

The Influence of Performance Appraisals on Employee Work Motivation at the Gowa Regency Trade and Industry Service

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Article Info	Abstract
Leadership, Motivation, Performance	This research is a type of quantitative research with the aim of determining the effect of performance appraisal on work motivation of employees of the Trade and Industry Department of Gowa Regency with a population of 35 employees and a sample of 35 employees. The type of data used in this research is quantitative data obtained from distributed questionnaires and is related to the problem being studied. In this research, the data sources used in data collection include primary data and secondary data. The research instrument used in this research used the Likert Scale method. Based on the results of data research using statistical calculations through applications Statistical Package For the Social Science (SPSS) version 23 regarding the Effect of Performance Appraisal on Work Motivation of Employees of the Gowa Regency Trade and Industry Service which has been discussed in the previous chapter, the author draws an important conclusion, namely the conclusion that performance appraisal has a positive and significant effect on employee work motivation with a significance value ($0.000 < 0.05$) and the t - calculated value is greater than the t - table ($5,004 > 1.692$)

1. Introduction

Human resources in an organization represent an inseparable entity. The success and achievement of organizational goals are contingent upon the presence of qualified individuals who share the same vision: striving for continuous revenue growth over time. To realize optimal employee performance, organizations require an effective performance appraisal system. Performance appraisal is a key factor in developing an organization efficiently and effectively, as it informs better policies and programs regarding the organization's human resources. Individual performance appraisal is crucial for the overall growth dynamics of an organization, as it reveals the actual state of employee performance.

According to Fauzi and Hidayat (2020), performance appraisal is a process in which an organization evaluates employees' work execution, accountability, and contributions within a specific period, covering both qualitative and quantitative aspects of job performance. Similarly, Wijono (2015) states that performance appraisal is a process where

organizations assess and evaluate employees' work achievements. This process involves two-way communication between the sender and receiver to ensure clear understanding. Performance appraisal provides employees with an understanding of supervisory expectations, fostering better mutual comprehension. It focuses on evaluating the extent to which an individual's or team's work contributes to achieving organizational goals. As Kasmir (2018:184) explains, performance appraisal is a systematic, periodic review and evaluation of individual performance. It serves as a guideline to routinely assess employee achievements, benefiting compensation and career development. Furthermore, Kreitner and Kinicki, as cited in Wibowo (2007:391), highlight that motivation can be derived from needs, job design, satisfaction, fairness, expectations, and goal-setting.

Employee motivation is equally significant, as it drives and directs employees to perform at a level that meets organizational expectations. According to Wukir (2013), motivation is a set of reasons for undertaking specific actions. It can be defined as a process

that explains an individual's intensity, direction, and persistence in striving toward their goals. Motivation is not directly observable but is inferred from visible behaviors. It ignites enthusiasm in individuals to perform their tasks. In workplace psychology, work motivation is often referred to as a driver of work spirit. The importance of motivation in an organization lies in its role as a driving factor for employees. Activities performed by individuals are always influenced by underlying motivational factors. Employee performance can often be linked to their level of motivation, with one common motivator being fair compensation aligned with the results of their work (Ahmad R., 2019).

The Department of Trade and Industry of Gowa Regency, established by the local government, is tasked with managing industrial and trade-related governance. Observations and interviews conducted by researchers have identified several issues within this organization. One prominent problem is that employee performance has not met organizational expectations, with some employees using work hours for personal activities. For instance, tasks assigned by supervisors are sometimes delayed because employees prioritize personal matters, assuming the tasks are relatively easy. This results in delays in completing assignments on time.

Another issue relates to the ineffectiveness of the performance appraisal system within the organization. This ineffectiveness stems from weak enforcement and insufficient supervision by leadership, leading to suboptimal employee performance. Moreover, a lack of motivational initiatives, such as fostering a professional work ethic, highlights the need for improvement. Indicators of performance appraisal within organizations include aspects such as attendance, honesty, responsibility, competence, compliance, teamwork, and leadership. According to Kasmir (2018), these indicators serve as benchmarks for evaluating employees' contributions to achieving organizational goals.

In terms of work motivation, Iswadi (2021:27) outlines several indicators, including responsibility for tasks, risk assessment, receptiveness to feedback, creativity and innovation, timely task completion, and the desire to excel. These aspects collectively influence employee motivation, which is essential for achieving organizational success. Thus, fostering both effective performance appraisal and strong work motivation is integral to addressing the challenges within the Department of Trade and Industry of Gowa Regency.

2 Research Methodology

a. Type of Research

This research employs a descriptive quantitative method. Quantitative research primarily involves numerical data or qualitative data converted into numerical form. According to Sugiyono (2016:7), the quantitative research method is based on positivist philosophy, which is used to investigate specific populations or samples. The philosophy of positivism views phenomena or realities as classifiable, observable, concrete, measurable, and causally related.

b. Research Location and Duration

This study will be conducted at the Office of Trade and Industry in Gowa Regency, located at Jl. Mesjid Raya No. 34, Somba Opu District, Sungguminasa, Gowa Regency. The research is scheduled to take place over two months, from December to February 2024.

c. Types and Sources of Data

1) Types of Data

According to Sugiyono (2015), quantitative data refers to data in numerical form or qualitative data quantified (scored). Quantitative data can typically be analyzed using statistical methods and may include scores or numerical responses obtained through tools such as questionnaires with weighted responses.

2) Sources of Data

Data for this research is classified into two categories: primary and secondary data.

- **Primary Data:** These are data obtained directly from the main source. Primary data is also referred to as original or new data that is up-to-date. Techniques to collect primary data include observation, interviews, and questionnaires (Enny R, 2017). In this research, primary data is gathered through observation and interviews with staff and employees of the Office of Trade and Industry in Gowa Regency.
- **Secondary Data:** These are data collected from pre-existing sources (secondary sources). Secondary data may be obtained from institutions such as the Central Statistics Agency (BPS), books, reports, journals, etc. (Enny R, 2017). For this study, secondary data is collected from literature relevant to the research object.

d. Population and Sample

1) Population

Sugiyono (2012) defines a population as a generalization area consisting of objects/subjects with certain qualities or characteristics determined for study and drawing conclusions. The population in this research includes all employees of the Office of Trade and Industry in Gowa Regency, totaling 35 individuals.

2) Sample

The sample is a subset of the population selected for research to represent the entire population. Thus, a sample is a portion of the population taken using specific techniques or methods for study and generalization (Suryani and Hendrayadi, 2015:192). In this research, the sample includes all employees at the Office of Trade and Industry in Gowa Regency, totaling 35 individuals. The sampling technique employed is saturated sampling (total sampling), which includes the entire population when the total is less than 100 (Suryani and Hendrayadi, 2015). Given the population is only 35 employees, the entire population is used as the sample.

e. Data Collection Methods

To obtain complete and accurate data, the following techniques are employed:

1) Documentation Study: Data related to company documentation, such as the company's history, organizational structure, and employee numbers, is collected to support the research discussion.

2) Questionnaires: A set of questions is prepared to gather responses from participants. Data collected via questionnaires is done directly to ensure objectivity.

f. Operational Definitions of Variables

Operational definitions specify how variables are measured. The definitions for the key variables in this study are as follows:

1) Performance Assessment (X):

This refers to a systematic process for evaluating employee performance over a specific period. Performance appraisal serves as a mechanism to ensure each employee at various levels meets established standards (Wibowo, 2013:7).

Indicators:

Attendance
Honesty
Responsibility
Ability
Compliance
Cooperation
Leadership

2) Employee Work Motivation (Y):

Motivation refers to basic human needs and incentives expected to fulfill desired needs, leading to success in an activity. Employees with high work motivation strive to complete their tasks efficiently.

Indicators:

Responsibility
Risk Consideration
Feedback
Creativity and Innovation
Task Completion Time

g. Data Analysis Methods

To test the hypotheses, the following methods are utilized:

1) Descriptive Quantitative Analysis:

This method is used to interpret data to provide a clear understanding of the impact of time management on employee performance at the Office of Trade and Industry in Gowa Regency. The analysis is conducted using the principal component analysis, and the questionnaire data is processed accordingly.

2) Instrument Testing:

- **Validity Test:** This test ensures the questionnaire's questions accurately measure the intended variables. A questionnaire is considered valid if its questions can reveal the expected measurement results. The validity is determined based on a comparison of r-value and r-table, with criteria established at a 5% significance level.
- **Reliability Test:** This test determines the consistency of the measurement tool, ensuring it produces stable results when used repeatedly. The Cronbach's Alpha method is applied.

h. Simple Linear Regression:

This is employed to predict the dependent variable's value based on the independent variable. The regression equation is expressed as $Y = a + bX$, where:

YY: Employee Work Motivation (dependent variable)

aa: Constant

bb: Regression coefficient

XX: Performance Assessment (independent variable)

i. Hypothesis Testing:

- **Partial Test (t-test):** Determines the significance of the relationship between variable X and variable Y individually.
- **Determination Coefficient (R^2):** Measures the model's ability to explain the variation in the dependent variable, with values ranging from 0 to 1.

3. Results and Discussion

The findings of this study provide evidence that performance appraisal has a positive and significant influence on employee work motivation. This is demonstrated through the results of the t-test, where the performance appraisal variable showed a significance value of 0.000, which is less than the threshold of 0.05, and the calculated t-value of 5.004 exceeded the critical t-value of 1.692. These results indicate that performance appraisals can enhance the work motivation of employees at the Trade and Industry Department of Gowa Regency.

The results are also supported by the classical assumption tests conducted, including linearity, autocorrelation, homoscedasticity, and normality tests, all of which met the necessary criteria. Furthermore, the study aligns with McClelland's theory of needs as cited in Robbins and Judge (2009:230). This theory highlights that motivation at work is driven by the need for achievement, power, and affiliation, which can also be reflected in the outcomes of performance appraisals, such as financial rewards, promotions, and recognition.

These elements serve as key motivators that encourage employees to perform better. Additionally, previous research supports the findings of this study. For instance, a study by Rima Nur Ainnisya and Isnurrini Hidayat Susilowati (2018) found that performance appraisals significantly impact employee work motivation. These results reinforce the understanding that an effective performance appraisal system is essential for fostering motivation and achieving better organizational outcomes.

4. Closing Conclusion

Based on the results of data collection, data management, and data analysis conducted in this study, and in relation to the research problem concerning the effect of performance appraisal on employee work motivation at the Trade and Industry Department of Gowa

Regency, it can be concluded that performance appraisal has a positive and significant influence on employee work motivation. This is supported by the significance value ($0.000 < 0.05$) and a calculated t-value greater than the critical t-value ($5.004 > 1.692$). These results indicate that performance appraisal affects employee work motivation and contributes to the motivation variable.

Recommendations

Based on the findings and the conclusion of this study, the following suggestions are offered:

- a. For the Organization To further enhance employee motivation, it is recommended that company leadership provide positive feedback in the form of appreciation to employees at the Trade and Industry Department of Gowa Regency.
- b. For Future Researchers It is suggested to include additional independent variables and expand the scope of the research problem to provide a broader reference for subsequent studies.

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