

## The Influence of Motivation and Job Satisfaction on the Performance of Land Documentation Employees at BP Batam.

Yulinda Tarigan<sup>1)</sup>✉, Cindy Tresia<sup>2)</sup>

Department Business Management, Politeknik Negeri Batam

Article Information	Abstract
Article History: Received: September 2023 Accepted: September 2023 Published: September 2023	Motivation and job satisfaction are some factors that influence the quality of HR activities in an organization. The aim of this research is to understand the impact of work motivation and job satisfaction on employee performance. This study uses baseline data from a sample of 100 employees in the Land Documentation department at BP Batam. The research employs data collection methods such as observation, questionnaires, and documentation, along with SPSS 25 for data processing. The testing method used is multiple linear regressions, with t-tests and F-tests as hypothesis testing methods. The results of this research show that work motivation partially has a positive and significant effect on the performance of land documentation workers at BP Batam. Similarly, job satisfaction, when considered separately, also has a positive and significant impact on the performance of land documentation officers at BP Batam. Additionally, work motivation and job satisfaction positively and significantly influence the performance of land documentation workers at BP Batam.
Keywords: Human Resource (HR) Employee Performance, Work Motivation, Job Satisfaction.	

✉ Correspondence Address:  
Tower A Jurusan Manajemen Bisnis  
Politeknik Negeri Batam  
Email: [yulinda@polibatam.ac.id](mailto:yulinda@polibatam.ac.id)

© 2023 Author(s)

ISSN 2548-9909

## 1. Introduction

*Sumber Daya Manusia (SDM)* or Human Resources (HR) are a crucial asset for an organization. They play a role as policy implementers and operational activity performers. Employees who perform well can achieve optimal results and have positive implications for an organization or company in achieving those goals. Therefore, there is also a need to enhance employee performance in order to motivate employees with their needs and well-being. Nabilla Salsabil et.al, (2021). Motivation generates positive energy and work enthusiasm in employees, leading to increased employee performance. Every company always desires performance improvement in each employee. Therefore, the presence of motivation within employees is necessary to achieve these goals. The existence of motivation in employees can be caused by the company, where the company must be able to motivate all its employees to excel and enhance their work. If there's a lack of motivation in employees, there's a high likelihood that employees won't be able to fulfill their tasks according to set targets, nor exceed them, as their motives and motivations are not fulfilled. Physiological needs, the need for security, social needs, the need for recognition, and the need for self-actualization are some indicators of work motivation. Sausan et.al, (2021). Thus, the measure of work motivation can have a cumulative effect on performance.

Furthermore, there are also other variables that contribute a significant impact on employee performance, such as job satisfaction and the presence or absence of support for employees in their work. Job satisfaction can be understood as something that brings pleasure to someone because they feel comfortable while working. Indicators of job satisfaction can be seen through the differences in attitudes displayed by employees toward their work, which is also influenced by the amount of job compensation they should receive and the amount of work they perform. Eliyana et.al, (2019).

To determine the levels of job satisfaction, there are several indicators that can define it, such as

the level of satisfaction with the job, with advancements or promotions, supervisors, and satisfaction with fellow employees or colleagues. Rahmawani et.al, (2021). Based on Sausan, et al. (2021), Work motivation and job satisfaction have a significant influence, both individually and collectively, on the performance of an employee in a company.

Work motivation and job satisfaction significantly influence both individually and collectively on an employee's performance in a company Hariana, (2020). Employee performance results in this context are understood as the outcomes of the implementation of work plans established by the institution and developed by the leadership or employees (human resources) within that institution, by the government and the business world, to achieve organizational goals. There are several indicators that can determine the quality or level of job performance, including aspects such as quality, quantity, speed, efficiency, and self-reliance. Rahmawani et.al, (2021)

Based on several urgencies of the issue, researchers find some phenomena related to employee performance in land documentation at BP Batam that are relevant to the research topic being proposed by the researchers. These include employee abilities in problem-solving, work being done below the target or desired quantity, and work being completed with additional working hours.

BP Batam or the Batam Free Trade and Free Port Zone Authority is the administrative authority of the National Strategic Area of Batam Island, established in 1972. With Presidential Decree No. 74 of 1971 regarding the development of Batam Island, BP Batam or Batam Authority supports the growth of the economy and investments in the domestic industrial zone through the development of the Industrial Zone itself. This is the primary mission of BP Batam to achieve the goal of strengthening Batam's position as a leading investment destination in the Asia-Pacific and competing with similar regions in Asia.

In line with BP Batam's vision itself to make Batam a vital economic area in the Asia-Pacific and a primary driver of Indonesia's economic development, this translates into a mission to realize Batam as an export-oriented green industrial zone, establish Batam Island as a world-class marine tourism destination, and relocate international trade. The implementation of BP Batam's strategies and policies is one effort to actualize the vision and mission of BP Batam to enhance economic growth and investment with future work programs to serve prospective investors in the Batam Island region, thus guiding BP Batam in the proper management of the National Strategic Area of Batam Island in the future.

The importance of motivation and job satisfaction in this research, BP Batam, as one of the organizations well-known to the Batam City community, should rightfully pay attention to the motivation and job satisfaction of its employees. To assess employee motivation and job satisfaction, several indicators that can be used include satisfaction with promotion opportunities, satisfaction with superiors, satisfaction with colleagues, physiological needs, the need for security or a sense of safety that supports employee activities, the need for recognition from others or self-esteem, the need for self-expression, quality, quantity, timeliness, efficiency, and independence. The explanation above has led the author to conduct research with the title "The Influence of Motivation and Job Satisfaction on the Performance of Land Documentation Employees at BP Batam."

## **2. Research Method**

### **2.1. Research Model**

The quantitative research method is employed in this study. According to Sugiyono (2019), quantitative research is a method used to study a specific population or sample. This research is explanatory, testing the impact of independent variables, namely H1 work motivation and H2 job

satisfaction, on the dependent variable, H3 employee performance.

The *Likert* scale is used in this study, which involves interval data. Interval data are continuous quantitative data with no true zero point. By using the *Likert* scale, the researcher aims to determine the influence of work motivation and job satisfaction on employee performance at Land Documentation Department, BP Batam. Furthermore, primary data used in the study are obtained from questionnaires. Primary data is sourced directly from data collection, involving ongoing research subjects as Sugiyono (2019). In this case, the researcher gathers information directly from the primary source and ongoing research subjects.

### **2.2. Description of Variable and Hypothesis Formulation.**

#### **2.2.1 Job Motivation**

Motivation is a high passion and drive inherent in individuals to achieve goals. Basically, motivation affects human behavior, leading to a stronger desire to attain something and achieve goals. Therefore, it's understood that motivation is a state within an individual where they have a desire to achieve goals according to their own wishes. Arisanti et.al, (2019)

Motivation is the interaction between individuals who are highly motivated and have a desire to achieve an organizational goal. Eliyana et.al, (2019). Meanwhile Nurhandayani, (2022) Stating that motivation is a condition that causes someone to perform actions consciously.

#### **2.2.2 Job Satisfaction**

Job satisfaction is how individuals perceive their work, where this attitude originates from individuals toward job aspects. According to research conducted by Hariana, (2020) stating that job satisfaction can be beneficial and have a positive influence on increasing morale and productivity. To enhance employee morale and achieve good work productivity, job satisfaction is necessary. Conversely, if employees do not feel satisfied in their work, it will decrease motivation and job productivity.

### 2.2.3 Employee Performance

In theory, the concept of performance according to Hariana, (2020) is the result of work and work behavior obtained during job performance, as well as the responsibilities given at the initial stage. According to Hamali, (2018). work achievement related to organizational goals, customer satisfaction, and economic contribution is the definition of performance.

### 2.2.4 Hypothesis Development

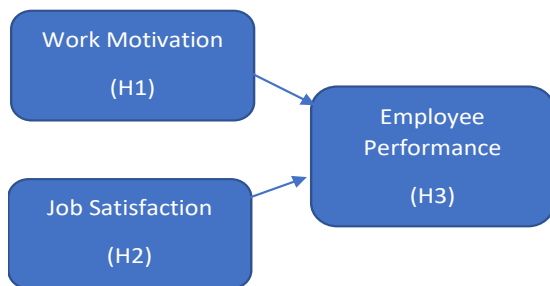
Hypothesis is an unproven assumption used to explain facts. Based on the description of several previous research findings, the hypotheses in this study can be summarized as follows:

H1: Work motivation positively and significantly influences the performance of Land Documentation employees at BP Batam.

H2: Job satisfaction positively and significantly affects the performance of Land Documentation employees at BP Batam.

H3: Work motivation and job satisfaction have a positive and significant impact on the performance of Land Documentation employees at BP Batam.

Here is the conceptual framework based on the existing hypotheses:



**Gambar 1.** Structural Model

(Source: Processed Data, 2023)

### 2.3. Sample Size Determination Technique

The population of this study consists of 100 employees from the Land Documentation department at BP Batam. The method for determining the sample size is the Slovin formula by Rahmawani et al. (2021).

The sample calculation using the Slovin formula is as follows:

$$n = \frac{N}{1 + Ne}$$

With:

N = Required sample size

e = Acceptable margin of error 5%

n = Population size.

This research employs a sample selected through the technique of stratified random sampling, where samples are taken by dividing the community or population into strata and proportionally stratified, as outlined by Sugiyono (2019).

### 2.4. Data Analysis Technique

The technique of linear regression analysis is the data analysis technique used in this study. According to Sugiyono (2019), regression analysis is used when a researcher predicts the increase and decrease in the condition of a dependent variable when two or more independent variables become predictive factors. This research is conducted using the statistical program SPSS 25. The coefficients generated are displayed based on the data from regression analysis, which are then interpreted and presented for each variable under study.

In hypothesis testing, this research employs Partial Test (t-test) and Simultaneous Test (F-test). To demonstrate the extent of the influence of independent variables on the dependent variable, the T-test can be used. Meanwhile, to determine whether independent and dependent variables mutually affect each other or not, the F-test can be utilized, as suggested by Ghazali (2018).

To demonstrate the extent of the influence of independent variables on the dependent variable, expressed in percentage (%), the coefficient of determination test is conducted. In this case, the coefficient of determination (R<sup>2</sup>) test is used to determine the influence of work motivation and job satisfaction on the performance of Land Documentation employees at BP Batam.

### 3. Result and Discussion

#### 3.1. Respondents of Demographic

When looking at the characteristics of respondents from the information gathered through 100 completed questionnaires, demographic information of the respondents serves as a reference. Respondents in this research are demographically classified based on gender, age, education, and work tenure. In detail, the demographic details of respondents can be observed in the following table:

**Tabel 1. Table of Demographic Respondents**

Gender	Respondents	Percentage
Female	39 people	39%
Male	61 people	61%
Age	Respondents	Percentage
18-25	9 people	9%
26-30	18 people	18%
31-40	43 people	43%
41-50	28 people	28%
51-60	2 people	2%
Education	Respondents	Percentage
D3	5 people	5%
S1	72 people	72%
S2	1 people	1%
SMA/SMK	22 people	22%
Tenure	Respondents	Percentage
< 1 years	1 people	1%
1-5 years	24 people	24%
6-10 years	37 people	37%
> 10 years	38 people	38%

(Source: Processed Data, 2023)

From the demographic table of respondents, when looking at the gender of the respondents, the proportion of male respondents appears higher at 61% compared to female respondents, who constitute only 39%. Based on the age classification, the majority of respondents fall within the age group of 31 to 40 years, accounting for 43% or a total of 43 respondents. Regarding their educational level, the majority of respondents hold bachelor's degrees, at 72%. Measured by their length of employment, the majority of respondents have worked for more than

10 years, followed by 37 respondents with work tenure of 6-10 years. Additionally, there are 24 respondents with work tenure of 1-5 years, and 1 person with work tenure of less than one year.

#### 3.2. Descriptive Analysis

Descriptive analysis is a statistical method used to analyze gathered quantitative data, forming conclusions or hypotheses. In this study, descriptive analysis is used by grouping the average values of each question item collected from respondents and then serving to understand the tendency of respondent answers in each variable. The measures in this descriptive analysis include minimum value, maximum value, median, and mean (average). The *Likert* scale in this research is 1 to 4, with 1 described as "strongly disagree" and 4 describing "strongly agree."

The researcher also constructs the scale range by calculating the difference between the maximum and minimum values and dividing it by the number of categories adjusted to the *Likert* scale. The formula for determining the scale range is below:

$$RS = \frac{(\text{biggest score} - \text{smallest score})}{\text{Interval Class}}$$

$$= \frac{(4 - 1)}{4}$$

$$= 0,75$$

Here are the categories of score used by the researcher in this study for descriptive analysis.

**Tabel 2. Range of Descriptive Analysis Scale**

Scale Range	Explanation
1 - 1,75	Very Low
1,78 - 2,53	Low
2,54 - 3,29	High
3,30 - 4,00	Very High

In this research, each variable uses descriptive statistics to show the average values of respondent answers, the median, the maximum value, and the minimum value.

**Tabel 3. Descriptive statistics for all variables.**

Variable	Mean	Median	Min	Max
Job Motivation (X1)	21,48	21	13	33
Job Satisfaction (X2)	15,87	15	9	28
Employee Performance (Y)	21,08	20	12	37

(Source: Processed Data, 2023)

### 3.2.1 Descriptive Analysis of Work Motivation Variable

Here is the table of descriptive analysis for the work motivation variable. The obtained minimum score is 1, and the maximum score is 4.

**Tabel 4. Descriptive Analysis of Job Motivation**

Indicator	Explanation	Total
<i>Job Satisfaction</i>	The salary as an employee in this company is sufficient for the family's economic needs.	2,05
<i>X1.1</i>		
<i>X1.2</i>	The bonuses or incentives given by the company to employees are fair.	3,07
<i>X1.3</i>	Do you participate in activities conducted by your company?	3,03
<i>X1.4</i>	Is there support from your family while you work?	2,18

Indicator	Explanation	Total
<i>X1.5</i>	The working room conditions used are safe enough.	2,05
<i>X1.6</i>	The company's safety is well taken care of.	3,19
<i>X1.7</i>	The equipment and work tools in this company are safe and adequate for use.	3,2
<i>X1.8</i>	I receive praise from the leadership for the work results I achieve.	3,17
<i>X1.9</i>	Every accomplished work result deserves a reward.	2,05
<i>X1.10</i>	You are motivated to do your best in work and continuously improve yourself.	2
<i>X1.11</i>	You do beneficial new things while working.	2,06
<b>TOTAL AVERAGE</b>		<b>2,55</b>
<b>MINIMUM SCORE</b>		<b>2</b>
<b>MAXIMUM SCORE</b>		<b>3,19</b>

(Source: Processed Data, 2023)

Based on the table 4 above, the average score obtained for the work motivation variable is 2.55, which means that the score falls within the range of the scale 2.54-3.29. This indicates that respondents answers to the work motivation variable are high. This condition suggests that respondents feel that the factors supporting work motivation while working in the Land Documentation Department have been fulfilled.

### 3.2.2 Descriptive Analysis of Job Satisfaction Variable

Here is the table for descriptive analysis of the job satisfaction variable. The minimum value obtained is 1, and the maximum value is 4.

**Table 5. Descriptive Analysis of Job Satisfaction**

Indicator	Explanation	Total
<i>Job Satisfaction</i> X2.1	The current job I am doing is in line with my abilities.	3,22
X2.2		
X2.2	I feel happy with the job I am currently doing	2
X2.3	I am satisfied with the promotions being carried out by the institution, as it boosts work passion	2,67
X2.4	I am satisfied with the job promotions conducted by the institution to motivate educational staff for further development	2,08
X2.5	The supervisor has been providing guidance to educational staff in every task	3
X2.6	The communication between superiors and subordinates is well established in resolving work-related issues	3,12
X2.7	I work with colleagues who help each other in completing tasks	2,08
X2.8	As a subordinate, my supervisor treats me well	3
<b>TOTAL AVAREGE</b>		<b>2,64</b>
<b>MINIMUM SCORE</b>		<b>2</b>
<b>MAXIMUM SCORE</b>		<b>3,22</b>

(Source: Processed Data, 2023)

Based on the table 5 above, the average score obtained for the job satisfaction variable is 2.64, which means the value falls within the scale range of 2.54-3.29. This demonstrates that respondent

answers regarding job satisfaction are high. This condition indicates that respondents feel that factors supporting job satisfaction while working in the Land Documentation Department have been fulfilled.

### 3.2.3 Descriptive Analysis of Employee Performance Variable

Here is the table for descriptive analysis of the employee performance variable. The minimum score obtained is 1, and the maximum score is 4.

**Table 6. Descriptive Analysis of Employee Performance**

Indicator	Explanation	Total
<i>Employee Performance</i> Y1	I work on tasks with careful and precise calculation	2,7
Y2		
Y2	I complete the quality of work with my best, according to the job	2,05
Y3	The work I have been doing has reached the set targets	2,8
Y4	Your performance results sometimes exceed the targets set by your institution	3
Y5	I always complete the given tasks on time	2,67
Y6	I follow all the rules and work procedures set in a job	2

Y7	According to attendance data, I come and leave on time	2,05
----	--------------------------------------------------------	------

(Source: Processed Data, 2023)

Indicator	Explanation	Total
Y8	With the available tools, will the work be faster and save time and energy	2,8
Y9	You achieve higher targets compared to the time spent	2,7
Y10	While working, you perform your tasks alone	2
Y11	You perform your tasks well and correctly	2,18
<b>TOTAL</b>		<b>2,45</b>
<b>MINIMUM SCORE</b>		<b>2</b>
<b>MAXIMUM SCORE</b>		<b>3</b>

(Source: Processed Data, 2023)

Based on the table above (Table 6), the average value obtained for the variable employee performance is 2.45, which means that the value falls within the scale range of 1.78 - 2.53. This indicates that respondents' answers regarding employee performance are low. This condition suggests that respondents perceive their performance while working in the Land Documentation Department as still relatively low.

### 3.3. Result of Instrument Validity Test

The next stage involves testing the validity and reliability of the main-test data, which is the entire sample of 100 participants. In this research, validity testing is performed to determine whether the questionnaire used for data collection is valid. The validity test employed by the researcher is the Pearson method.

**Table 7. Instrument Validity Test**

Variable	Item	r-count	r-table	Is
Work motivation	X1.1	0,699	0,195	Valid
	X1.2	0,216	0,195	Valid
	X1.3	0,197	0,195	Valid
	X1.4	0,278	0,195	Valid
	X1.5	0,319	0,195	Valid
	X1.6	0,248	0,195	Valid
Work Motivation	X1.7	0,678	0,195	Valid
	X1.8	0,424	0,195	Valid
	X1.9	0,275	0,195	Valid
	X1.10	0,201	0,195	Valid
	X1.11	0,221	0,195	Valid
Job satisfaction	X2.1	0,652	0,195	Valid
	X2.2	0,524	0,195	Valid
	X2.3	0,386	0,195	Valid
	X2.4	0,596	0,195	Valid
	X2.5	0,382	0,195	Valid
	X2.6	0,196	0,195	Valid
	X2.7	0,347	0,195	Valid
	X2.8	0,219	0,195	Valid
Employee performance	Y1	0,529	0,195	Valid
	Y2	0,355	0,195	Valid
	Y3	0,437	0,195	Valid
	Y4	0,383	0,195	Valid
	Y5	0,459	0,195	Valid
	Y6	0,439	0,195	Valid
	Y7	0,534	0,195	Valid
	Y8	0,545	0,195	Valid
	Y9	0,416	0,195	Valid
	Y10	0,442	0,195	Valid
	Y11	0,407	0,195	Valid

(Source: Processed Data, 2023)

The requirement that must be fulfilled is if  $r$  calculated  $\geq r$  table, then it can be considered valid. Based on the data in Table 7, the results of the instrument validity test have  $r$  calculated values  $\geq r$  table values, so the items of this research instrument are valid and can be used,

### 3.4. Result of Instrument Reliability

Reliability test measures how consistent the measurement method is. In this research, the researcher uses Cronbach's alpha method to measure the reliability of the variables used. Here is



the reliability measurement scale based on Cronbach's Alpha method.

**Tabel 8. Cronbach's Alpha Reliability Scale**

Cronbach's Alpha Score	Level of Reliability
0,00 - 0,20	Less Reliabel
0,20 - 0,40	Rather Reliable
0,40 - 0,60	Quite Reliable
0,60 - 0,80	Reliable
0,80 - 1,00	Very Reliable

The results of reliability testing in this study can be seen in the table below:

**Tabel 9. Result of Reliability Variable Test**

Variable	Cronbach's Alpha	Total Question
Work motivation	0,647	11
Job Satisfaction	0,714	8
Employee Performance	0,703	11

(Source: Processed Data, 2023)

The Cronbach's Alpha values for each research variable are  $>0.647$  to  $>0.714$ . This means the questions in the questionnaire can be considered reliable and consistent."

### 3.5. Result of Normality Test

The normality test of the research data aims to indicate the level of data normality. The normality test is conducted using the Kolmogorov-Smirnov one-sample test. Data is considered normal if the significance is greater than 0.05. The results of the normality test are shown in the table below:

**Tabel 10. Result of Normality Test**

N	Significance	Explanation
100	0,071	Normal

(Source: Processed Data, 2023)

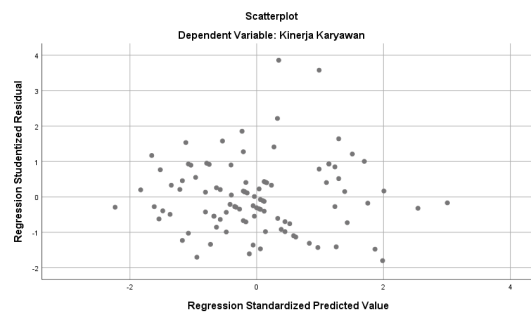
The table above shows that the significance score is greater than 0.05 or 5%, which is 0.071 or 7.1%. This indicates that the data in this study is normally distributed.

### 3.6. Result of Heteroskedasticity Test

In this research, a *heteroskedasticity* test is conducted to demonstrate that the data is free from *heteroskedasticity*. A good regression model

means that the data is devoid of *heteroskedasticity*. The author uses a Scatterplot diagram to observe whether the data is free from *heteroskedasticity*. Here is the Scatterplot diagram obtained from the *heteroskedasticity* test.

**Picture 2. Scatterplot Diagram of Heteroskedasticity**



From the graph above, it can be seen that the points are scattered around 0 randomly, and they do not form a specific pattern. This means that the data is free from *heteroskedasticity*.

### 3.7. Multicollinearity Test

The *multicollinearity* test aims to examine whether there is a correlation between independent variables. A good regression model means that there is no correlation between independent variables. The condition for this test is *multicollinearity* occurs if the VIF score is greater than 10 and the tolerance score is less than 0.10. Conversely, if the VIF score is less than 10 and the tolerance score is greater than 0.10, it means that there is no *multicollinearity* in the model. The results of the *multicollinearity* test are shown in the table below.

**Tabel 11. Result of Multicollinearity Test**

Variable	Toleranc e	VIF	Explanation
Work motivation (X1)	0,768	1,30	Free of Multicollinearit y
Job Satisfactio n (X2)	0,768	1,30	Free of Multicollinearit y

(Source: Processed data, 2023)

Based on the table above, the independent variable X1 and X2 achieve tolerance values of 0.768 and VIF values of 1.302, respectively. Both score

meet the criteria for being free from *multicollinearity*. This means that the independent variables do not have interdependence among each other.

### 3.8. Hypothesis Test

Hypothesis testing examines the cause-and-effect relationship between the dependent and independent variables. This causality analysis employs partial tests (T-tests), overall tests (F-tests), and coefficient tests (R<sup>2</sup>) to assess the relationships.

#### 3.8.1 Partial Test (T-Test)

T-tests are used to indicate the extent of the influence of independent variables on the dependent variable (Ghozali, 2018). In this study, the results of the T-tests are presented in the following table :

**Table 12 The Results of the T-test of Work Motivation and Job Satisfaction Variables**

<b>(Y): Employee Performance (Dependent Variable)</b>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,858	2,023		1,907	,059
	Work motivation	,488	,098	,431	4,962	,000
	Job Satisfaction	,425	,110	,335	3,857	,000

(Source: Processed data, 2023)

Based on the results of the T-test calculation, the coefficient value of beta is 0.488, indicating that each increase of one unit in variable X1 will increase the value of Y by 0.488, with a sample size of 100 individuals, when all other independent variables are constant. Partially, X1 has an impact on Y.

The significance calculation result between variable X2 and Y is 0.425, showing that each increase of one unit in variable X2 will increase the value of Y, assuming all other independent variables are constant. Partially, X2 has an effect on Y.

**The first hypothesis** in this study is that work motivation positively and significantly affects the performance of Land Documentation employees at BP Batam. The testing results indicate that the coefficient value B is 0.488, and the significance value is 0.000. This implies that there is a positive and significant influence from the work motivation variable on the employee performance at Land Documentation in BP Batam. Based on these calculations, it can be concluded that the first hypothesis is accepted, meaning that the higher the work motivation, the better the employee performance at Land Documentation in BP Batam.

**The second hypothesis** in this study is that job satisfaction has a positive and significant impact on the performance of Land Documentation employees at BP Batam. The testing results reveal a coefficient value of B as 0.425 and a significance value of 0.000. This means that the job satisfaction variable has a positive and significant effect on the employee performance at Land Documentation in BP Batam. These calculations demonstrate that the second hypothesis is accepted, signifying that the higher the job satisfaction of employees, the better their performance at Land Documentation in BP Batam. Based on the results from the SPSS data processing above, the regression equation obtained is  $Y = 3.858 + 0.431 X_1 + 0.335 X_2$ .

#### 3.8.2 Simultaneous Test (F-Test)

The F-test is also used to determine whether the independent and dependent variables mutually affect each other or not. The results of the simultaneous test are presented in the following table.

**Table 13 Result of Simultaneous Test**

<b>(Y): Employee Performance (Dependent Variable)</b>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	988,082	2	494,041	37,696	0,000 <sup>b</sup>
	Residual	1271,278	97	13,106		
	Total	2259,360	99			

(Source: Researcher Processed data, 2023)

The sig score, which is the probability of obtaining an F-test result less than 0.05, means that H3 is correct. In this case, Sig. = .000, indicating that the regression model is statistically significant at a 95% confidence level, as the sig value is < 0.05, which means it has a simultaneous influence. It can be concluded that the third hypothesis is accepted, meaning that both work motivation and job satisfaction variables simultaneously affect the performance of Land Documentation employees at BP Batam.

### 3.8.3 Coefficient of Determination Test (R<sup>2</sup>)

The coefficient of determination (R<sup>2</sup>) indicates how much influence the independent variables have on the dependent variable, expressed as a percentage (%). In this study, the coefficient of determination test (R<sup>2</sup>) can be seen in the following table.

**Table 14 Results of the Coefficient of Determination Test(R<sup>2</sup>)**

Summary <sup>b</sup> Model				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,661 <sup>a</sup>	,437	,426	3,62022
a. Predictors: (Constant) Job Satisfaction, Work Motivation				
b. Dependent Variable: Employee Performance				

(Source: Processed Data, 2023)

In the table above, the R-squared score is 0.437, indicating that approximately 43.7% of the variability of the dependent variable can be explained by the regression model with the two independent variables used. In other words, the regression model is capable of explaining about 43.7% of the variation in the data, and there are 56.3% other factors that can explain the dependent variable.

### 3.8.4 The Effect of Work Motivation on the Employee Performance at Land Documentation BP Batam

The obtained T-test result from testing this hypothesis is 0.488. This means that variable X1 or work motivation has a significant influence on employee performance while working in the Land

Documentation Department at BP Batam. Furthermore, the beta coefficient score of 0.488 indicates that every increase of one unit in the work motivation variable will increase the value in the employee performance variable by 0.488 units, assuming all other independent variables are constant. Therefore, work motivation has a partial impact on employee performance.

Thus, based on the results of the first hypothesis testing, it can be understood that work motivation has a positive and significant effect on the employee performance at Land Documentation BP Batam. When looking at the data from the filled questionnaires, it is evident that physiological needs, security needs, social needs, esteem needs, and self-actualization needs have been fulfilled for the employees at Land Documentation BP Batam. This condition ultimately affects their maximal performance. This means that the higher the level of fulfillment of the motivating factors, the higher the employee performance. This is in line with the findings of previous research conducted by Rizki Rahmawani (2021), which concluded that work motivation has a positive and significant impact on the employee performance at PT. Sinarmas Medan.

### 3.8.5 The Effect of Work Motivation on the Employee Performance at Land Documentation BP Batam

The obtained T-test result from testing this hypothesis is 0.488. This means that variable X1 or work motivation has a significant influence on employee performance while working in the Land Documentation Department at BP Batam. Furthermore, the beta coefficient value of 0.488 indicates that every increase of one unit in the work motivation variable will increase the value in the employee performance variable by 0.488 units, assuming all other independent variables are constant. Therefore, work motivation has a partial impact on employee performance.

Thus, based on the results of the first hypothesis testing, it can be understood that work motivation has a positive and significant effect on

the employee performance at Land Documentation BP Batam. When looking at the data from the filled questionnaires, it is evident that physiological needs, security needs, social needs, esteem needs, and self-actualization needs have been fulfilled for the employees at Land Documentation BP Batam. This condition ultimately affects their maximal performance. This means that the higher the level of fulfillment of the motivating factors, the higher the employee performance. This is in line with the findings of previous research conducted by Rizki Rahmawani (2021), which concluded that work motivation has a positive and significant impact on the employee performance at PT. Sinarmas Medan.

#### **3.8.6 The Combined Influence of Work Motivation and Job Satisfaction on Employee Performance at Land Documentation BP Batam**

The F-test results in SPSS show significance  $<0.005$ , which means that work motivation and job satisfaction jointly have a positive and significant impact on the performance of Land Documentation employees at BP Batam, either simultaneously or reciprocally. This is consistent with previous research conducted by Rizki Rahmawani (2021), which found that work motivation and job satisfaction have a positive and significant simultaneous effect on employee performance at PT. Sinarmas Medan.

#### **4. Conclusion**

Based on the data obtained and analysis conducted in this research, it can be concluded that this study indicates that work motivation has a positive and significant impact on the performance of Land Documentation employees at BP Batam. The happier the employees' work motivation, the better their performance. Additionally, this research shows that job satisfaction has a positive and significant influence on employee performance in Land Documentation at BP Batam. When employees are satisfied with their work, it enhances their performance. Furthermore, this study also proves that work motivation and job satisfaction collectively have a significant and positive influence

on employee performance at Land Documentation in BP Batam.

This research is expected to assist BP Batam's Land Documentation department, especially, in testing factors that support employee performance. Based on the research results and observations, the Land Documentation department at BP Batam has been able to fulfill employee work motivation and job satisfaction, resulting in good employee performance.

However, there are other factors beyond the scope of this study that could potentially influence employee performance in Land Documentation at BP Batam, such as organizational commitment, job responsibility, employee discipline, organizational culture, training, length of service, and so forth. These factors emerge as indicated by the Coefficient of Determination test, revealing that 56.3% of variables or factors beyond the scope of the study can impact employee performance in Land Documentation at BP Batam.

Therefore, BP Batam can enhance other factors apart from work motivation and job satisfaction among their employees to improve their future performance.

#### **5. Suggestion**

The author's suggestions for this research are that future studies of a similar nature could add several other variable items that might potentially have a significant impact on employee performance, such as organizational culture, training, or length of service. To achieve optimal results, research can also employ interview methods to obtain more accurate findings that support the research's discoveries.

#### **6. References**

Anisa, S., & Setiyanto, A. I. (2022). The Role of Personality, Family Environment and Entrepreneurship Education on Entrepreneurial Interest of Batam State Polytechnic Students During the Covid-19 Pandemic. *Journal of Applied Managerial Accounting*, 6(2), 254–263. <https://doi.org/10.30871/jama.v6i2.4380>

- Arisanti, K. D., Santoso, A., & Wahyuni, S. (2019). Pengaruh Motivasi Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada PT Pegadaian (Persero) Cabang Nganjuk. *JIMEK: Jurnal Ilmiah Mahasiswa Ekonomi*, 2(1), 101. <https://doi.org/10.30737/jimek.v2i1.427>
- Caissar, C., Hardiyana, A., Nurhadian, A. F., & Kadir, K. (2022). Pengaruh Motivasi Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan. *Acman: Accounting and Management Journal*, 2(1), 11–19. <https://doi.org/10.55208/aj.v2i1.27>
- Eliyana, A., Ma'arif, S., & Muzakki. (2019). Job satisfaction and organizational commitment effect in the transformational leadership towards employee performance. *European Research on Management and Business Economics*, 25(3), 144–150. <https://doi.org/10.1016/j.iedeen.2019.05.001>
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25* (9th ed.). Badan Penerbit Universitas Diponegoro.
- Hamali, A. Y. (2018). *Pemahaman Manajemen Sumber Daya Manusia*. Buku Seru.
- Hariana, F. (2020). Pengaruh Kepuasan Kerja dan Stress Kerja Terhadap Kinerja Karyawan PT. Mekar Karya Mas. 4(2), 244–255.
- Inegbedion, H., Inegbedion, E., Peter, A., & Harry, L. (2020). Perception of workload balance and employee job satisfaction in work organisations. *Heliyon*, 6(1), e03160. <https://doi.org/10.1016/j.heliyon.2020.e03160>
- Nurhandayani, A. (2022). Pengaruh Lingkungan Kerja, Kepuasan Kerja, dan Beban Kerja terhadap Kinerja. *Jurnal Ekonomi Dan Bisnis Digital (Ekobil)*, 1(2), 108–110. <https://doi.org/10.58765/ekobil.v1i2.65>
- Rahmawani, R., & Syahril, H. (2021). Pengaruh Motivasi Kerja dan Kepuasan Kerja terhadap Kinerja Karyawan Perusahaan Terbatas Sinarmas Medan Sumatera Utara. *Jurnal Ilmiah Manajemen Dan Bisnis (JIMBI)*, 2(1), 27–40. <https://doi.org/10.31289/jimbi.v2i1.462>
- Sausan, Nabilla Salsabil; Nasution, Amrin Mulia Utama; Sabrina, H. (2021). Pengaruh Kepuasan Kerja dan Loyalitas Karyawan terhadap Kinerja Karyawan PT. Asia Sakti Wahid Foods Manufacture Medan, Economics ISSN 2775-3794 (Online). *Business and Management Science Journal*, 1(1), 6–13.
- Sugiyono. (2019). *Statistika Untuk Penelitian* (30th ed.). Alfabeta.