable at the BPJS Tanjung Morawa Branch Office.

In this research, the object was the BPJS Tanjung Morawa Branch Office. According to Sugiyono (2016) population is a generalized area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. The sample in this study was all employees at the BPJS Tanjung Morawa Branch Office totaling 70 employees (saturated sample).

Analysis Tools

a. Data Instrument Test

1. Validity Test

To see the extent to which an element measures what will be measured in a study, a validity test is needed. Comparison between calculated r and r table for degrees of freedom /df = n-2, with the information n = number of samples used to see whether a research instrument item is valid or invalid. It can be said that an item is valid if the calculated r is greater than the table r. In this study the number of samples was 70.

2. Reliability Test

This test is used to determine the level of trust or reliability of a variable. If the

results of the Cronbach's alpha (α) value are > 60% (0.60) then the variable studied can be said to be reliable, this also applies vice versa.

b. *Path Analysis*

Based on the aim of this research, namely knowing the influence of variables through intervening variables, the path analysis technique (Path) will be used in this research, Ghozali (2013), explains that path analysis is a development of the multiple linear analysis technique. Riduwan & Kuncoro (2018) in Supriyanto (2013) say that path analysis is used to see and analyze the relationship patterns that exist between research variables. This model is used with the aim of finding out whether there is a direct or indirect influence from independent or exogenous variables on variables. bound or endog.

RESULTS AND DISCUSSION
Validity test

The validity test is used to measure whether a questionnaire is valid or not (Ghozali, 2016). An instrument is said to be valid if it is able to measure what is desired. The level of validity of an instrument shows the extent to which the data collected does not deviate from the description of the intended validity. The level of validity of this research instrument was determined through a validity test using the SPSS Windows release 25 program which was carried out on a questionnaire with statement items through a sample of 70 people testing the validity of the instrument. The r table value for N= 70 with df=2 5% confidence level is 0.195. Whether the instrument is valid or not is determined by consulting the results of the correlation calculation with r at the 5% confidence level. If rcount is greater than rtable, then the instrument is declared valid and suitable for use (Ghozali, 2016)

Validity Test of Work Motivation Variables (X)

The Work Motivation variable is measured through item statements 1,2,3,4,5. Based on data processing using the SPSS program, the following results were obtained:

Table 1. Validity of Work Motivation (X)

Research variable	Statement	r_{table}	rcount	Information
Work motivation (X)	Statement 1	0.195	0.760	Valid
	Statement 2	0.195	0.820	Valid
	Statement 3	0.195	0.764	Valid
	Statement 4	0.195	0.696	Valid
	Statement 5	0.195	0.701	Valid

Because the calculated r is greater than the table r, all questionnaire items are variableWork motivation declared Valid.

Test the Validity of the Presenteeism Variable (Z)

The Presenteeism variable is measured through item statements 1,2,3,4,5. Based on data processing using the SPSS program, the following results were obtained:

Table 2. Validity of Presenteeism (Z)

Research variable	Statement	rtable	rcount	Information
Presenteeism (Z)	Statement 1	0.195	0.793	Valid
	Statement 2	0.195	0.744	Valid
	Statement 3	0.195	0.713	Valid
	Statement 4	0.195	0.783	Valid
	Statement 5	0.195	0.729	Valid

Because the calculated r is greater than the table r, all questionnaire items are variable*Presenteeism*declared Valid.

Validity Test of Employee Performance Variables (Y)

Employee Performance Variables are measured through statement items 1,2,3,4,5. Based on data processing using the SPSS program, the following results were obtained:

Table 3. Validity of Employee Performance (Y)

Research variable	Statement	r_{table}	rcount	Information
Employee Performance (Y)	Statement 1	0.195	0.775	Valid
	Statement 2	0.195	0.827	Valid
	Statement 3	0.195	0.761	Valid
	Statement 4	0.195	0.713	Valid

Source: Data processed in 2023

Because the calculated r is greater than the table r, all questionnaire items are variableEmployee performancedeclared Valid.

Reliability Test

Reliability testing was carried out using the SPSS program, where if the Cronbach's Alpha value was > 0.60 then the data was declared reliable. The results of reliability testing for all variables are as follows:

Table 4. Reliability

Variable	Cronbach's Alpha	Conclusion
Work Motivation (X)	0.799	Reliable
Presenteeism (Z)	0.807	Reliable

Employee Performance (Y)	0.771	Reliable

Source: Data processed in 2023

The results from table 4 show that the Cronbach's Alpha value is 0.799 for the Work Motivation variable (X) 0.807 for the Presenteeism energy variable (Z) and for the Employee Performance variable (Y) it is 0.771. The results of each variable have a Cronbach's Alpha value greater than 0 .60. The results show that all variables are declared reliable, so the research variables have consistent measurement results.

Table 5. Results of Path Analysis of Substructure Regression Equation 1

Coefficientsa					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,374	1,194		2,826	,006
Work_Motivation_X	,795	,074	,795	10,792	,000
a. Dependent Variable: Presenteeism_Z					

Source: Data processed in 2023

Table 6. Results of Path Analysis of Substructure Regression Equation 2

Coefficientsa					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2,261	1,314		1,720	,090
Work_Motivation_X	,547	,126	,618	4,334	,000
Presenteeism_Z	,095	,126	,107	,751	,455
a. Dependent Variable: Employee_Performance_Y					

Source: Data processed in 2023

The output results with standardized coefficients beta values with the research results above will be explained with 2 explanatory substructures as follows:
1. Substructure 1, the value of Work Motivation is 0.795 and is significant 0.000 < 0.05, meaning that if work motivation increases then presenteeism also increases and if work motivation decreases then presenteeism also decreases, meaning that if employees are motivated then employees who are sick will still want to work, sick means they don't critical.
2. Substructure 2, the value of Work Motivation is 0.618 and is significant 0.000 <0.05, meaning that if motivation increases, employee performance will increase and if work motivation decreases, employee performance will decrease. The presenteeism value of 0.107 is not significant, 0.455 > 0.05, meaning that if presenteeism increases, it does not

necessarily mean that employee performance will increase and if it decreases, it does not necessarily mean that presenteeism will decrease. From the results of the path analysis of the regression equation as presented in the table above, it can be seen that the regression equation is as follows:

Substructure 1
$$Z = a + B1X + e$$
$$Z = 3.374 X + 0.795 + e$$
Substructure 2
$$Y = a + B2X + Z + e$$
$$Y = 2.261 + 0.618 X + 0.107Z + e$$

Classic assumption test
1. Normal PP Plot of Regression Standardized Residual

The normal pp plot is useful for seeing whether the research is normally distributed. To see the normality of the research, pp plot images of substructure 1 and substructure 2 will be presented as follows:
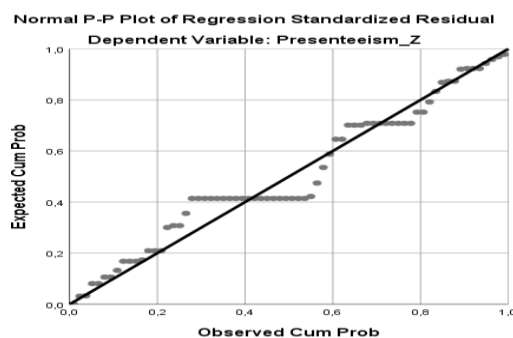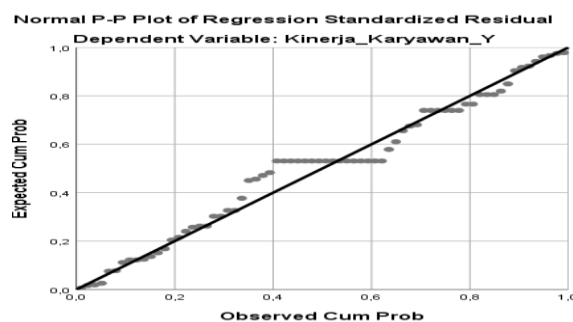

Figure 1. PP Plot Sub 1

Figure 2. PP Plot Sub 2

In the p – p plot sub 1 and sub two images there are points that follow the ordinal line or are parallel to the ordinal line even though some are outside the ordinal line. This means that in this research the p – p plot is normally distributed.
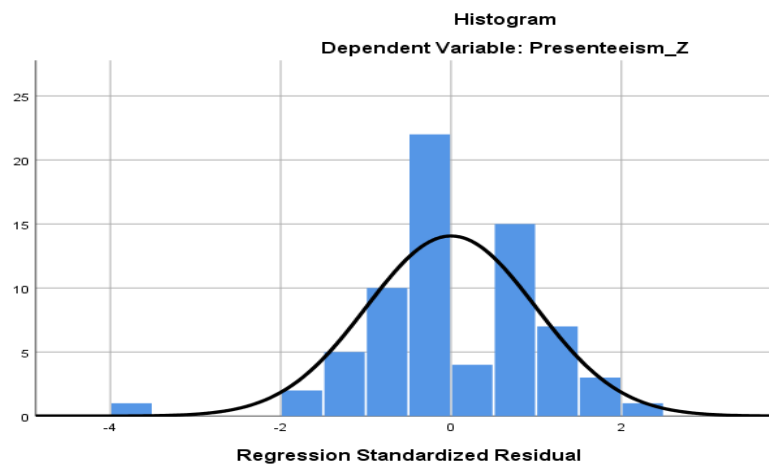
2. Histograms

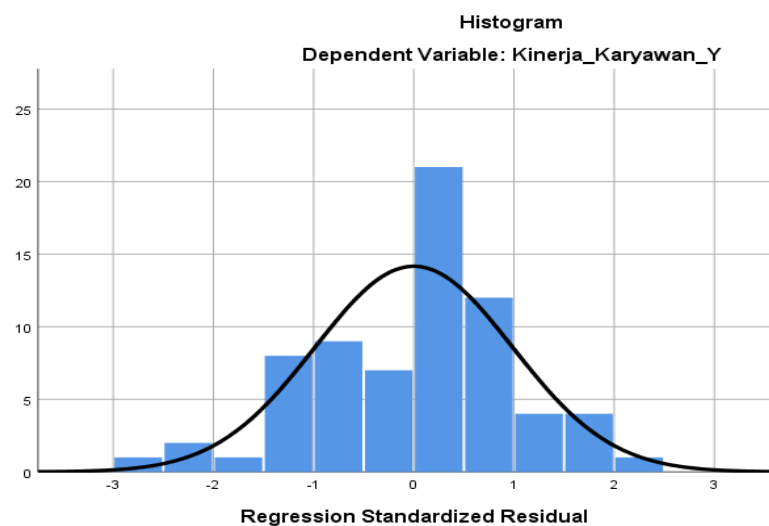**Figure 3. Sub 1 histogram**

Figure 4. Sub 2 histogram

In the histogram images above sub 1 and sub 2 there are results of histogram images whose diagrams are normally distributed because the distribution of the data is balanced and close to the center point and follows the ordian line, meaning the data is histogram normal.

3. Kolomogorov Smirnov

Table 7. Sub 1 Normality Test Results

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residuals
N		70
	Mean	,0000000

Normal Parameters, b	Std. Deviation		1.33294738
Most Extreme Differences	Absolute		,142
	Positive		,136
	Negative		-,142
Statistical Tests			,142
Asymp. Sig. (2-tailed)			.001c
Monte Carlo Sig. (2-tailed)	Sig.		,105d
	99% Confidence Interval	Lower Bound	,097
		Upper Bound	,112
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. Based on 10000 sampled tables with starting seed 2000000.			

Table 8. Sub 2 Normality Test Results

One-Sample Kolmogorov-Smirnov Test			
			Unstandardized Residuals
N			70
Normal Parameters, b	Mean		,0000000
	Std. Deviation		1.37777826
Most Extreme Differences	Absolute		,132
	Positive		,097
	Negative		-,132
Statistical Tests			,132
Asymp. Sig. (2-tailed)			.004c
Monte Carlo Sig. (2-tailed)	Sig.		,162d
	99% Confidence Interval	Lower Bound	,152
		Upper Bound	,171
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. Based on 10000 sampled tables with starting seed 299883525.			

It can be seen in the Kolomogorov Semirnov sub 1 and sub 2 tables that there are Monte Carlo Sig values. (2-tailed) sub 1 is 0.105 and sub 2 is 0.152. This result is greater than 0.05, meaning that the data is normal according to Kolomogorov Semirnov.

Multicollinearity Test

*Multicollinearity Test*This can be done by comparing the VIF (Variance Inflation Factor) value with the number 10. The F value < 10 or has a Tolerance > 0.1, then it is said that there is no multicollinearity problem.

Table 9. Multicollinearity Test Results Sub 1

Coefficientsa			
	Model	Collinearity Statistics	
		Tolerance	VIF
1	Work_Motivation_X	1,000	1,000
a. Dependent Variable: Presenteeism_Z			

Table 10. Multicollinearity Test Results Sub 2

Coefficientsa			
	Model	Collinearity Statistics	
		Tolerance	VIF
1	Work_Motivation_X	,369	2,713
	Presenteeism_Z	,369	2,713
a. Dependent Variable: Employee_Performance_Y			

The results of the multicollinearity test analysis in the table above for sub 1 can be seen that the tolerance value is 1,000 > 0.1 and the VIF value is 1,000 < 10. There is no multicollinearity in the variable Work Motivation towards Presenteeism. The results of the sub 2 multicollinearity test can be seen in Work Motivation, the tolerance value is 0.369 > 0.1 and the VIF value is 2.713 < 10, for the Presenteeism variable the tolerance value is 0.369 > 0.1 and the VIF value is 2.713 < 10. This means that this research is not affected by multicollinearity problem.

Heteroscedasticity Test

*Heteroscedasticity*It can be seen, if the distribution of data points is not patterned, the data points are spread above and below or around the number 0, the data points do not gather only above or below:
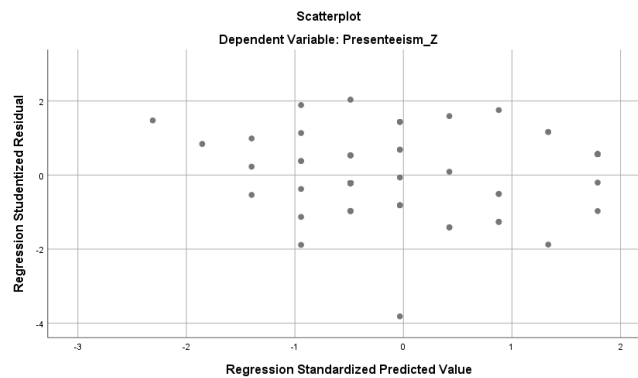
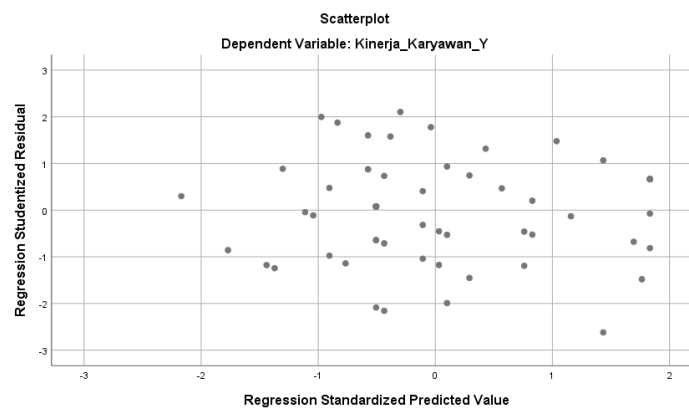**Figure 5. Sub 1 Heteroscedastisite Test Results**

Figure 6. Sub 2 Heteroscedastisite Test Results

In the Heteroscedasticity sub 1 and sub 2 images above you can see that the points are spread to the left, right, top and bottom and are at point 0 or the middle point so it can be concluded that there is no Heteroscedasticity problem.

Coefficient of Determination
The following are the results of the analysis of the coefficient of determination.

Table 11. Sub 1 Determination Coefficient Test

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,795 a	,631	,626	1,343
a. Predictors: (Constant), Work_Motivation_X				
b. Dependent Variable: Presenteeism_Z				

Table 12. Sub 2 Determination Coefficient Test

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,706a	,498	,483	1,398
a. Predictors: (Constant), Presenteeism_Z, Work_Motivation_X				
b. Dependent Variable: Employee_Performance_Y				

The results of table Sub 1 show that the correlation value of the R relationship is 0.795 and explains the percentage influence of the dependent variable with the coefficient of determination which is the result of squaring R. The output results above obtained an R square value of 0.631, meaning the influence of the Work Motivation variable on presenteeism is 63. 1% while the rest is in other variables.

The results of table Sub 1 show that the correlation value of the R relationship is 0.706 and explains the percentage influence of the dependent variable with the coefficient of determination which is the result of squaring R. The output results above obtained an R square value of 0.498, meaning the influence of the work motivation and presenteeism variables on employee performance. amounting to 49.8% while the rest is in other variables.

Hypothesis testing
t Test (Partial)

The t test is used to determine whether each independent variable individually has a significant effect on the dependent variable. The results of decision making are as follows:

Table 13. Results of the t test (partial test) Sub 1

Coefficientsa					
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	3,374	1,194		2,826	,006
	Work_Motivation_X	,795	,074	,795	10,792	,000
a. Dependent Variable: Presenteeism_Z						

Table 14. Results of the t test (partial test) Sub 2

Coefficientsa					
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	2,261	1,314		1,720	,090
	Work_Motivation_X	,547	,126	,618	4,334	,000
	Presenteeism_Z	,095	,126	,107	,751	,455
a. Dependent Variable: Employee_Performance_Y						

The sub 1 Coefficient table above shows that the t-calculated value for the Work Motivation variable (X) is 10.792 with a Sig value of 0.000 df = nk = 70 – 2 = 68, the t table is 1.668. Sig value. 0.000 < 0.05 which means it is significant. Research t-test 10.792 > t-table 1.668, then the hypothesis is tested. This means that if work motivation increases, presenteeism will increase and if it decreases, presenteeism will also decrease.

The sub 2 Coefficient table above shows that the t-calculated value for the Work Motivation (X) variable is 4.334 with a Sig value of 0.000, Presenteeism (Z) 0.751 with a sig value of 0.455, df = nk = 70 – 3 = 67, obtained 1.668. Sig value. 0.000 < 0.05 which means significant. Research t-test 4.334 > t-table 1.668, then the hypothesis is tested. The Sig value is 0.455 > 0.05, which means it is not significant, the t-test research is 0.751 < 1.668, so the hypothesis is not tested. This means that if work motivation increases, employee performance will increase and if it decreases, employee performance will decrease. If presenteeism increases, employee performance will not necessarily increase. If it decreases, employee performance will not necessarily decrease.
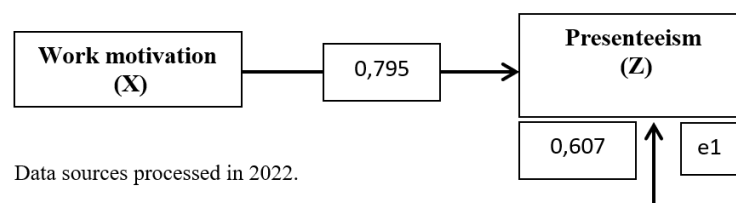

Data sources processed in 2022.

Figure 7. Results of Conceptual Framework Sub 1

Data sources processed in 2022.
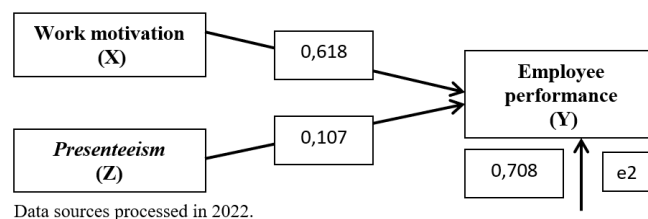
Figure 8: Results of Conceptual Framework Sub 2
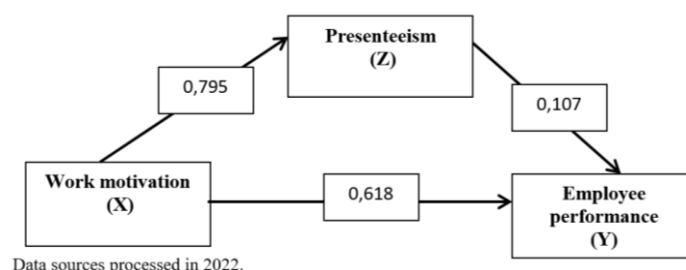

Data sources processed in 2022.

Figure 9. Path Analysis Results

The result of the image above is a path analysis model, namely Sub Structure I Work Motivation Variable (X) of 0.795, stating that for every additional 1% of Work Motivation,

presenteeism will increase by 0.795 or 79.5%, and vice versa if Work Motivation decreases by 1% then presenteeism will be predicted to decrease by 0.795 or 79.5%.

The result of the image above is a path analysis model, namely Sub Structure 2 Work Motivation Variable (X) of 0.618, stating that for every additional 1% of Work Motivation, it will increase Employee Performance by 0.618 or 61.8%, and vice versa if Work Motivation decreases by 1% then Employee Performance will be predicted to decrease by 0.618 or 61.8%. Presenteeism (Z) of 0.107 states that every additional 1% of Presenteeism will increase Employee Performance by 0.107 or 10.7%, and conversely if Presenteeism decreases by 1% then Employee Performance will be predicted to decrease by 0.107 or 10.7%.

Sobel Test
Indirect Influence of Work Motivation on Employee Performance through Presenteeism.

Figure 10. Sobel Test Sub 1

Input:		Test statistic:	Std. Error:	p-value:
a	0.795	Sobel test: 0.84656571	0.10048245	0.39723723
b	0.107	Aroian test: 0.84294444	0.10091412	0.39925952
s_a	0.074	Goodman test: 0.85023405	0.10004892	0.39519497
s_b	0.126	Reset all	Calculate	

The results of the image above have a P value of 0.395 which is smaller with a significance level of 0.05, so it can be concluded that the coefficient of the intervening variable means that Presenteeism is able to become an intervening variable for Work Motivation on Employee Performance.

Work Motivation has a positive and significant effect on Presenteeism
Research t-test 10.792 > t-table 1.668, then the hypothesis is tested. This means that if Work Motivation increases, Presenteeism will increase and if it decreases Presenteeism will also decrease. Work Motivation (X) of 0.795 states that for every 1% increase in Work Motivation, presenteeism will increase by 0.795 or 79.5%, and vice versa if Work Motivation decreases 1% then presenteeism will be predicted to decrease by 0.795 or 79.5%.

Work Motivation has a positive and significant effect on Employee Performance.
Sig value. 0.000 < 0.05 which means significant. Research t-test 4.334 > t-table 1.668, then the hypothesis is tested. This means that if work motivation increases, employee performance will increase and if it decreases, employee performance will decrease. Work motivation (X) of 0.618 states that for every 1% increase in work motivation, employee performance will increase by 0.618 or 61.8%, and vice versa if If work motivation decreases by 1%, employee performance will be predicted to decrease by 0.618 or 61.8%.

Presenteeism has a positive and insignificant effect on employee performance.

The Sig value is 0.455 > 0.05, which means it is not significant, the t-test research is 0.751 < 1.668, so the hypothesis is not tested. If presenteeism increases, employee performance will not necessarily increase. If it decreases, employee performance will not necessarily decrease. Presenteeism (Z) of 0.107 states that every additional 1% of Presenteeism will increase Employee Performance by 0.107 or 10.7%, and conversely if Presenteeism decreases by 1% then Employee Performance will be predicted to decrease by 0.107 or 10.7%.

Indirect Influence of Work Motivation on Employee Performance through Presenteeism.

The results of the image above have a P value of 0.395 which is smaller with a significance level of 0.05, so it can be concluded that the coefficient of the intervening variable means that Presenteeism is able to become an intervening variable for Work Motivation on Employee Performance.

CLOSING
Conclusion

From the discussion above, there are the results of the research above in the conclusions of the research as follows:
1. Work Motivation has a positive and significant effect on Presenteeismat the BPJS Tanjung Morawa Branch Office
2. Work Motivation has a positive and significant effect on Employee Performanceat the BPJS Tanjung Morawa Branch Office
3. Presenteeism has a positive and insignificant effect on employee performanceat the BPJS Tanjung Morawa Branch Office
4. Indirect Influence of Work Motivation on Employee Performance through Presenteeismat the BPJS Tanjung Morawa Branch Office

Suggestion

In this research, suggestions for organizations are as follows:
1. Organizations must provide work motivation for employees with the intention of improving employee performance. With work motivation with prominent people, motivation can run well.
2. *Presenteeism*is where sick employees are still working, meaning the organization must provide compensation for employees who have presenteeism to encourage them to work.
3. Supervise employees to improve employee performance for the benefit of the organization.

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