

THE INFLUENCE OF WORK MOTIVATION, WORK DISCIPLINE, JOB SATISFACTION, AND WORK SPIRIT ON EMPLOYEE OF PERFORMANCE PT. ALFABIYA MITRA UTAMA BANJARMASIN

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Abstract

Employee performance is the core of human resource management. Employee performance is influenced by work motivation, work discipline, job satisfaction, and work spirit. Research into the influence of Work Motivation, Work Discipline, Job Satisfaction, and Work Spirit of PT Alfabiya Mitra Utama Banjarmasin employees needs to be carried out to determine their influence on employee performance. This research uses a quantitative approach with explanatory research. The research population consisted of 40 employees of PT Alfabiya Mitra Utama Banjarmasin. The sampling technique uses saturated or total samples. Data collection uses a questionnaire. The data analysis technique uses multiple linear regression analysis. The results of the research regression analysis show that the F table value in df 4 and df 32 in the F table is 0.12 with a significance of 0.000. The calculated F value reached 245.352. work motivation, work discipline, job satisfaction, and work spirit for the performance PT Alfabiya Mitra Utama Banjarmasin employees are simultaneously accepted because F count > F table and the significance is 0.000 < 0.05. Work motivation influences employee performance because the significance is 0.019 < 0.05. Work discipline influences employee performance because the significance is 0.036 < 0.05. Job satisfaction influences employee performance because the significance is 0.033 < 0.05. Job satisfaction influences performance because the significance is 0.000 < 0.05. Work motivation has a dominant influence on performance. So work motivation, work discipline, job satisfaction, and work spirit influence the performance of PT Alfabiya Mitra Utama Banjarmasin employees partially and simultaneously.

Keywords: work motivation, work discipline, job satisfaction, and work spirit, and performance

INTRODUCTION

Current business competition creates new challenges and opportunities for every company to be able to understand and create effective corporate organizational management concepts through strategic human resource management. The company tries to manage human resources through company development and expansion. One of them is PT Alfabiya Mitra Utama, which was formed out of a desire to help job seekers with limited education, which are often found in the city of Banjarmasin and its surroundings. The establishment of this company aims to provide services to all stakeholders (companies, institutions, and individuals) who need services in order to overcome problems in the work environment to support comfort, security, and smooth work.

An important variable that is the key to success is employee performance. Performance achievement is an effort to produce work results in a certain period. An employee can be an individual or a group of people involved in a collaborative effort (Setyadi, 2021). Performance is the work result that an employee can display. An employee's performance can be measured from work results, task implementation, or activity results within a certain time (Notoatmodjo, 2014). Motivation is an important variable that determines employee

performance. Employees have the motivation to achieve better than the achievements of other people (Thoha, 2008).

Employee job satisfaction also has an influence on performance. Job satisfaction affects employee or employee performance. Job satisfaction reflects employees' feelings towards work. Employees feel "satisfied" at work because what they have achieved is optimal. In such situations, employees perform as well as possible (Siagian, 2008).

Related to performance achievement, there is also work discipline. Pada (Sedarmayanti, 2016) states that discipline is a condition for making corrections or punishing employees who have violated the provisions or procedures that have been established by the organization. Legal sanctions that are given fairly and in accordance with the provisions will encourage employees to work well and will create satisfaction if everything goes well.

Work morale can also have an influence on employee performance in the workplace. Work morale is an employee's feelings towards himself, his work, his leader or manager, the work environment, and his overall work life as an employee. Work morale combines all the mental and emotional feelings, beliefs, and attitudes that individuals and groups hold regarding their work (Kaswan, 2015). Employees who have work enthusiasm certainly show enthusiasm for collaborating, debating, communicating, and achieving so that they significantly contribute to the progress of the organization (Edi, Moeherson Si, 2012).

Low morale gradually destroys employee commitment, negatively impacts the products or services the organization offers, and alienates the customers they serve. Work morale is correlated with performance. Work enthusiasm will provide stronger and continuously increasing employee performance (Kaswan, 2015).

The results of previous research (Theodora, 2015) prove the influence of existence motivation, relatedness motivation, and growth motivation on the performance of PT Sejahtera Motor Gemilang employees simultaneously and partially. Relatedness motivation and growth motivation have a significant influence on the performance of PT Sejahtera Motor Gemilang employees. Meanwhile, existence motivation does not have a significant influence on the performance of PT employees. Prosperous Motor Gemilang. Existence motivation has a dominant influence on the performance of PT employees. Sejahtera Motor Gemilang, compared with relatedness motivation and growth motivation.

At (Ilyas, 2016) also shows that work discipline has a significant effect on the performance of Rural Bank employees. Indah Logistics Cargo Pekanbaru Branch. Research (Pangarso & Susanti, 2016) also shows that work discipline has a significant effect on the performance of the Basic Social Services Bureau of the Regional Secretariat of West Java Province.

Research (Dizgah, Mehrdad, Chegini, & Bisokhan, 2012) examines the Relationship between Job Satisfaction and Employee Job Performance in the Guilan Public Sector. Research shows there is a meaningful relationship between job satisfaction In-role performance and innovative job performance and findings are in accordance with previous research.

Based on this, the author is interested in researching work motivation, work discipline, job satisfaction, work enthusiasm, and their influence on employee performance at PT Alfabiya Mitra Utama Banjarmasin.

LITERATURE REVIEW

Performance is the result achieved by employees according to the standards applicable to the job in question. At (As'ad, 2008) states that performance is defined as the result of a person's efforts which are achieved with abilities and changes in certain situations. Performance is the result of the relationship between effort, ability, and task perception. Performance is the result achieved by a person according to the standards applicable to the job in question.

Performance is the ability achieved in carry out tasks according to the responsibilities and work standards set to achieve a goal within the organization (A.A Anwar Prabu Mangkunegara, 2017). Performance is an individual or group appearance. The performance of work results is not limited to personnel who hold functional or structural positions but also to all levels of organizational personnel.

Meanwhile (Sedarmayanti, 2016) explains that performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities, in an effort to achieve the goals of the organization concerned legally, without violating the law and in accordance with morals, as well as ethics.

In detail, employee performance can be measured based on certain elements. These elements include quantity of results, quality of results, timeliness of results, attendance, and ability to work together (Rahadi, 2010). According to Hasibuan (2007:141), motivation is something that supports human behavior so that they work hard and enthusiastically to achieve optimal results. Motivation is the process of trying to influence employees to do something that the organization wants. At (Martoyo, 2007) defines motivation as work carried out by leaders to provide inspiration, enthusiasm, and encouragement to other people.

Motivation focuses on psychological studies because it is directly related to the state of a person's heart, soul, or feelings to act, in accordance with the opinion (Robbins, 2013) that motivation is a human psychological characteristic that contributes to the success of an organization. There are several views regarding this motivation, namely: a) Needs Theory; b) Goal Setting Theory; c) Reinforcement Theory; d) Equity Theory; and e) Expectancy Theory.

There are several aspects that serve as indicators for measuring motivation. First, seeking income, developing one's potential, thirdly self-actualization, and the need for appreciation (Priansa, 2018). According to (Edison, Anwar, & Komariyah, 2017) Maslow's theory can be used to measure motivation. Maslow's motivation indicators include physiological needs, safety needs, needs, likeability, self-esteem needs, and self-development needs. Physiological needs are seen from living needs and educational needs. The need for security is seen from the acceptance of leadership, acceptance of colleagues, comfort of the work environment, and certainty of old age security. The need to be liked can be seen in the leader's attention and the equality of subordinates in the eyes of the leader.

The need for self-esteem is seen in the leader's treatment of subordinates and appreciation for subordinate achievements. The need for self-development takes the form of leadership support in self-development.

Maslow's hierarchy of human needs can be used to measure work motivation based on a) Physiological; b) Safety and security; c) Belongingness, social, and love; d) Esteem; f) Self-actualization (Tewal, Mandey, & Rattu, 2017). This motivation is important because with motivation it is hoped that each individual will work hard and be enthusiastic to achieve high work productivity (Setyadi, 2021).

Discipline can be interpreted as an attitude and action that is in accordance with company regulations. Efforts to create discipline, apart from clear rules or regulations, must also include a clear description of duties and authority, simple procedures, or work procedures that can be easily understood by every employee. Discipline can be measured by: employee compliance with working hours, employee compliance with orders (instructions) from superiors, compliance with applicable rules and regulations, use and maintenance of materials, use of office equipment and supplies, and work in accordance with procedures and regulations. which has been determined by the organization (Agustini, 2019).

According to (Hasibuan, 2007), indicators of employee discipline are, first, goals and abilities. Two Leadership Examples. Third, Remuneration. Fourth Justice. Fifth, Waskat (attached supervision). Sixth Punishment Sanctions. Seventh: Leadership firmness in taking action. Eighth Human Relations.

Then (Agustini, 2019) states that discipline can be measured in several ways, namely employee compliance with working hours, employee compliance with orders (instructions) from superiors, compliance with applicable rules and regulations, use and maintenance of materials, and use of office equipment and supplies. , and work in accordance with the procedures and regulations determined by the organization.

Discipline is very important for organizational growth, especially to motivate employees to be disciplined in carrying out work both individually and in groups. Besides that, discipline is useful in educating employees to comply with and enjoy existing regulations, procedures, and policies, so that they can produce good performance (Tsauri, 2013).

Job satisfaction is a condition that shows a person feels proud, happy, treated fairly, recognized, cared for by superiors, appreciated, feels safe because work can produce something that fulfills their personal needs, desires, hopes, and ambitions so that employees feel satisfied inside and out (J. Noor, 2013). Job satisfaction is not a simple thing because "satisfaction" has various connotations. Job satisfaction is a person's perspective, both positive and negative, about their work (Siagian, 2008). Meanwhile (Priansa, 2018) emphasizes that job satisfaction is the employee's feelings towards their work. This feeling is shown by liking or disliking the job. This attitude will be reflected in employee behavior at work.

Employee job satisfaction is also related to performance. Job satisfaction reflects employees' feelings towards work. This can be seen in the positive attitude of employees towards work and things they encounter in the work environment. A person feels "satisfied"

at work because what has been achieved is optimal. In such situations, employees or employees perform as well as possible (Siagian, 2008). Research (Dizgah et al., 2012) analyzes the Relationship between Job Satisfaction and Employee Job Performance in the Guilan Public Sector, showing there is a meaningful relationship between job satisfaction In-role performance, and innovative job performance and findings are in accordance with previous research.

There are two theories of job satisfaction, namely two-factor theory and the value theory. The two-factor theory is a theory of job satisfaction that suggests that satisfaction and dissatisfaction are part of different groups of variables, namely motivators and hygiene factors. In general, people expect that certain factors provide satisfaction if they are available and cause dissatisfaction if they are not available. In this theory, dissatisfaction is linked to the conditions surrounding the job (such as working conditions, wages, security, quality of supervision, and relationships with other people), and not to the job itself. Because these factors prevent negative reactions, they are called hygiene or maintenance factors. Satisfaction is seen from factors related to the job itself or the direct results of the job, such as the nature of the job, achievements in the job, promotion opportunities, and opportunities for self-development and recognition. Because this factor is related to high levels of job satisfaction, it is called a motivator (Wibowo, 2017).

Value theory focuses on outcomes that value people without regard to who they are. The key to satisfaction in this approach is the difference between the aspects of work a person has and what they want. The greater the difference, the lower the people's satisfaction. Job satisfaction can be obtained from many factors. Therefore, an effective way to satisfy employees is to find what they want and if possible give it (Wibowo, 2017).

According to (Fred, 2011), job satisfaction can be measured using main factors as indicators. Indicators of job satisfaction are the job itself, wages or salaries, promotions, supervision, work groups, and working conditions or work environment

Work enthusiasm is an individual's attitude to do work more actively, cooperatively, with discipline and responsibility so that work can be carried out more quickly and better (Agustini, 2019). Morale or work spirit is a reflection of the attitude or mental condition of an individual or a team. People with high work morale are usually positive, optimistic, cooperative, and supportive of the team's vision and mission (Kaswan, 2015).

Employees who have work enthusiasm will show spirit or enthusiasm for collaborating, debating, communicating, and achieving so that they can significantly contribute to the progress of the organization (Edi, Moehariono Si, 2012). Work spirit has four dimensions, namely meaningful work, teamwork, management concern, and rewards (Kaswan, 2015).

Discipline factors influence a person's performance. Good discipline reflects a person's sense of responsibility for the tasks assigned to him. This encourages passion for work, enthusiasm for work, and achievement of performance. (Siagian, 2008) suggests that employee discipline is a form of training that seeks to improve and shape employee knowledge, attitudes, and behavior so that employees voluntarily try to work cooperatively with other employees and improve performance.

Job satisfaction is a situation where a worker feels proud, happy, treated fairly, recognized, cared for by superiors, appreciated, feels safe because work can produce something that fulfills their personal needs, desires, hopes, and ambitions so that employees feel satisfied inside and out. Job satisfaction can be measured using main factors as indicators. Indicators of job satisfaction are the job itself, wages or salaries, promotions, supervision, work groups, and working conditions or work environment.

Work spirit combines all the mental and emotional feelings, beliefs, and attitudes that individuals and groups hold regarding their work. Employees who have work spirit show enthusiasm for collaborating, debating, communicating, and achieving so that they significantly contribute to the progress of the organization. The following is the conceptual framework for this research:

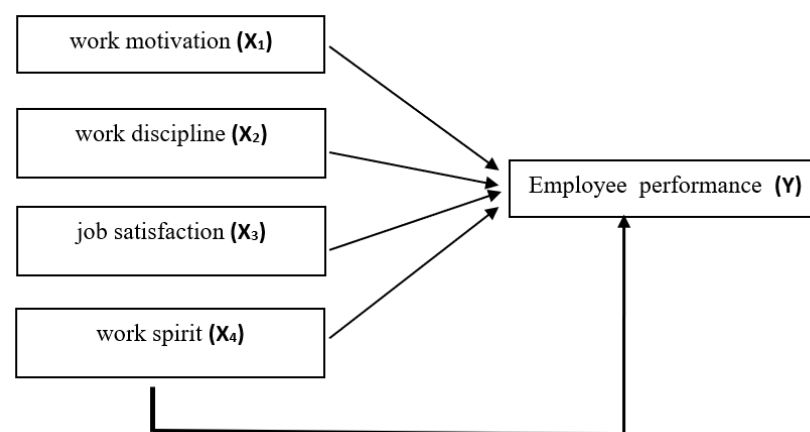


Figure 1. Research Conceptual Framework

Starting from the problem posed and the research objectives and literature review, the hypothesis of this research is:

- Work motivation, work discipline, job satisfaction, and work spirit have a significant partial effect on the performance of PT Alfabiya Mitra Utama Banjarmasin.
- Work motivation, work discipline, job satisfaction, and work spirit simultaneously influence the performance of PT Alfabiya Mitra Utama Banjarmasin.

METHOD

This research analyzes the influence of leadership, work motivation, and job satisfaction on employee performance. Apart from that, this research also analyzes the dominant variables influencing employee or employee performance. Work motivation, work discipline, job satisfaction, work spirit, and performance are objects of human resource management study.

This research is a type of quantitative research that comes from primary data and secondary data. Primary data was obtained through observation, interviews, and distributing questionnaires. Secondary data was obtained from 37 employees of PT Alfabiya Mitra Utama Banjarmasin.

In determining the sample size, the author uses the theory (Arikunto, 2006) that if the subjects are less than 100 people, it is better to take all of them, so that the research is population research. Furthermore, if the subject is larger, 10 -15% or 20 - 25% or more can be taken depending on the researcher's ability in terms of time, energy, funds, and so on. Because there were fewer than 100 research subjects, the population was also a research sample of 40 people called population research (Arikunto, 2006).

The research data collection technique uses a questionnaire consisting of 5 questionnaires, namely work motivation, work discipline, job satisfaction, work spirit, and performance. Meanwhile, the data analysis technique uses multiple linear regression with the help of SPSS 20.0 for Windows software.

The multiple linear regression equation is formulated as follows:

$$Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + e$$

To test the hypothesis, it is done using a test tool called the assumption test. Consists of a normality test, multicollinearity test, and heteroscedasticity test. Meanwhile, statistical tests are used to determine whether all independent variables (X_1), (X_2), (X_3) and (X_4) simultaneously (F test) have an effect on the dependent variable (Y). Meanwhile, to test the significance of the influence of each independent variable (X) on the dependent variable (Y), the T-test or partial test is used.

RESULT AND DISCUSSION

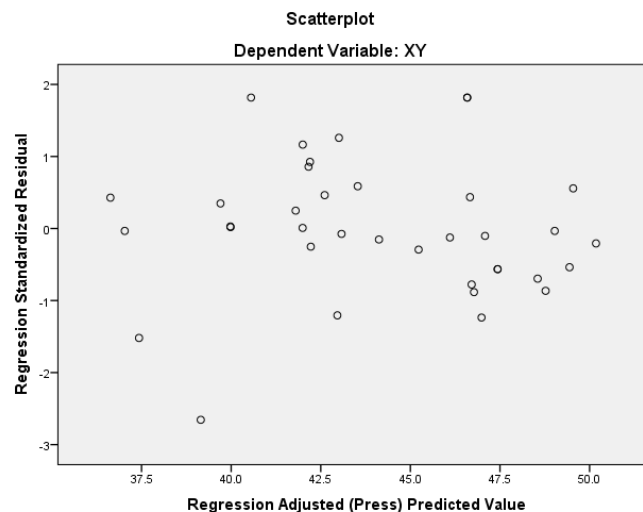
The validity test of the research questionnaire shows that the r-table value is 0.396. If the calculated r for this research questionnaire item is > 0.396 then the questionnaire is valid. Meanwhile, the reliability of the questionnaire can be determined by the Cronbach's Alpha value. The Cronbach's Alpha value for all questionnaires from the variables of work motivation, work discipline, job satisfaction, and work spirit and performance is > 0.6 . So all of this research questionnaire is reliable.

The assumption test consists of a normality test, it is found that the P-P Plot of Regression Standardized Residual diagram means that if the points on the diagram follow a straight line, then the research data is normally distributed. The results of the regression analysis of this research show that the points follow a straight line on the P-P Plot of Regression Standardized Residual diagram. So research data regarding work motivation, work discipline, job satisfaction, and work spirit is normally distributed.

Then multicollinearity of the data is determined using tolerance and VIF values. If tolerance is >0.1 and VIF <10 , then the research data does not experience multicollinearity. The results of the regression analysis of this research show that the tolerance and VIF values of the research data do not experience multicollinearity so all research data is free from symptoms of multicollinearity.

Heteroscedasticity can be determined using a scatter diagram. One of the outputs of regression analysis using SPSS shows a scatter diagram that functions to determine whether the research data experiences symptoms of heteroscedasticity. If in the transmission diagram,

there are points that are spread out and do not form a particular pattern, then the research data does not experience symptoms of heteroscedasticity, as in the following picture:



Furthermore, the results of the determinant coefficient test are shown in table 1 below:

Table 1. Determinant Coefficient

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,984 ^a	0,968	0,964	0,72854

Source: processed by researchers, 2023

The determinant coefficient is used to predict the percentage influence of the independent variable on the dependent variable simultaneously. The result is that the R-value in Table 1 reaches 0.984. The R-value squared (R square) reached 0.968. This means that work motivation, work discipline, job satisfaction, and work spirit influence employee performance by 96.8%. The remainder of this employee's performance is influenced by other variables, amounting to 3.2% (error).

The analysis of Variance (ANOVA) it can be seen in Table 2 below:

Table 2. Analysis of Variance (Anova)

df	Mean Square	F	Sig.
4	130,227	245,352	0,000 ^b
32	0,531		
36			

Source: processed by researchers, 2023

The Analysis of variance (ANOVA) table is used to explain the influence of work motivation, work discipline, job satisfaction, and work spirit on employee performance

simultaneously by comparing the calculated F values and F table and comparing the calculated significance with a significance value of 0.05. The calculated F value > F table with significance < 0.05 proves the hypothesis which states that work motivation, work discipline, job satisfaction, and work spirit for employee performance are simultaneously accepted.

Based on Table 2 of the ANOVA above, it is known that the calculated F is 245.352 and the significance is 0.000. The value of F table in df 4 and df 32 in table F with a confidence level of 0.5% is 0.12. So work motivation, work discipline, job satisfaction, and work spirit influence employee performance simultaneously and are accepted because F count > F table and the significance is 0.000 < 0.05.

The regression coefficient or t-test can be used to partially predict the influence of work motivation, work discipline, job satisfaction, and work spirit on employee performance. If the significance is < 0.05 then the influence of the independent variable on the dependent variable is partially accepted. The results show that the influence of work motivation, work discipline, job satisfaction, and work spirit on employee performance is partially accepted because the significance achieved is < 0.05 as in Table 3 below:

Table 3. Regression Coefficients

No.	Variabel	t hitung	Sig.	Result
1	The influence of work motivation on performance	2,482	0,019	Significance
2	The influence of work discipline on performance	2,190	0,036	Significance
3	The influence of job satisfaction on performance	2,231	0,033	Significance
4	The influence of work morale on performance	8,474	0,000	Significance

Source: processed by researchers, 2023

The independent variable that dominantly influences the dependent variable is known through the highest calculated t value. The calculated t-value of this research reached 8.474. So work spirit has a dominant influence on the performance of employee PT Alfabiya Mitra Utama Banjarmasin employees compared to work motivation, work discipline, and job satisfaction.

The findings of this research show that work motivation, work discipline, job satisfaction, and work spirit have a significant effect on employee performance simultaneously and partially. This is in line with research results (Lengkong, Loindong, & Pengaruh..., 2019) showing that job satisfaction, work motivation, and work discipline have a significant influence on employee performance at the Manado Branch of the Republic of Indonesia Public Printing Company. Also, the research results of (Amalia & Yuliyanto,

2021) also prove that there is a significant positive influence on Work Discipline and Work Spirit variables both simultaneously and partially.

Then the results of this research succeeded in proving the existence of a positive influence with significant work discipline variables and partial work spirit. Several aspects of work motivation have an influence on employee performance. Employee motivation to work optimally to meet life's needs and fulfill additional needs. These two aspects will contribute to improving performance if given by the company fairly, according to the skills, abilities, and work performance of employees PT. Alfabiya Mitra Utama. Aspects of adequate work safety equipment or facilities will also provide high work motivation which in turn will have an impact on increasing the performance of employees PT. Alfabiya Mitra Utama.

The old age security provided by the company will increase employee work motivation. Old Age Security or J&T is in the form of cash or security funds which are paid at once when participants reach retirement age, die, or become totally disabled. In other words, J&T is a protection program organized with the aim of ensuring that participants receive cash if they enter retirement, experience permanent total disability, or die. J&T aims to guarantee that participants receive cash when they experience one or more of these three conditions. In order to prepare for retirement, this kind of guarantee is what employees expect. Companies that provide this guarantee will have an impact on employees. Employees who expect this will work as optimally as possible, using all their efforts and abilities so that the performance of employees PT. Alfabiya Mitra Utama will increase.

Rewards, promotions, and career development are also employees' expectations. Recognition of employee achievements or years of service in the form of promotions, opportunities for self-development, signs of commitment and loyalty, as well as awards in other forms is very important to be regulated by the company. If the company can manage this properly, then employees will try to show their best work for the company.

Work discipline is also important and contributes to employee performance. Employees are disciplined at work, as seen from their attention to superiors' directions. Employees obey what their superiors say. Employees are disciplined at work because they obey the orders given. Employees comply with applicable regulations. Employees comply with applicable regulations in the company. Companies that are able to strive for discipline like this will have an impact on the performance of employees PT. Alfabiya Mitra Utama. Employee discipline is also demonstrated by the use of company facilities according to established instructions. Employee discipline is demonstrated by maintaining company facilities according to established instructions.

Employee job satisfaction PT Alfabiya Mitra Utama can have a positive impact on improving performance. Employees PT Alfabiya Mitra Utama is satisfied with the job they currently have, satisfied with their current position or position, satisfied with the salary provided by the company, and satisfied with the benefits provided by this company which encourages employees to work as hard as possible.

Employees who are satisfied with the promotions given by the company and satisfied with the promotions given by the company according to work performance also have a

positive influence on the performance of employees PT. Alfabiya Mitra. Employees who are satisfied with the guidance or direction of supervisors or supervisors, satisfied with the solutions provided by supervisors, and satisfied with being able to work together with other people also contribute to improving the performance of employees PT. Alfabiya Mitra.

Employee spirit has a positive impact on the performance of employees PT. Alfabiya Mitra. Employees have work spirit because they try to work professionally, feel proud of their work, can work together to achieve the goals set by the company, and help each other in completing work. This employee's work spirit is demonstrated by caring about the problems they face at work and being loyal to their work. This work spirit is an aspect of encouraging employees to work well. In addition, rewards are given fairly and really help with daily needs, which has a big influence on the performance of employees PT. Alfabiya Mitra.

Employees who have the motivation to achieve will have the desire to do work that achieves better than the achievements of other people's work (Thoha, 2008). There are three human needs related to work, namely the need for achievement, power, and affiliation. The highest need is achievement, while the need for affiliation is a basic need. Individuals who have a need for high achievement tend to set their aspirations more realistically (As'ad, 2008).

Employee job satisfaction also has an influence on performance (S. Noor & Agustina, 2019); (Hidayat, Imam; Agustina, 2020). Job satisfaction affects employee performance. Job satisfaction is an emotional condition that is pleasant or unpleasant. Job satisfaction reflects a person's feelings towards work. This can be seen in the positive attitude of employees towards work and things they encounter in the work environment. Employees feel "satisfied" at work because what they have achieved is optimal. In such situations, employees will try to provide the best performance possible (Siagian, 2008).

Employee performance is also influenced by discipline (Lelono & Agustina, 2023). Discipline is defined as a person's awareness and willingness to obey all applicable social rules and norms. Awareness is a voluntary attitude of obeying all the rules and being aware of one's duties and responsibilities. Employees will carry out and carry out their duties without any sense of compulsion, while willingness is the attitude, behavior, and actions of employees that are in accordance with the organization's rules, whether written or not.

Low morale gradually destroys employee commitment, has a negative impact on the products or services the organization offers, and alienates the customers or clients they serve. Work morale is correlated with performance. Work spirit will provide stronger and continuously increasing employee performance (Kaswan, 2015).

Research (Theodora, 2015) proves that existence motivation, relatedness motivation, and growth motivation have a significant influence on the performance of PT Sejahtera Motor Gemilang employees simultaneously and partially in line with the results of this research. Relatedness motivation and growth motivation have a significant influence on the performance of PT Sejahtera Motor Gemilang employees. Meanwhile, existence motivation does not have a significant influence on the performance of employees PT. Sejahtera Motor Gemilang. Existence motivation has a dominant influence on the performance of employees

PT. Sejahtera Motor Gemilang, compared with relatedness motivation and growth motivation.

Research (Abdullah, Husain, & Bahari, 2023) proves that work discipline has a significant effect on the performance of People's Credit Bank employees. Research by (Holid & Meilani, 2018) shows that work discipline has a significant effect on the performance of PT. Indah Logistics Cargo Pekanbaru Branch. Research (Pangarso & Susanti, 2016) also shows that work discipline has a significant effect on the performance of the Basic Social Services Bureau of the Regional Secretariat of West Java Province.

Research (Dizgah et al., 2012) on the relationship between Job Satisfaction and Employee Job Performance in Guilan Public Sector. Research shows there is a meaningful relationship between job satisfaction In-role performance and innovative job performance and findings are in accordance with previous research. Research (Susanto, 2019) on the Influence of Work Motivation, Job Satisfaction, and Work Discipline on Employee Performance in the Sales Division of PT Rembaka, as well as research results on Work Motivation, Job Satisfaction, and Work Discipline influencing Employee Performance, in line with and supports the findings of this research.

CLOSING

Based on the results of data analysis and research discussed above, it is concluded that Work Motivation, Work Discipline, Job Satisfaction, and Work Spirit partially influence performance. Work enthusiasm has a dominant influence on the performance of PT Alfabiya Mitra Utama Banjarmasin employees compared to work motivation, work discipline, and job satisfaction.

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