



The Effect of Communication and Motivation on Employee Performance CV. Eternal Moon Bienar in East Jakarta

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ABSTRACT

This study aims to determine how the influence of communication and motivation on employee performance at CV. Eternal Moon Bienar East Jakarta. The method used in this research is descriptive quantitative method. The sampling technique used is random sampling using a sample of 50 respondents. Data analysis used validity test, reliability test, normality test, non multicollinearity test, non autocorrelation test, non heteroscedasticity test, multiple linear regression test, correlation coefficient test, coefficient of determination and significant test (t and f test). The results of the study can be concluded that communication and motivation have a positive effect on the performance of CV employees. Eternal Moon Bienar. This is evidenced by the simple linear regression coefficient of Communication (X1) and Motivation (X2) on Performance (Y) is $Y = 7.579 + 0.189X1 + 0.641X2$ with the interpretation of the value of the communication correlation coefficient Adj R 0.408 meaning that the two variables have a moderate level of relationship. While the value of the coefficient of motivation adj r of 0.551 means that the two variables have a moderate level of relationship. The level of significance of the effect of communication on employee performance is significant. This can be seen from the value of T arithmetic > T table (5,899 > 1,678). Likewise, the level of significance of the influence of motivation on employee performance is significant, this can be seen from the value of t count > t table (7.820 > 1.678). Hypothesis Testing obtained the calculated F value > F table (32,061 > 3,200) so that it can be concluded that H0 is rejected and H3 is accepted. This means that there is a positive and simultaneous influence between communication and motivation on employee performance CV. Eternal Moon Bienar.

INTRODUCTION

The development of an increasingly modern era, especially in the era of globalization, is an era where the world becomes open and this requires the readiness of human resources to be increasingly aware of any elements contained in the era of globalization, which requires the readiness of the nation to deal with it. Especially the readiness of its human resources. Human resources (HR) have a very important

role in an organization, especially to achieve the goals of an organization. The success of achieving organizational goals is fully supported by employee behavior. Therefore, employees have an important role in shaping and managing the organization and utilizing existing technology. Fahmi (2016: 163) states that communication is the process of delivering messages or intentions carried out through one party or person to another party or person either directly or through the media. Femi (2014), states that effective communication between superiors and subordinates is very important for the success of the company. On CV. In this Eternal Month Bienar, there is a lack of good communication between leaders and employees or between employees and employees in terms of delivering information or messages that are not understood by recipients of messages or information so that it can hamper employee performance. If the communication carried out by superiors to their subordinates does not run optimally, employees will have difficulty understanding what the superiors want so that the performance of employees is not well controlled. On CV. In this Eternal Month Bienar, there is a lack of good communication between leaders and employees or between employees and employees in terms of delivering information or messages that are not understood by recipients of messages or information so that it can hamper employee performance. If the communication carried out by superiors to their subordinates does not run optimally, employees will have difficulty understanding what the superiors want so that the performance of employees is not well controlled. On CV. In this Eternal Month Bienar, there is a lack of good communication between leaders and employees or between employees and employees in terms of delivering information or messages that are not understood by recipients of messages or information so that it can hamper employee performance. If the communication carried out by superiors to their subordinates does not run optimally, employees will have difficulty understanding what the superiors want so that the performance of employees is not well controlled.

Good communication between fellow employees can raise the spirits of both parties, this will affect the performance of employees in carrying out orders from superiors. It is not only communication between superiors and subordinates that affects employee performance, but communication between employees is also still not going well, there are still employees who communicate with other employees who do not provide clear and complete information so that it affects the attitudes of these employees. With the lack of effective communication from superiors to subordinates or employees with other employees, it will affect the performance of employees who are less effective and their performance will be low. Based on from the author's initial observations see that CV. The Eternal Moon Bienar has not yet had maximum communication. This can be seen from the lowest questionnaire statement item on the indicator of a better relationship, thus the company must be more effective in fostering better relationships between employees so that employees have good communication skills and employees can work together with other employees in completing work.

Management is a science and art that regulates the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal. Management is only a tool to achieve the desired goals. Good management will facilitate the realization of the goals of the company, employees, and society with the management of efficiency and the effectiveness of the elements of management will be improved. Winardi (2016:11) argues that management is a unique process consisting of planning, organizing, mobilizing and controlling actions that are carried out to determine and achieve the goals that have been set through the use of human resources and other resources. other. Meanwhile (T. Hani Handoko 2016: functionsplanning, organising, preparation of personnel or staffing, direction, leadership and supervision.

These human resources include all the elements they have, such as energy, talent, skills, physical and mental conditions of humans that can be classified for producing. With the understanding of human resource management, human resource management can simply be defined as a part of management that is applied to human resource management issues. According to Marwansyah (2015: 3), human resource management is the utilization of human resources within the organization which is carried out through the functions of human resource planning, recruitment and selection, human resource development, career planning and development, compensation and welfare. , occupational safety and health and industrial relations. Another opinion expressed by Malayu (2015:10), states that science and art regulate the relationship and role of the workforce to be effective and efficient in helping the

realization of the goals of the company, employees and society. Meanwhile, according to Mangkunegara (2016: 2), states that a planning, organizing, coordinating, implementing and supervising the procurement, development, provision of remuneration, integration, maintenance and separation of workers in order to achieve organizational goals. Communication is the process of delivering messages or intentions that are carried out through a party or person to another person either directly or through the media. According to Tommy (2016: 6), communication is an interpersonal interaction that uses a linguistic symbol system, such as a system of verbal (words) and non-verbal symbols. This system can be socialized directly/face to face or through other media (written, oral, and visual). Meanwhile, according to Marwansyah (2015: 321),

Communication or communication comes from the Latin *communis* which means the same. *Communico*, *communicatio* or *communicare* which means to make the same (make to common). In simple terms, communication can occur if there are similarities between the delivery of messages. Therefore, communication depends on our ability to understand one another (communication depends on our ability to understand one another). Initially, communication was used to express organic needs. Chemical signals in early organisms were used for reproduction. Along with the evolution of life, the primitive chemical signals used in communication also evolved and opened up opportunities for more complex behaviors such as mating dances in fish. The term motivation (motivation) comes from the Latin, namely *movere*, which means "to move" (to move). Motivation in management is generally only intended for human resources and especially for subordinates. Motivation itself is the most decisive factor for an employee at work. Even though the maximum ability of employees is accompanied by adequate facilities, if there is no motivation to encourage employees to work according to their goals, the work will not run according to their goals. Winardi (2016: 6) argues that motivation is a potential force that exists within a human being, which can be developed by itself or developed by a number of outside forces which essentially revolves around monetary rewards and non-monetary rewards, which can positively affect the results of their performance. or negative. Meanwhile, according to Malay (2015: 23) the notion of motivation is the question of how to encourage the passion of subordinates, so that they are willing to work hard by giving all the abilities and skills to realize the company's goals. Mangkunegara (2016: 67) the term performance comes from the word Job Performance or Actual Performance (work achievement or actual achievement achieved by someone). Performance is the result of a process that refers to and is measured over a certain period of time based on pre-determined provisions or agreements (Edison, 2016:190). 67) the term performance comes from the word Job Performance or Actual Performance (job performance or actual achievement achieved by someone). Performance is the result of a process that refers to and is measured over a certain period of time based on pre-determined provisions or agreements (Edison, 2016:190). 67) the term performance comes from the word Job Performance or Actual Performance (job performance or actual achievement achieved by someone). Performance is the result of a process that refers to and is measured over a certain period of time based on pre-determined provisions or agreements (Edison, 2016:190).

METHOD

The type of research used in this research is quantitative research, which means that the research is carried out based on existing theories, and statistical analysis is used to determine the relationship between independent variables and dependent variables. The quantitative method according to Sugiyono (2015:13) is a research method based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative. Place of research conducted by the author is CV. Bienar Bulan Abadi which is located at Jl. Cipinang Indah Raya No.1 Jatinegara, Cipinang estuary Jatinegara - East Jakarta. The research time used to research the Effect of Communication and Motivation on Employee Performance on CV. Eternal Moon Bienar East Jakarta.

According to Sugiyono (2015: 80) the population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are applied to research to be studied which are then drawn conclusions. Population is objects and subjects that are in an area and meet certain requirements related to research problems. The population referred to here is all employees in CV. The

Eternal Moon Bienar of 50 people. According to Sugiyono (2016:81) "The sample is part of the number and characteristics possessed by the population. The sampling technique in this study uses a non-probability technique, namely a saturated sample or often called total sampling. According to Sugiyono (2013: 124) saturated sample, namely the technique of determining the sample by taking all members of the population, some respondents or samples. So the sample in this study were all employees of CV. The Eternal Moon Bienar of 50 people.

RESULTS AND DISCUSSION

Based on the results of hypothesis testing, the following conclusions are obtained: In this study it can be seen that Communication (X1) has an average score of 3.99 respondents' answers or is in the good category, this shows that the communication provided by CV management. Bienar Bulan Abadi which is assessed based on respondents has an influence on the performance of the employees themselves. This has a positive and significant effect so that the proposed hypothesis can be accepted. The highest average on the item questionnaire statement instrument Communication variable (X1) is on the action indicator while the lowest on the indicator of a better relationship. Thus, it can be suggested to the company to be more effective in fostering better relationships between employees.

In this study it can be seen that motivation (x2) has an average score of 3.86 respondents' answers or is in the good category, this shows that the motivation given by CV management. Bienar Bulan Abadi which is assessed based on respondents has an influence on the performance of the employees themselves. This has a positive and significant effect so that the proposed hypothesis can be accepted. The highest average on the questionnaire statement item motivation variable (X2) is on social indicators while the lowest is on self-actualization indicators. Thus, it can be suggested to the company to be more effective in motivating employees to develop their abilities. For example, by holding special training according to the needs of employees.

In this study, it can be seen that the employee's performance (Y) has an average score of 4,004 respondents' answers or is in the good category, this shows that the performance given by the management of CV. Bienar Bulan Abadi which is assessed based on respondents has an influence on the performance of the employees themselves. This has a positive and significant effect so that the proposed hypothesis can be accepted. The highest average on the questionnaire statement instrument item motivation variable (Y) is on the work quality indicator while the lowest is on the ability indicator. Thus it can be suggested to the company to be even more effective in giving job assignments to employees in accordance with the Job Desc.

Based on the results of the analysis, the coefficient of Adj correlation Adj correlation of 0.408 means that the two variables have a moderate level of relationship. Hypothesis testing obtained the value of t count test t test of communication variables by comparing t count with t table, T count > T table (5,899 > 1,678) with a significance probability value of $0.000 < 0.05$, thus H0 is rejected and H1 is accepted, meaning that there is a significant effect partially between communication on employee performance on the CV. Eternal Moon Bienar. Based on the results of the analysis, the Adj correlation coefficient of 0.551 means that the two variables have a moderate level of relationship. Hypothesis testing obtained the value of t arithmetic t test of motivational variables by comparing t count with t table, t count > t table (7,820 > 1,678) with a significance probability value of $0,000 < 0.05$. thus H0 is rejected and H2 is accepted meaning that there is a partially significant influence between motivation on employee performance on CV. Eternal Moon Bienar. Based on the results of the study, it shows that communication (X1) and motivation (X2) have a positive effect on employee performance with the regression equation $Y = 7.579 + 0.189X1 + 0.641X2$. Testing the hypothesis obtained that the calculated F value > F table or (32,061 > 3,200) it is also strengthened by the probability significance $0.000 < 0.05$. Thus H0 is rejected and H3 is accepted. This means that there is a significant influence simultaneously between communication and motivation on employee performance at CV. Eternal Moon Bienar. thus H0 is rejected and H2 is accepted meaning that there is a partially significant influence between motivation on employee performance on CV. Eternal Moon Bienar. Based on the results of the study, it shows that communication (X1) and motivation (X2) have a positive effect on employee performance

with the regression equation $Y = 7.579 + 0.189X_1 + 0.641X_2$. Testing the hypothesis obtained that the calculated F value $> F$ table or $(32,061 > 3,200)$ it is also strengthened by the probability significance $0.000 < 0.05$. Thus H_0 is rejected and H_3 is accepted. This means that there is a significant influence simultaneously between communication and motivation on employee performance at CV. Eternal Moon Bienar. thus H_0 is rejected and H_2 is accepted meaning that there is a partially significant influence between motivation on employee performance on CV. Eternal Moon Bienar. Based on the results of the study, it shows that communication (X_1) and motivation (X_2) have a positive effect on employee performance with the regression equation $Y = 7.579 + 0.189X_1 + 0.641X_2$. Testing the hypothesis obtained that the calculated F value $> F$ table or $(32,061 > 3,200)$ it is also strengthened by the probability significance $0.000 < 0.05$. Thus H_0 is rejected and H_3 is accepted. This means that there is a significant influence simultaneously between communication and motivation on employee performance at CV. Eternal Moon Bienar. shows that communication (X_1) and motivation (X_2) have a positive effect on employee performance with the regression equation $Y = 7.579 + 0.189X_1 + 0.641X_2$. Testing the hypothesis obtained that the calculated F value $> F$ table or $(32,061 > 3,200)$ it is also strengthened by the probability significance $0.000 < 0.05$. Thus H_0 is rejected and H_3 is accepted. This means that there is a significant influence simultaneously between communication and motivation on employee performance at CV. Eternal Moon Bienar. shows that communication (X_1) and motivation (X_2) have a positive effect on employee performance with the regression equation $Y = 7.579 + 0.189X_1 + 0.641X_2$. Hypothesis testing is obtained by the calculated F value $> F$ table or $(32,061 > 3,200)$ this is also strengthened by the probability significance $0.000 < 0.05$. Thus H_0 is rejected and H_3 is accepted. This means that there is a significant influence simultaneously between communication and motivation on employee performance at CV. Eternal Moon Bienar. This means that there is a significant influence simultaneously between communication and motivation on employee performance at CV. Eternal Moon Bienar. This means that there is a significant influence simultaneously between communication and motivation on employee performance at CV. Eternal Moon Bienar.

CONCLUSIONS

Based on the research that has been done and described by the author in chapter IV regarding the influence of communication and motivation on employee performance, on CV. Bienar Bulan Abadi, East Jakarta, the following conclusions can be drawn:

Communication on CV. Bienar Bulan Abadi based on the results of the analysis of the correlation coefficient of 0.408, it means that the two variables have a moderate level of relationship. Testing the hypothesis obtained the value of T count $> T$ table $(5.899 > 1.678)$ with a significance probability value of $0.000 < 0.05$, thus H_0 is rejected and H_1 is accepted meaning that there is a partially significant effect between communication on employee performance at CV. Eternal Moon Bienar. Motivation on CV. Bienar Bulan Abadi based on the results of the analysis of the adj correlation coefficient, the Adj correlation of 0.551 means that the two variables have a moderate level of relationship. Hypothesis test obtained T count $> T$ table $(7.820 > 1.678)$ with a significance probability value of $0.000 < 0.05$. thus H_0 is rejected and H_2 is accepted meaning that there is a partially significant influence between motivation on employee performance on CV. Eternal Moon Bienar.

There is a positive and significant influence between Communication and Motivation on Employee Performance. This is evidenced by the simple linear regression coefficient of Communication (X_1) and Motivation (X_2) on Performance (Y) is $Y = 7.579 + 0.189X_1 + 0.641X_2$ with the interpretation of the value of the communication correlation coefficient Adj R 0.408 meaning that the two variables have a moderate level of relationship. While the value of the motivational adj r coefficient of 0.551 means that the two variables have a moderate level of relationship. Hypothesis testing obtained Fcount $> F$ table $(32,061 > 3,200)$, this is reinforced by a significance probability of $0.000 < 0.05$. Thus H_0 is rejected and H_3 is accepted. This means that there is a simultaneous significant influence between communication and motivation on the performance of CV employees. Eternal Moon Bienar.

The communication variable, the weakest indicator is the better relationship with a rating score of 3.84. It is recommended to the company to hold special training so that employees can have good communication skills. Thus, the better the level of communication obtained, the higher the employee's

performance. Motivation variable, the weakest indicator is self-actualization with a rating score of 3.54. It is recommended to the company to give freedom to employees to develop potential or convey innovations and ideas for the company. Employee performance variable, the weakest indicator is ability with a rating score of 3.82. It is recommended to the company to place employees according to their expertise so that it is easier for employees to achieve the expected performance.

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