

## **INFLUENCE MOTIVATION WORK, LOYALTY AND QUALITY EMPLOYEE ON PROMOTIONS EMPLOYEE IN SUPREME COURT OF THE REPUBLIC OF INDONESIA**

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***ABSTRACT** - Human resources have a very important role in supporting the sustainability of a company or organization. The purpose of this study was to analyze the effect of work motivation, loyalty and quality of employees on employee performance at the Supreme Court of the Republic of Indonesia. Respondents in this study were 130 employees from a total population of 2510 employees who were divided into permanent employees and contract employees, spread across several departments with a sampling technique using stratified random sampling. The data analysis used in this study includes descriptive analysis of respondents, multiple linear regression analysis and multivariate ANOVA test.*

***Keywords:** employee performance, employee quality, loyalty, work motivation*

### **I. INTRODUCTION**

The main capital in achieving optimal national economic growth with sources Power important human For support development of a country, not just supporting it success of the company or organization. Forbusiness support activity And productivity business very need source Power man Which Competent also has quality.

An organization has the goal of continuing to develop and continue to innovate, one method used is by maximizing the role of human resources. Human resources in an organization have a very important role, apart from being the driving force of an organization, human resources are also a determinant of the success of an organization. Therefore, the resources owned must be competent and have good performance to support the goals of an organization.

As written by Denok Sanusi (2018), in his article entitled "The Influence of Recruitment, Selection and Training on Employee Work Productivity at PT. Mercolade" said that the selection process has a significant influence on employee performance. Through this recruitment process, prospective civil servants are produced who are expected to be able to help the organization's work.

Gary Dessler in Akhmad Subekhi stated that job analysis is a procedure for determining the duties and skill demands of a position and what kind of people will be hired for it. Job formation is a technique for collecting, processing and presenting job information systematically, precisely and clearly for the purposes of preparing activities in workforce management.

Research by Alfiyah (2016), proves that motivation Work employee give influence in a way positive meaningful on performance employee. Results study the signify that there is influence meaningful on

performance employee Which caused by motivation Work. Besides loyalty, employee quality and work motivation as a matter factors that have a role in maximizing performance employees on organization or company.

Loyalty is a *core value* that State Civil Servants must have in carrying out their duties. By carrying out values that show loyalty, it means that employees can make a positive contribution to society and the country. Apart from that, loyalty which is reflected in moral values also supports national development. State Civil Servants who have high loyalty always have integrity and honesty, professionalism, and can always develop themselves. With these values, employee motivation and loyalty can be evidence that can influence agency performance. The Supreme Court of the Republic of Indonesia can influence performance agency.

According to Lumiu (2019), this means loyalty Employees are a factor that can have an influence on success company. Loyalty employee not only seen from loyalty to the company only, but employees who can contribute work Which maximum For company. Level loyalty employees influence how employees are work, if human resource management is on company No managed with Good, so something company will not run smoothly Good.

Human resources can be optimized in several ways factor Which often impact on employee work stability, so it is a concern for company. The quality of employees in the company is wrong One factor the. Development and The quality of human resources is very important in sustainability of activities and business activities within company.

Objective from quality employee the is increase ability Work employee in realize results Work Which will achieved, this is expected to improve employee performance in the agency. Development quality management in manage human Resources Which well done by the company will certainly maximize performance employee. Quality employee Which Good able to create and improve a person's skills, expertise and perseverance in completing work. The success of the Supreme Court as the realization of the Supreme Judiciary cannot be separated from the role of human resources in realizing the agency's vision and mission. So the author wants to prove that the quality of employees possessed by the Supreme Court of the Republic of Indonesia influences performance within the agency.

According to Alfiah (2016), employee quality is the skills possessed by employees in carrying out their duties in order to achieve organizational goals and employee quality is employees who have the ability for *individual performance* (working individually) and *corporate performance* (organizational performance), so there is a close relationship. between *individual performance* and *corporate performance*, if both are carried out simultaneously and well developed, the performance will be good. Employees who have loyalty and work motivation often receive good assessments which have an impact on employee performance, assessment and self-development. Employee performance can be measured by how much work motivation the employee has, the employee's loyalty to his work and the quality of the employee himself. This can directly affect employee performance for the company. According to Muis *et al.* (2018), performance as a result of work that has been achieved by employees in carrying out the tasks received is based on the ability, experience, skill and sincerity of the employee himself in completing his work.

In connection with the importance of employee quality, work motivation and loyalty in employee performance that need to be considered in an agency in Indonesia, namely the Supreme Court of the Republic of Indonesia which is the highest authority in the field of law and justice. Wrong One factor

Which become key Success is human resource management owned by The Supreme Court of the Republic of Indonesia is well managed.

The large scale of the Supreme Court of the Republic of Indonesia means that it is not easy to manage human resources. Currently, hundreds of thousands of employees work as State Civil Apparatus at the Supreme Court of the Republic of Indonesia and the Judicial Bodies under it with different conditions and competencies.

The Supreme Court of the Republic of Indonesia takes into account all areas of human resources development, because talented and responsible employees are expected to be able to achieve the agency's goals. The Supreme Court of the Republic of Indonesia is not only a benchmark in upholding justice but also has a vision and mission to become the Supreme Judicial Body. There are 2,557 State Civil Servants spread across various Agencies and Directorates which include Civil Servants and Government Employees with Employment Agreements. The differences in employee status that are of concern in this research are whether there are differences between work motivation, loyalty and employee quality between Civil Servants and Government Employees with Employment Agreements. This is also the reason the author wants to research how employee motivation, loyalty and employee quality influence the performance of employees owned by the Supreme Court of the Republic of Indonesia who can carry out organizational activities in this agency.

## **II. METHOD**

Research was conducted at the Supreme Court of the Republic of Indonesia. The sample selection method used in this research is the *probability sampling method* with *proportionate stratified random sampling technique*. *Probability sampling* is a sample selection method that provides an equal opportunity for each member or element of the population to become a member of the sample. Considerations in sampling were employees who worked at the Supreme Court of the Republic of Indonesia . In addition, respondents included Civil Servants and Government Employees with Employment Agreements to analyze differences in employee quality, loyalty and work motivation. The research was carried out every working day, because the research was carried out by giving questionnaires to employees of the Supreme Court of the Republic of Indonesia.

The number of respondents included in this study was 130 people. Respondents included 100 Civil Servants and 30 Government Employees with Employment Agreements. The sample selection method uses the Proportional Allocation formula. The data used is in the form of primary data. Primary data was obtained from respondents who were studied by filling out questionnaires. The questionnaire was distributed directly to all respondents including Civil Servants and Government Employees with Employment Agreements of the Supreme Court of the Republic of Indonesia.

Statements in the questionnaire are measured through score indicators from the research results. The score assessment uses a Likert scale for variable X statements and a Guttman scale for variable Y statements. Data measurement uses a Likert scale with a size of 1-5 (Table 1).

Table 1. Category Scale Evaluation

| Score Questions        |   |
|------------------------|---|
| Very Agree (SS)        | 5 |
| Agree (S)              | 4 |
| Neutral (N)            | 3 |
| No Agree (TS)          | 2 |
| Very Don't agree (STS) | 1 |

Source: Sugiyono, 2017.

The Guttman scale is a measurement scale used in research to determine the score of respondents' affirmative answers with only 2 intervals, namely agree (S) with a score of 1 and disagree with a score of zero (Sugiyono, 2017). The variables in this research are as follows:

1. The indicators for the work motivation variable according to Maslow are social needs; Reward needs; work security and safety needs; physiological needs; Self-actualization needs.
2. The indicators for this variable stated by Siswanto (2019) include: compliance with existing regulations in the company; responsibility; interpersonal relationships; cooperation; a sense of belonging; likes work.
3. The indicators for this variable include: employee knowledge; ability; will; Skills.
4. The indicators for this variable include: Ability to work; quality of work; timeliness of results; initiative; effectiveness.

### **Validity and Reliability Test**

Sugiyono (2017) explained that the validity test is the level of accuracy between the data that the researcher reports and the existing data on the research object. Apart from that, the aim of the validation test is to assess and see the authenticity of the data obtained with the instrument, namely whether the instrument assesses the actual variables. By using the *r* score, the *Corrected Item Total Correlation results*. If  $r_{count} \geq r_{table}$  then the data collected is considered valid.

The reliability test refers to the validity of the data, so that the data can be trusted to be used as a data collection tool because the measuring tool is good (Sugiyono, 2017). The variable reliability test is calculated using *Cronbach's alpha*. If the *Cronbach's Alpha* score is  $>0.60$  then reliability is very high.

### **Classic assumption test**

The aim of the normality test is to test data on the dependent variable and the independent variable. The regression equation is considered good if it has data on the dependent variable and the independent variable giving a normal distribution (Sugiyono, 2017). If the significant number is  $> 0.05$ , then this data gives a normal distribution.

The Multicollinearity Test is a test applied to data consisting of two or more independent variables, in which the closeness of the correlation between the independent variables will be measured by the magnitude of the correlation coefficient (Sunyoto, 2016). Multicollinearity detection analysis uses VIF and *Tolerance quantities*.

Heteroscedasticity test is a test to determine whether the residual variance between studies is the same or not (Sunyoto, 2016). One way to see the presence of heteroscedasticity is to carry out the Glejser test. The probability results will be significant if the significance figure exceeds the degree of confidence, namely 5%.

### **Multiple Linear Regression Analysis**

This analysis has been widely used in research to see the influence of dependent variables on independent variables. The multiple regression model equation is as follows:

$$Y = a + b_1X_1 + b_2 X_2 + b_3 X_3 + e$$

Where: a (Constant); Y (Employee Performance); X1 (Work Motivation); X2 (Loyalty); X3 (Employee Quality); b1, b2, b3 (Regression coefficient of independent variables); e (Epsilon (influence of other factors outside the research)).

### **Hypothesis Test**

The F hypothesis test aims to test whether the independent variables simultaneously have a meaningful influence on the dependent variable. The calculated F score can be obtained from the output, while the F table value can be obtained from the statistical table considering a significance level or alpha of 0.5.

The explanation regarding the provisions for the simultaneous hypothesis test (Test F) is as follows:

Ho: The variables work motivation (X1), employee quality (X3) and loyalty (X2) together do not have a significant influence on employee performance at the Supreme Court of the Republic of Indonesia.

Ha: The variables work motivation (X1), employee quality (X3) and loyalty (X2) simultaneously have a significant influence on employee performance at the Supreme Court of the Republic of Indonesia.

The aim of the t test is to see whether the independent variables individually have a significant influence on the dependent variable. The calculated t score can be obtained from the output. The t test results can be observed in the *coefficients table* in the sig column. with the following conditions: If the probability is > 0.05, then it can be considered that there is no individual influence between the independent variable and the dependent variable. If the probability is <0.05, then it can be considered that there is an individual influence between the independent variable on the dependent variable. The hypothesis used in the t test is as follows:

#### **Work Motivation Variable (X1)**

H0: The work motivation variable does not have a significant influence on the performance of employees of the Supreme Court of the Republic of Indonesia.

H1: The work motivation variable has a significant influence on the performance of employees of the Supreme Court of the Republic of Indonesia.

#### **Loyalty Variable (X2)**

H0: The loyalty variable does not have a significant influence on the performance of employees of the Supreme Court of the Republic of Indonesia.

H1: The work motivation variable does not have a significant influence on the performance of employees of the Supreme Court of the Republic of Indonesia.

#### **Employee Quality Variable (X3)**

H0: The employee quality variable does not have a significant influence on the performance of employees of the Supreme Court of the Republic of Indonesia.

H1: The employee quality variable does not have a significant influence on the performance of employees of the Supreme Court of the Republic of Indonesia.

### **Coefficient of Determination ( *Adjusted R Square* )**

This test is carried out to determine the proportion of the amount of variation in the dependent variable that is explained by the independent variable. If the analysis used is multiple regression, then *the Adjusted R Square is used* .

### ***Multivariate Analysis of Variance Test***

The Manova test is a form of *multivariate Anova ( analysis of variance )*. Manova is a statistical test which aims to assess how significant the mean differences are which are used to measure simultaneous mean difference tests between groups for two or more dependent variables (Sutrisno & Wulandari, 2018). The Manova test is used to see whether there are large statistical differences in variables that occur simultaneously between 2 levels of a variable. The Manova test is used to carry out hypothesis testing. The hypothesis that can be formulated to answer this problem is as follows:

Ho: There is no real difference between Civil Servants and Government Employees with Employment Agreements at the Supreme Court of the Republic of Indonesia.

Ha: There are real differences between Civil Servants and Government Employees with Employment Agreements at the Supreme Court of the Republic of Indonesia.

## **III. RESULTS**

### **Respondent Characteristics**

#### **Gender**

Respondents in this study included 42 male employees and 88 female employees. The results of the study showed that the difference in total employees between women and men was large.

#### **Age**

The age level of respondents is quite varied with a distribution between the ages of 20 and 56 years. A total of 40 respondents were aged between 20-29 years, 62 respondents aged 30-39 years, 18 respondents aged 40-49 years and 28 respondents aged 50-56 years. The results of this research also show that the average age of employees at the Supreme Court of the Republic of Indonesia is in the productive age group. This indicates that employees at the Supreme Court of the Republic of Indonesia have employees of productive age with various kinds of innovations possessed by employees, so it is hoped that employees can work optimally. In line with the research results of Kumbadewi et al. (2016), that there is an influence of age on employee productivity. Employees who work at a productive age can carry out their work better.

#### **Level of education**

The level of education obtained from the last level of education held by respondents varied greatly. High School education level was 22 respondents, Diploma or Bachelor's degree was 78 respondents and Postgraduate education level was 30 respondents. The results of research regarding the characteristics of respondents based on level of education show that the respondents who dominate are employees with the latest level of education at the diploma or bachelor's level. Education has a positive influence on employee performance. In line with research by Wirawan et al. (2019), that education has an influence on employee performance. Employees who have higher education have good skills and knowledge in executing their work.



### **Marital status**

Marital status is one of the factors in an individual's life that is related to work. According to Pasaribu (2018), marital status can make a big contribution to employee work productivity because married individuals will feel better prepared for their work and more responsible because it is a guarantee for the future. The marital status of unmarried respondents was 36 people, the marital status of married was 83 people and the marital status of widows or widowers was 11 people.

### **Working Period**

Working period is the period a person works in the scope of work which can be determined in years or months. According to Aprilyanti (2017), the longer an employee's working period, the more his ability and ability to carry out work increases. Individual experience in carrying out work repeatedly can maximize technical maturity. The length of service that employees have varies greatly. Years of service under 1 -5 years there are 18 people, 6-10 years there are 20 people, 10-15 years there are 34 people and over 15 years there are 58 people. The research results show that the majority of employees at the Supreme Court of the Republic of Indonesia have worked for more than 5 years.

## **IV. CONCLUSION**

Work motivation has a significant influence on employee performance. Loyalty has a significant influence on employee performance. Employee quality has a significant influence on employee performance. Work motivation, loyalty and overall employee quality (simultaneously) significantly influence employee performance. Civil Servants have better loyalty, quality of work and performance than Government Employees with Performance Agreements.

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