

ANALYSIS THE INFLUENCE OF MOTIVATION AND JOB SATISFACTION ON THE SUSTAINABILITY OF EMPLOYEE PERFORMANCE AT SICEPAT EKSPRES MAJALENGKA BRANCH

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ABSTRAK/ABSTRACT

This study aims to determine the picture of motivation, job satisfaction, and employee performance at Sicepat Ekspres Cabang Majalengka and to determine the effect of motivation and job satisfaction on the performance of Sicepat Ekspres Cabang Majalengka employees. The research method used is a descriptive and verification method using a quantitative research approach. This research data is primary data obtained through the distribution of questionnaires. The total population and sample of this study amounted to 31 respondents. The sampling technique in this study used saturated samples. The results of research processed with the SPSS Version 26.00 for Windows program show that a multiple correlation value of 0.635 means that motivation and job satisfaction with employee performance have a strong relationship. The value of the coefficient of determination obtained an adjusted R square value of 40.4% showing the amount of contribution of the independent variables (motivation and job satisfaction) to employee performance, while the remaining 59.6% can be explained by factors other than those studied in this study. The results of the simultaneous test (Test F) showed a significance value of $0.01 < 0.05$, Motivation (X1) and Job Satisfaction (X2) simultaneously had a positive and significant effect on Employee Performance (Y) at Sicepat Ekspres Cabang Majalengka. The results of the partial test (Test T) show that the value of motivational significance (X1) is $0.005 < 0.05$ the value of t is calculated as $3.010 > t$ Table 1.699 means that motivation has a positive and significant effect on employee performance (Y), significant value of job satisfaction (X2) $0.004 < 0.05$ calculated value of $3.126 < t$ table 1.699 This means that job satisfaction has a positive and significant effect on employee performance (Y) at Sicepat Ekspres Majalengka.

INTRODUCTION

In facing competition in the fields of information, telecommunications, trade, industry and so on in the current era of globalization, companies are required to work more efficiently. Increasingly tight competition between companies means companies are required to be able to increase their competitiveness to maintain company continuity. Companies that are always there are trying to gain a profitable position. Companies should treat human resources like other production factors, which the company has to obtain optimal contribution.

The problem that every company often faces is the low quality of human resources. Human resources are important assets that must be managed well by every company in order to provide optimal contributions. Human resources are always needed by every small company and large company. Even though human resources are one of the production factors in a company, their role in achieving goals is very large. Resource management is the science and art of managing the relationships and roles of the workforce effectively and efficiently so that company goals are achieved.

Human needs as employees in a company need to be known so that the company understands how each employee wants to work and act in accordance with what is outlined in achieving company goals. The problem the company faces in achieving its goals is the poor performance of employees. Performance is a combination of ability, effort and opportunity which can be measured from the resulting results. Performance is the main factor in a company's success, good performance will produce positive things, whereas bad performance will have a bad impact on the company.

Performance can be viewed as a process or result of work. Performance is a process of how work takes place to achieve work results (Wibowo, 2014:70). Performance in an organization is carried out by all human resources in the organization, both work leaders and workers. Performance is the result

achieved by someone according to the standards that apply to the job concerned. (As'ad in Riani, 2013:61). According to Hessel (2007:78) there are 8 factors that influence organizational performance, one of which is motivation and job satisfaction.

The thing that companies pay attention to is how to maintain and manage employee motivation at work so that they always focus on company goals. Maintaining motivation is very important because motivation is something that underlies every individual to act and do something. With high work motivation, employees will be more active in carrying out their work. Stephen P. Robbins states that motivation is a process that causes intensity, direction and persistence of an individual towards peak achievement (Widowo, 2014: 322).

Companies must also pay attention to job satisfaction, because employees who do not feel comfortable at work will feel underappreciated or unable to develop all the potential they have, so employees will automatically not be able to focus and concentrate fully on their work. Job satisfaction is an emotional attitude of being happy and loving one's job. Job satisfaction is job satisfaction enjoyed at work by receiving praise for work results, placement of equipment and a good work environment (Suhartini, 2013: 144).

The development of technology and information really helps Indonesian society today in all fields. One of the technological developments that is equipped with the benefits of the internet is e-Commerce. E-commerce is online commerce where the distribution, purchase, sale and marketing of goods and services via electronic systems such as the internet.

The potential for online buying and selling in Indonesia is increasing every year, causing individual companies to participate in competing in the online market industry. Currently, there are many websites that offer convenience in selling and buying daily necessities products, among which are in great demand from young people to adults, namely Lazada, Shopee, Tiktok Shop,

and Toko Pedia. Consumers can freely choose their favorite online website, of course with a very easy payment system. Online buying and selling is closely related to shipping or expedition services.

Sicepat Ekspres is a multinational company operating in the expedition sector which focuses on goods delivery services covering all regions of Indonesia and expanding to the Asian continent and also Australia. Since it was first founded in 2014, Sicepat Ekspres has grown rapidly and has more than hundreds of branches spread throughout Indonesia to support all delivery operational activities, one of the branches of Sicepat Ekspres is in Majalengka, which is where this research was conducted.

This research took as its object the Sicepat Ekspres Indonesia Majalengka Branch. This company branch serves delivery of goods from within the city and outside the city. These deliveries range from small packages to large ones. Employees are the component that has the most influence on the creation of the processes and results that are the goals of this expedition business. Therefore, any improvement efforts continue to be made to increase employee work motivation and job satisfaction in order to achieve the targets desired by Sicepat Ekspres.

Table 1. Number of Employees at Sicepat Ekspres Majalengka Branch in 2022

Month	Employee
January	43
February	39
March	39
April	37
May	35
June	35
July	35
August	33
September	33
October	33
November	31
December	31

Source: Sicepat Ekspres Majalengka Branch, 2023

From table 1 above, it can be seen that the development of the number of

employees at Sicepat Ekspres Majalengka Branch shows that every month, most employees experience a decrease, this is due to a reduction in the delivery area. From documents written as a result of observations at the Sicepat Ekspres Majalengka Branch, it was found that employee data had decreased. This can be seen from table 2 target data and realization of package delivery at Sicepat Ekspres Majalengka Branch:

Table 2 Target and Realization of Package Delivery at Sicepat Ekspres Majalengka Branch in 2022

Month	Target (Package Delivery)	Realization (Package Delivery)	%
January	7.500	7.300	97,3%
February	7.500	7.350	98%
March	7.500	7.350	98%
April	7.500	7.000	93,3%
May	7.500	6.500	86,6%
June	7.500	6.000	8%
July	7.500	6.200	82,6%
August	7.500	7.000	93,3%
September	7.500	7.000	93,3%
October	7.500	6.500	86,6%
November	7.500	6.800	90,6%
December	7.500	6.800	90,6%

Source: Sicepat Ekspres Majalengka Branch, 2023

From table 2 above, it can be concluded that the target and realization of delivery at the Sicepat Ekspres Majalengka Branch in 2022 will increase and decrease the achievement of the package delivery target every month and is not always stable. The factors that cause this are employee motivation at work, which influences employee performance. The number of employees often decreases because the realization of delivery targets often decreases, which is influenced by a decrease in the number of package deliveries, resulting in a decrease in delivery places (outlets) and job satisfaction. However, there are employees who feel they are not doing enough and this results in employees resigning and sudden layoffs which make employees not feel job satisfaction. These layoffs are due to a decrease in the

number of package deliveries resulting in a decrease in delivery places (Outlets) and the problems arise from the individual. Alone. The more a company increases motivation and job satisfaction for its employees, the higher the employee morale will be.

LITERATURE REVIEW

Siagian (2012:138) explains that motivation is a driving force that causes a member of an organization to want and be willing to do an activity that is his responsibility and fulfill his obligations. Darsono and Siswandoko (2011:149) explains that the word motivation comes from the basic word motive which means encouragement, cause, or reason for humans to do something. Thus, motivation means a condition that encourages or becomes a conscious cause. From the opinions of these experts, researchers can conclude that motivation is a drive that exists within a person to do or not do an action in terms of achieving company goals.

An explanation of job satisfaction needs to be preceded by an affirmation that the problem of job satisfaction is not a simple matter because satisfaction has various meanings. Job satisfaction according to Siagian (2012:295) is a person's perspective, both positive and negative, about their work. Hasibuan (2017:202) states that job satisfaction is the nature and feeling of loving the work that is done. From the expert opinion, the researcher can conclude that job satisfaction is someone who has 24 positive or negative personalities towards their work activities.

According to Veithzal Rivai (2014:12) performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work result standards, targets, or targets and criteria that have been determined in advance and agreed upon together. According to Sedarmayanti (2011:260) Performance is a translation of performance which means the work results of a worker, a management process or an organization as a whole,

where the results of the work must be shown concretely and can be measured (compared to predetermined standards). It can be concluded that performance is an action that can be seen, observed and made possible to achieve the expected things (goals). Performance can also be said to be a combination of ability, effort and opportunity that can be assessed from the results of his work obtained during a certain period of time.

RESEARCH METHODS

The method applied in this research is a descriptive method and a verification method. The population of this study were all employees at the Sicepat Ekspres Majalengka Branch, consisting of 3 outlet agents in Majalengka, namely Cigasong, Rajagaluh and Banjaran agents totaling 31 people. As for The number of samples to be studied was 31 people using saturated sampling techniques. The data collection technique used was a questionnaire. Testing is carried out by validity test, reliability test, normality test first, then descriptive and verification analysis is carried out. Data analysis techniques include classical assumption testing, simple linear regression testing, multiple linear regression testing, coefficient of determination testing and hypothesis testing.

RESULTS AND DISCUSSION

a. Research result

Validity Research Instrument Test

Table 3. Validity Instrument Test Results

Motivation (X ₁)	Satisfaction (X ₂)	Employee Performance (Y)
No rhitungan	rhitung rtabel Ket Item el	No rhitun rtabel/Ket lte g m
1 0,682 0,367 Valid	1 0,523 0,36 Valid 7	1 0,630 0,367 Valid
2 0,480 0,367 Valid	2 0,594 0,36 Valid 7	2 0,547 0,367 Valid
3 0,545 0,367 Valid	3 0,695 0,36 Valid 7	3 0,529 0,367 Valid
4 0,457 0,367 Valid	4 0,557 0,36 Valid 7	4 0,734 0,367 Valid
5 0,368 0,367 Valid	5 0,671 0,36 Valid 7	5 0,385 0,367 Valid
6 0,426 0,367 Valid	6 0,437 0,36 Valid 7	6 0,600
7 0,685 0,367 Valid		7 0,648
8 0,369 0,367 Valid		
9 0,548 0,367 Valid		

Source: Primary Data, 2023

Based on table 3, the results of testing the validity of the research instruments presented, it can be seen that each research instrument used in this research is valid.

Reliability Research Instrument Test

Table 4. Instrument Reliability Test Results

No Variable	Cronbach's Alpha	Cronbach's Alpha	Note
1 Motivation (X ₁)	0,660	0,60	Reliabel
2 Satisfaction (X ₂)	0,629	0,60	Reliabel
3 Employee Performance (Y)	0,673	0,60	Reliabel

Source: Primary Data, 2023

Based on table 4, the results of the trials that have been carried out can be seen that the Cronbach's Alpha results for each variable are more than the required minimum Cronbach's Alpha standard, namely 0.60, so with this the motivation, job satisfaction and employee performance variables are reliable and suitable for use in decision making. data for this research.

Descriptive Analysis

Table 5. Descriptive Analysis Results

Motivation (X ₁)	Job Satisfaction (X ₂)	Employee Performance (Y)
Skor aktual	skor % ideal skor aktual	No Item skor aktual
1 128	155 82,58 1	131 155 84,52 1
2 132	155 85,16 2	132 155 85,16 2
3 126	155 81,29 3	125 155 80,65 3
4 123	155 79,35 4	123 155 79,35 4
5 127	155 81,94 5	125 155 80,65 5
6 126	155 81,29 6	136 155 87,74 6
7 124	155 80	Σ 772 930 83,01 7
8 120	155 77,42	Σ 865 108579,72
9 130	155 83,87	
Σ 1136	139581,43	

Source: Primary Data, 2023

Based on table 5, the scoring results show that motivation at Sicepat Ekspres Majalengka Branch has a total score of 81.43%, this shows the results of research on Employee Performance based on the criteria for the percentage of respondents' response scores to the ideal score is in the interval of 68.01% -84.00% can be stated as "Good". Job Satisfaction at Sicepat Ekspres Majalengka Branch has a total score of 83.01%, this shows the results of research on Employee Performance based on the criteria for the percentage of respondents' response scores to the ideal score is in the interval of 68.01% -84.00% can be stated as "Good". Employee Performance at Sicepat Ekspres Majalengka Branch has a total score of 79.72%, this shows the results of research on Employee

Performance based on the criteria for the percentage of respondents' response scores to the ideal score is in the interval of 68.01% -84.00% can be stated as "Good".

Uji Normalitas

Tabel 6. Hasil Uji Normalitas
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		31
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.06576302
Most Extreme Differences	Absolute	.093
	Positive	.093
	Negative	-.083
Test Statistic		.093
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: SPSS 26.0 Output, 2023

Based on table 6, the Asymp. Sig value is 0.200, it can be said to be greater than 0.05, with this the data from this study has normally distributed data. Therefore, the regression model has been considered to meet the testing requirements.

Analisis Koefisien Korelasi

Tabel 7. Analisis Koefisien Korelasi

Correlations

	Motivation	Job Satisfaction	Employee Performance
Motivation	Pearson Correlation	.007	.442
	Sig. (2-tailed)	.972	.013

	N	31	31	31
Job Satisfaction	Pearson Correlation	.007	1	.459**
	Sig. (2-tailed)	.972		.009
Employee Performance	Pearson Correlation	.442*	.459**	1
	Sig. (2-tailed)	.013	.009	
	N	31	31	31

Model Summary

Model	R	R Squared	Adjusted R Squared	Std. Error of the Estimate
1	.635 ^a	.404	.361	2.138

Source: SPSS 26.0 Output, 2023

Based on table 7, the results of the Pearson correlation calculation above can be interpreted as follows:

1. The relationship between Motivation and Employee Performance is 0.442. This shows the relationship between Motivation and Employee Performance based on the interpretation of the correlation coefficient in the interval 0.40-0.599 is included in the moderate category. The direction of the positive relationship between motivation and employee performance indicates that increased motivation tends to be followed by increased employee performance.
2. The relationship between Job Satisfaction and Employee Performance is 0.459. This shows the relationship between Job Satisfaction and Employee Performance based on the interpretation of the correlation coefficient in the interval 0.40-0.599 is included in the moderate

category. The direction of the positive relationship between job satisfaction and employee performance indicates that good job satisfaction in the company tends to be followed by increased employee performance.

3. The simultaneous correlation between Motivation and Job Satisfaction on Employee Performance is 0.635. This shows the relationship between Motivation and Job Satisfaction with Employee Performance based on the interpretation of the correlation coefficient in the interval 0.60-0.799 which means it has a strong relationship. Positive correlation indicates that the relationship between the three variables is in the same direction, meaning that if motivation and job satisfaction increase, employee performance will increase.

Analisis Koefisien Regresi Sederhana

Tabel 8. Analisis Koefisien Regresi Sederhana

Coefficients ^a					
Model	Unstandardized Coefficient	Standard Error	Standardized	t	Sig.
			Beta		
1	(Constant)	12.35890		2.0808	.046
	Motivation	.481181	.442	2.6506	.013

a. Dependent Variable: Employee Performance

Source: SPSS 26.0 Output, 2023

Based on table 8, the results of the Pearson correlation calculation above can be interpreted as follows:

1. The relationship between Motivation and Employee

Performance is 0.442. This shows the relationship between Motivation and Employee Performance based on the interpretation of the correlation coefficient in the interval 0.40-0.599 is included in the moderate category. The direction of the positive relationship between motivation and employee performance indicates that increased motivation tends to be followed by increased employee performance.

2. The relationship between Job Satisfaction and Employee Performance is 0.459. This shows the relationship between Job Satisfaction and Employee Performance based on the interpretation of the correlation coefficient in the interval 0.40-0.599 is included in the moderate category. The direction of the positive relationship between job satisfaction and employee performance indicates that good job satisfaction in the company tends to be followed by increased employee performance.

The simultaneous correlation between Motivation and Job Satisfaction on Employee Performance is 0.635. This shows the relationship between Motivation and Job Satisfaction with Employee Performance based on the interpretation of the correlation coefficient in the interval 0.60-0.799 which means it has a strong relationship. Positive correlation indicates that the relationship between the three variables is in the same direction, meaning that if motivation and job satisfaction increase, employee performance will increase.

Tabel 9. Analisis Koefisien Regresi Sederhana

Coefficients ^a	
Unstandardized Coefficient	Standardized Coefficient
s	nts

Model	B	Std. Error	Beta	T	Sig.
1 (Constant)	12.044	5.715		2.108	.044
Job Satisfaction	.773	.278	.459	2.783	.009

a. Dependent Variable: Employee Satisfaction

Source: SPSS 26.0 Output, 2023

From the calculation results, the following equation can be written: $Y = a + bx$

$$Y = 12.044 + 0.773x$$

$$a = 12.044$$

This shows that if the motivation value is zero, the performance value is 12.044. $b = 0.773$

This shows that every 1% increase in motivation will be followed by an increase in employee performance of 0.773.

prediction model of motivation and job satisfaction variables on employee performance can be formed as follows:

$$Y = 3,353 + 0,478 X1 + 0,768 X2$$

Based on the prediction equation above, the regression coefficients of each independent variable can be interpreted as follows:

1. A constant of 3.353 means that if motivation and job satisfaction are zero, employee performance is 3.353.
2. The motivation regression coefficient of 0.478, states that every additional unit of motivation score will increase employee performance by 0.478, assuming the independent variable of motivation is constant.
3. The job satisfaction regression coefficient of 0.768, states that every additional unit of motivation score will increase employee performance by 0.768, assuming the independent variable of job satisfaction is constant.

Analisis Koefisien Regresi Berganda

Tabel 10. Analisis Koefisien Regresi Berganda Coefficientsa

Model	B	Std. Error	Unstandardized	Standardized	T	Sig.
			Coefficients	Coefficient		
1 (Constant)	3.353	7.192			.466	.645
Motivation	.478	.159	.439		3.010	.005
Job satisfaction	.768	.246	.456		3.126	.004

a. Dependent Variable: Employee Performance

Source: SPSS 26.0 Output, 2023

Based on table 10, through the results of data processing as described above, a

Koefisien Determinasi

Tabel 11. Result Uji Koefisien Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.442a	.196	.168	2.440

a. Predictors: (Constant), motivation

Source: SPSS 26.0 Output, 2023

Based on table 11, it is known that the partial influence given by Motivation on Employee Performance is 0.196 or 19.6% while 80.4%, the rest is a large contribution of influence from other factors that were not studied (epsilon).

Tabel 12. Hasil Uji Koefisien Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.459a	.211	.184	2.417

a. Predictors: (Constant), motivation

Source: SPSS 26.0 Output, 2023

Based on table 12, it is known that the partial influence given by Job Satisfaction on Employee Performance is 0.211 or 21.1% while 78.9%, the rest is the large contribution of the influence of other factors that were not studied (epsilon).

Tabel 13. Hasil Uji Koefisien Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.635a	.404	.361	2.138

a. Predictors: (Constant), Job satisfaction, motivation

Source: SPSS 26.0 Output, 2023

Based on table 13, it is known that the joint influence given by Motivation and Job Satisfaction on Employee Performance is 0.404 or 40.4% while 59.6%, the rest is a large contribution of the influence of other factors that were not studied (epsilon).

Hypothesis Test Uji t
Tabel 14. Result Uji t

Model	Coefficients^a		T	Sig.
	Unstandardized Coefficients	Standardized Coefficients		
1(Constant)	3.353	.466	.645	
Motivation	.478	.439	3.010	.005
Job Satisfaction	.768	.456	3.120	.006

a. Dependent Variable: Employee Performance

Source: SPSS 26.0 Output, 2023

Based on table 14, the results of processing the t-hypothesis test data or partial test are as follows:

1. The t-count value for motivation is known to be 3.010. This t-count value will be compared with the t- table value in the t-distribution table, with α 0.05 and df (n-k-1) 29 for 2-party testing, the t-table value is 1.699. Because the t-count value (3.010) is greater than the t-table value (1.699) and is in the Ho rejection area, so that according to the hypothesis testing criteria, Ho is rejected and Ha is accepted, which means there is a positive and significant influence of Motivation on Employee Performance at Sicepat Ekspres Majalengka Branch.
2. The t-count value for Job Satisfaction is known to be

3.126. This t-count value will be compared with the t-table value in the t-distribution table, with α 0.05 and df (n-k-1) 29 for 2-party testing, the t-table value is 1.699. Because the calculated t value (3.126) is greater than the t table value (1.699) and is in the H_0 rejection area, so according to the hypothesis testing criteria, H_0 is rejected and H_a is accepted, which means that there is a positive and significant influence of Job Satisfaction on Employee Performance at Sicepat Ekspres, Majalengka Branch.

Uji F

Tabel 15. Hasil Uji F

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	86.688	2	43.344	9.480	.001
Residual	128.021	28	4.572		
Total	214.710	30			

Source: SPSS Output, 2023

Based on table 15, the F-count value is 9.480. This value will be compared with the F-table value. With $\alpha = 0.05$, $df_1 = 2$ and $df_2 = 28$, the F-table value is 3.32. From the values above, it is known that the F-count value (9.480) > F-table (3.32), so H_0 is rejected and H_a is accepted, meaning that Motivation and Job Satisfaction together have a positive and significant effect on Employee Performance.

b. Discussion

1) The Influence of Motivation on Employee Performance at Sicepat Express, Majalengka Branch

Based on the results of the study with descriptive analysis conducted on respondents regarding motivation, it can be shown that the motivation variable at Sicepat Express, Majalengka Branch is included in the good category. This identifies that the motivation carried out by

Sicepat Express, Majalengka Branch is good in providing motivation to all employees. Based on the results of the study, it is known that the motivation variable has a positive influence on employee performance variables, this is proven in accordance with the Theory According to Maslow (1970) motivation is a driving force from within that causes humans to do something or try to fulfill their needs. The results of this study support previous research conducted by Achmad Fadhil and Yuniadi (2018) the results showed that there was a significant influence between Motivation and Job Satisfaction on AJB Bumiputera Employee Performance.

2) The Influence of Job Satisfaction on Employee Performance at Sicepat Ekspres, Majalengka Branch

Based on the results of the study with descriptive analysis conducted on respondents regarding job satisfaction, it can be shown that the job satisfaction variable at Sicepat Ekspres, Majalengka Branch is included in the good category. This identifies that the job satisfaction carried out by Sicepat Ekspres, Majalengka Branch is good in providing job satisfaction to all employees. The results of this study indicate that job satisfaction has a positive and significant effect on employee performance. According to Luthans (2016:243) job satisfaction is the result of employee perceptions of how well their work provides something of important value, which is basically job satisfaction is something that is individual. Each individual will have different levels of satisfaction according to the value system that applies to him. The results of this study support previous research conducted by Elzan Fariza (2022) which showed that there is a significant influence between Motivation and Job Satisfaction on Employee Performance at PT Sicepat Ekspres Batam.

3) The Influence of Motivation and Job Satisfaction on Employee Performance at Sicepat Ekspres, Majalengka Branch

Based on the results of the study with descriptive analysis conducted on respondents regarding employee performance, it can be shown that the employee performance variable at Sicepat Ekspres, Majalengka Branch is included in the good category. This identifies that employee performance at Sicepat Ekspres Majalengka is good in terms of employee performance. The results of this study indicate that the variables of motivation and job satisfaction on employee performance at Sicepat Ekspres, Majalengka Branch have a positive and significant influence. This shows that the variables of motivation and job satisfaction together affect employee performance at Sicepat Ekspres, Majalengka Branch. This also shows that the motivation applied by Sicepat Ekspres, Majalengka Branch is good and meets standards and job satisfaction that is carried out well and efficiently can improve employee performance at Sicepat Ekspres, Majalengka Branch. This study is also in line with the research conducted by Nur Afifah and Yeni Septiani (2024) which examined the Influence of Motivation and Job Satisfaction on Employee Performance at PT Lion Express, South Kedoya Branch, where the results of the study stated that Motivation and Job Satisfaction had a positive and significant effect on Employee Performance at PT Lion Express, South Kedoya Branch.

CONCLUSION AND SUGGESTION

Conclusion

Based on the results of the research that has been conducted, the following conclusions can be drawn:

1. There is a positive and significant influence of Motivation on Employee Performance at Sicepat Ekspres, Majalengka Branch.
2. There is a positive and significant influence of Satisfaction on Employee Performance at Sicepat Ekspres, Majalengka Branch.
3. Motivation and Job Satisfaction together have a positive and

significant influence on Employee Performance.

Suggestion

Based on the results of this study, it is expected that Sicepat Ekspres Majalengka Branch will increase its attention to employees by providing higher motivation and job satisfaction in working. Because with high motivation and high job satisfaction such as additional salaries, employee welfare and other facilities, which are the needs and desires of Sicepat Ekspres Majalengka Branch employees, employee performance will increase in accordance with what the company expects so that the company's goals will be achieved.

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