

## **The Influence of Motivation on Employee Performance in the Regional Disaster Management Agency**

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### **ABSTRACT**

This study aims to determine the effect between motivation and employee performance at the Sukabumi City Regional Disaster Management Agency. This research method uses quantitative with an associative approach. This study's population was all Sukabumi City Regional Disaster Management Agency employees. The sampling technique in this study used nonprobability sampling with a saturated sample, namely employees at the Sukabumi City Regional Disaster Management Agency, totaling 49 employees. Data was collected using observation, documentation, questionnaire distribution, and interview methods. A simple linear regression analysis test was carried out for data analysis in this study. The findings of this study are based on the results of hypothesis testing, and motivation variables influence performance variables by 0.594 or 59.4%. Based on the study's results, it is known that the correlation coefficient test obtained a positive correlation value of 0.771 which indicates a closeness with a strong category. This means that the magnitude of the influence of motivation on performance is 59.4%, while 40.6% is influenced by other factors not examined in this study.

**Keywords:** Motivation; Employee Performance; Disaster Management Agency

### **INTRODUCTION**

Human resources are one of the important factors in supporting the achievement of organizational goals. Organizational goals can be achieved with good performance from each employee. Performance is one of the important aspects in a government agency. Performance can show the level of employee achievement in carrying out the tasks or activities assigned by the agency. Performance appraisal is a personnel management activity that aims to determine the extent to which human factors can support predetermined goals. Performance appraisal of the State Civil Apparatus Peraturan Menteri PAN-RB Nomor 6 Tahun 2022 concerning Performance Management of State Civil Apparatus Employees. ASN performance management aims to improve the quality and capacity of employees, strengthen the role of leaders and strengthen collaboration between leaders and employees. The success of good performance indicators refers to quantity, quality, time, and cost.

Good performance can increase efficiency in achieving goals (Tohardi, 2002). In achieving good performance, employees must get structured and effective direction. Achieving good performance is influenced by various aspects. One of the factors that can move people to realize organizational goals is the motivation to work in the organization. High motivation can foster a sense of passion and enthusiasm for employees in carrying out their duties so that employees can

produce maximum performance to carry out organizational activities to realize common goals.

As an agency that carries out tasks in the field of disaster that is directly related to the community, search, rescue, and evacuation infrastructure, secretarial operations and field officers will affect the performance of the Sukabumi City Regional Disaster Management Agency in providing services to the community. Human resources (HR) have a positive relationship that can stimulate employee motivation in maximizing individual strengths in the workplace (Ding & Yu, 2021). However, based on initial observations, researchers found limitations. Namely, there is a lack of human resource personnel to support activities at the Sukabumi City Regional Disaster Management Agency. This was conveyed by the Head of the Prevention and Preparedness Section of BPBD Sukabumi City in a press conference stating that the availability of existing personnel and employees is still lacking, both civil servants and non-civil servants (SukabumiEkspres.net, 2023). The following is the staffing data of the Sukabumi City Regional Disaster Management Agency in 2022.

**Table 1 Employee Data at the Regional Disaster Management Agency**

No	Employment Status	Total
1.	Civil Servants (PNS)	09
2.	Non-Civil Servants (PNS)	10
3.	Volunteers	26
<b>Amount</b>		<b>45</b>

Source: Regional Disaster Management Agency Performance Report in Sukabumi City, 2021

Based on table 1 above, the number of employees or personnel only reaches 45 people, 9 of whom are Civil Servants (PNS), and the rest are Non-Civil Servants and volunteers. It is known that Sukabumi City Regional Disaster Management Agency personnel are inadequate. As for the workload analysis conducted by the BPBD of Sukabumi City, the number of personnel needed in the Sukabumi City Regional Disaster Management Agency is ideally 125 people.

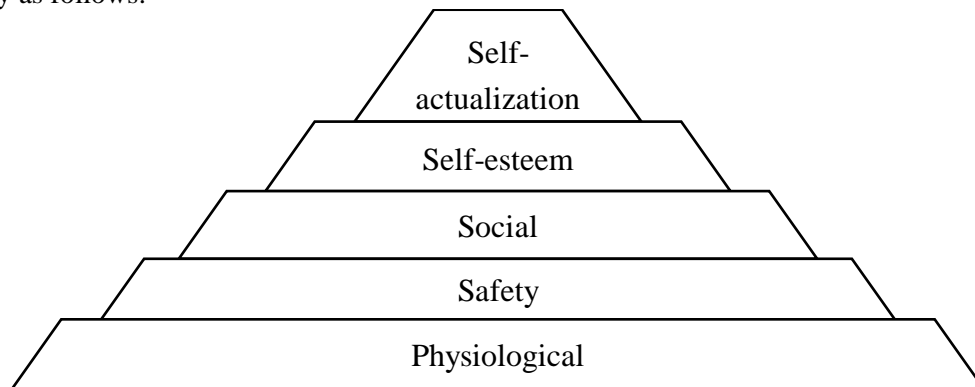
A person with a strong desire for influence feels more satisfied with the available work facilities (Mehta, 1977). In addition, the Sukabumi City BPBD does not yet have a representative building (SukabumiEkspres.net, 2023). The Sukabumi City Regional Disaster Management Agency office is located in a densely populated environment with lease ownership status, with a narrow room making employees less comfortable in carrying out activities or work and will hamper employee performance. These limitations will affect the performance of the Sukabumi City Regional Disaster Management Agency in providing services to the community.

A key determinant of work productivity is an employee's job-related skills. Performance is related to the level of work skills, so employees with high skill levels will show high performance because they can provide and implement knowledge relevant to their work compared to low skill levels (Martin & Bou-Llusar, 2020). However, implementing disaster prevention and mitigation training has not been optimal. Based on the Peraturan Kepala of BNPB Nomor 3 Tahun 2008 concerning Guidelines for the Establishment of Regional Disaster Management Bodies (BAB II), it stipulates that local governments are responsible for protecting the community from the threats and impacts of disasters, one of which is by providing education, training and improving skills in the implementation of disaster management. However, the reality is that in 2021 the Sukabumi City BPBD was unable to provide training to each village. (Source: Dokumen LKIP Badan Penanggulangan Bencana Daerah Kota Sukabumi, 2021). In 2022, disaster prevention and mitigation training can be carried out, but the implementation of the training has not been evenly

distributed. The implementation of disaster prevention and mitigation training was only carried out in seventeen villages out of thirty-three villages in Sukabumi City. The implementation of prevention training is carried out to increase the capacity of Disaster Resilient Villages in dealing with disaster events around the environment that can help the Sukabumi City Regional Disaster Management Agency to minimize the impact and risk of disasters. So, in this case, the performance of the Disaster Management Agency is not optimal due to limited human resources, facilities, and infrastructure and the implementation of work programs.

Public service motivation is a prosocial value that encourages employees to engage in activities that benefit the community (Mostafa et al., 2017). Motivation consists of several types, namely intrinsic motivation, identified regulation, instrumental regulation, projected regulation, external regulation, and amotivation (Xu, 2022). The motivation of public sector employees is influenced by intrinsic motivation, such as responsibility, contribution, and fairness (Ciobanu & Androniceanu, 2015). An important role in strengthening productivity and performance can be motivating an employee to work. In achieving maximum performance in the organization, it is necessary for employees to work optimally. Effective completion of work tasks will be better when employees are highly motivated (Manzoor et al., 2021). Motivation is a person's behavior-driven and directed not by something big but by many multilevel and diverse influences (Tan & Rajah., 2019).

This study to measure the level of motivation in the Sukabumi City Regional Disaster Management Agency using Maslow (1943) motivation theory which consists of five dimensions, namely as follows:



**Figure 1 Maslow's Needs Motivation Theory (1943)**

Source: Gildenhuis, (2004)

Motivation meets the basic demands of human needs. Human needs are put forward by Maslow (1943) into five hierarchies of needs, namely, physiological needs, security and safety, social needs, the need for self-esteem, and the need for self-actualization. Researchers use Maslow's theory because people are motivated to fulfill their needs and to identify factors that can motivate employees (Nyameh et al., 2013). Performance results from implementing job activities or functions during a certain period and can be evaluated by leaders periodically (Wassem et al., 2019). Meanwhile, measuring the level of employee performance at the Sukabumi City Regional Disaster Management Agency using Dharma (2001) theory consists of three

dimensions: quantity, quality, and timeliness. Researchers used this theory because the theory was relevant to the problems at the Sukabumi City Disaster Management Agency.

## METHOD

This research uses an associative quantitative approach. Researchers use an associative approach because they want to know the relationship between the motivation variable (X) and the performance variable (Y). The variables used in this study are motivation variables (X) to performance variables (Y). The population in this study were all employees at the Sukabumi City Regional Disaster Management Agency. The sampling technique in this study used a side nonprobability technique with a saturated sample. The sample obtained in this study was all employees at the Sukabumi City Regional Disaster Management Agency, totaling 49 respondents. Data collection techniques used in this study were observation, documentation, questionnaire distribution, and interviews. This research tool is a questionnaire with Likert scale measurements used to measure attitudes, opinions, and perceptions Sugiyono (2018) of motivation for performance at the Sukabumi City Regional Disaster Management Agency.

Data processing was conducted in this study using IBM SPSS Statistics 26. Validity and reliability tests were carried out on the research questionnaire to obtain appropriate and consistent research results. Because this research is associative research, data analysis was carried out using the correlation coefficient test, the coefficient of determination test, and simple linear regression analysis. Data analysis measures the strength and weaknesses of the relationship between motivation and performance using the correlation coefficient test. To determine the amount of influence of the independent variable (X) on the dependent variable (Y) is determined using the coefficient of determination (R<sup>2</sup>). Then, to determine the approximate relationship of the independent variable (X) to the dependent variable (Y) is determined using the equation with the formula  $Y = a + BX$ .

## RESULTS AND DISCUSSION

Researchers will explain the characteristics of research respondents based on gender and age. Respondents in this study were employees of the Sukabumi City Regional Disaster Management Agency. The description of the characteristics of respondents in this study is as follows:

**Table 2 Respondent Characteristics**

No.	Characteristics	Total	Persentase
1	<b>Gender</b>		
	Male	39	79,6%
	Female	10	20,4%
2	<b>Age</b>		
	20-30 Years	12	24,5%
	31-41 Years	14	28,6%
	42-52 Years	18	36,7%
	53-63 Years	5	10,2%

Source: Research, 2023

Based on table 2 above, it is known that 39 male respondents (79.6%), while 10 female respondents (20.4%). From the data above, it can be seen that most male respondents work at the Sukabumi City Regional Disaster Management Agency, namely 39 people (79.6%). Based on the results of processed data in table 2 above, it shows that there are respondents aged 20-30 years (24.5%), 14 respondents aged 31-41 years (28.6%), 18 respondents aged 42-52 years (36.7%) and the number of respondents aged 53-63 as many as 5 people (10.2%). From the processed data in table 2 above, some respondents work at the Sukabumi City Regional Disaster Management Agency in the age range of 42-52 years with a high percentage of 36.7%.

**Motivation at the Sukabumi City Regional Disaster Management Agency**

Motivation is a series of driving processes that will influence the direction of a person to carry out activities to achieve certain goals. Motivation can make one of the factors for a person to work by realizing superior performance in an agency. In this study, researchers measured the level of motivation in the Sukabumi City Regional Disaster Management Agency. In measuring motivation, researchers used the motivation theory proposed by Maslow (1943). According to Maslow (1943), motivation meets the demands of human needs and is classified into five hierarchies of human needs, namely physiological needs, safety and security, social needs, the need for self-esteem, and the need for self-actualization. Based on the accumulated value of respondents' responses to statements on employee motivation variables at the Sukabumi City Regional Disaster Management Agency, the following data were obtained:

**Table 3 Respondents' Responses Regarding Motivation at the Sukabumi City Regional Disaster Management Agency**

Respon Responden		Strongly Disagree		Disagree		Neither Agree		Agree		Strongly Agree	
<b>Physiological Needs</b>											
No	Indicator Statement	F	-	F	%	F	%	F	%	F	%
1	Work Equipment	0	0%	0	0%	0	0%	32	60,1%	17	39,9%
2	Primary Needs	3	1,7%	5	5,8%	10	17,2%	24	55,2%	7	20,1%
3	Facilities	0	0%	7	7,4%	1	1,6%	32	67,3%	9	23,7%
4	Work Environment	0	0%	0	0%	0	0%	38	73,4%	11	26,6%
<b>Safety and Security Needs</b>											
5	Health Insurance	0	0%	2	2%	2	2,9%	31	60,8%	14	34,3%
6	Safety and Security Equipment	0	0%	0	0%	0	0%	40	78%	9	22%
7	Comfort	0	0%	0	0%	3	4,4%	37	73,3%	9	22,3%
8	Old Age Insurance	0	0%	10	12%	16	28,9%	17	41%	6	18,1%
<b>Affiliation or Acceptance Needs</b>											
9	Adaptability	0	0%	0	0%	0	0%	31	57,9%	18	42,1%
10	Individual and Group Work	0	0%	2	2%	0	0%	34	66,3%	13	31,7%

Respon Responden		Strongly Disagree		Disagree		Neither Agree		Agree		Strongly Agree	
11	Relationship with Coworkers	0	0%	0	0%	1	1,4%	24	43,8%	24	54,8%
12	Supervisors who Guide and Direct	0	0%	0	0%	13	19,9%	23	46,9%	13	33,2%
<b>Esteem or Status or Needs</b>											
13	Work Achievements	0	0%	0	0%	5	7,3%	31	60,8%	13	31,9%
14	Respected and Valued	0	0%	1	1%	4	6,1%	38	77,6%	6	15,3%
15	Attention Coworkers	0	0%	1	1%	4	6,2%	39	80%	5	12,8%
16	Achievement	2	1,5%	23	33,8%	12	26,5%	8	23,5%	4	14,7%
<b>Self Actualization</b>											
17	Training and Education	0	0%	0	0%	13	20,3%	27	56,3%	9	23,4%
18	Decision Making	0	0%	6	7%	16	27,9%	23	53,5%	4	11,6%
19	Freedom of Speech	0	0%	2	2,1%	14	22,6%	25	53,8%	8	21,5%
20	Self Improvement	0	0%	0	0%	0	0%	28	51,6%	21	28,4%

Source: Researcher, 2023

Based on the data presented in table 3 above, the highest approval value on the motivation variable is in the social needs dimension with an indicator of coworker relationships with a frequency value of 24 or a percentage of 54.8%. The data shows that a good relationship has been created between fellow employees at the Sukabumi City Regional Disaster Management Agency, where communication has been well established, and employees support each other. The lowest approval value on the motivation variable is in the dimension of the need for self-actualization in the decision-making indicator, with a frequency value of 4 or a percentage of 11.6%. The data shows that employees at the Sukabumi City Regional Disaster Management Agency have not been able to make the right decisions for the short, medium, and long term.

Meanwhile, the accumulated value of respondents' responses to the Motivation variable at the Sukabumi City Regional Disaster Management Agency is presented in the following table.

**Table 4 Accumulation of Respondents' Responses to Motivation Variables at the Sukabumi City Regional Disaster Management Agency**

No	Dimensions	Score	Total Score
1	Physiological Needs	784	3.893
2	Safety and Security Needs	777	
3	Affiliation or Acceptance Needs	834	
4	Esteem or Status or Needs	731	
5	Self Actualization	767	

Source: Researcher, 2023

Based on table 3, it is known that the accumulated motivation variable is 3,893. The highest dimension score is in the social needs dimension of 834. The lowest dimension score is in the dimension of the need for self-esteem of 731. From the five dimensions above, the level of motivation at the Sukabumi City Regional Disaster Management Agency can be described as follows.

$$\text{Total Ideal Score} = 20 \text{ (total statement items)} \times 49 \times 5 = 4,900$$

$$\text{The motivation level is } 3,893: 4.900 \times 100\% = 79,4\%$$

**Table 5 Measurement Scale and Classification**

Measurement	Criteria
≤20%	Very Low
21% - 40%	Low
41% - 60%	Medium
61% - 80%	High
81% - 100%	Very High

Based on the calculation results obtained, data of 79.4% on motivation at the Sukabumi City Regional Disaster Management Agency. Based on table 5 regarding the measurement scale and classification, the motivation variable at the Sukabumi City Regional Disaster Management Agency is included in the high category.

It can be interpreted that employee motivation at the Sukabumi City Regional Disaster Management Agency has been well implemented. Out of twenty indicators, the achievement was rated moderate. Some employees need to be encouraged to increase their motivation for self-esteem so that it will have an impact on improving organizational performance and employee quality. However, overall employee motivation at the Sukabumi City Regional Disaster Management Agency is good. Relationships between coworkers and improving themselves if mistakes are made by many employees at the Sukabumi City Regional Disaster Management Agency, for example, fellow employees help each other in doing work and conduct evaluations once a month to correct shortcomings and mistakes during work. Then, most employees can adapt well to work in accordance with the duties and functions of the Sukabumi City Regional Disaster Management Agency, which refers to Peraturan Walikota Sukabumi Nomor 77 Tahun 2020. In this case, employees can already know and understand about the duties and functions in accordance with their fields. Applicable regulations can be applied at the Sukabumi City Regional Disaster Management Agency, meaning that employees can carry out work tasks in accordance with established standards.

### **Employee Performance at the Sukabumi City Regional Disaster Management Agency**

Performance is the implementation of work activities according to duties and responsibilities carried out by individuals and groups to the maximum to achieve ideal performance. Utilization of one's ability to master work in accordance with the field can produce a good performance. In this study, researchers measured the level of employee performance at the Sukabumi City Regional Disaster Management Agency. In measuring performance, researchers used the performance theory proposed by Dharma (2001). According to Dharma (2001), factors used in performance measurement include quantity, quality, and timeliness. Based on the accumulated value of respondents' responses to statement items on employee performance

variables at the Sukabumi City Regional Disaster Management Agency, the following data were obtained:

**Table 6 Respondents' Responses Regarding Performance at the Sukabumi City Regional Disaster Management Agency**

Respon Responden		Strongly Disagree		Disagree		Neither Agree		Agree		Strongly Agree	
No	Indicator Statement	F	%	F	%	F	%	F	%	F	%
<b>Quantity</b>											
1	Task Completion	0	0	1	1,2	1	1,7	36	65,5	11	31,6
2	Working Beyond Target	0	0	5	10	17	28,5	17	38	10	27,9
3	Work has not been completed	0	0	3	3	7	10,6	23	46,2	16	40,2
4	Feeling Guilty	0	0	0	0	5	7,5	34	67,7	10	24,9
<b>Quality</b>											
5	Works Well	0	0	0	0	0	0	28	51,6	21	48,4
6	Responsible	0	0	0	0	0	0	24	43,4	25	56,6
7	Thoroughness of work	0	0	1	1	1	1,4	30	57,1	17	40,5
8	Job Outcome Satisfaction	0	0	1	1	4	6	34	68	10	25
<b>Timeliness</b>											
9	Work Effectiveness	0	0	5	5,1	0	0	34	69,4	10	25,5
10	Work faster	0	0	6	7	18	31,6	20	46,8	5	14,6
11	Utilize work time	0	0	0	0	8	11,9	27	53,5	14	34,6
12	Come and go according to working hours	0	0	1	2	2	3	38	75	8	20

Source: Researcher, 2023

Based on the data presented in table 6 above, the highest approval value on the performance variable is on the indicator of being responsible in the quality dimension with a frequency value of 25 or a percentage of 56.6%. The data shows that employee performance at the Sukabumi City Regional Disaster Management Agency is in accordance with the main duties and functions in Peraturan Walikota Sukabumi Nomor 77 Tahun 2020. The lowest approval value on the performance variable is on the indicator of working faster in the dimension of timeliness with a frequency value of 5 or a percentage of 14.6%. The data shows that employees at the Sukabumi City Regional Disaster Management Agency have not been able to work more effectively in carrying out their duties because the facilities and infrastructure are not sufficient to organize disasters.



**Table 7 Accumulation of Respondents' Responses Regarding Employee Performance Variables**

No	Dimensions	Score	Total Score
1	Quantity	753	2.372
2	Quality	848	
3	Timeliness	771	

Source: Researcher, 2023

Based on table 7, it is known that the accumulation on the performance variable is 2.372. The highest dimension score is in the quality dimension of 848. The lowest dimension score is in the quantity dimension of 753. From the three dimensions above, the level of performance at the Sukabumi City Regional Disaster Management Agency can be described as follows.

Total Ideal Score = 12 (all statement items) x 49 x 5 = 2.940

The level of employee performance is 2.372:  $2.940 \times 100\% = 80,6\%$

The results obtained data of 80.6% on employee performance at the Sukabumi City Regional Disaster Management Agency. Based on table 5 regarding the measurement scale and classification, the performance variable at the Sukabumi City Regional Disaster Management Agency is included in the very high category. It can be interpreted that employee performance at the Sukabumi City Regional Disaster Management Agency has been carried out well. The indicator of working faster received a moderate score. This indicator is measured by determining the timeliness of the completion of work activity. Some employees of the Sukabumi City Regional Disaster Management Agency consciously have not been able to do work faster than the set time. This can lead to considerable work piling up and impact employee performance. However, overall, Sukabumi City Regional Disaster Management Agency employees have performed well. Working well and responsibly is done by many employees of the Sukabumi City Regional Disaster Management Agency, for example, conducting disaster socialization with stakeholders and serving natural and non-natural disaster problems to the community. Then, most employees of the Sukabumi City Regional Disaster Management Agency have accuracy in working to provide excellent service to the community to deal with natural and non-natural disaster problems that occur in Sukabumi City.

### **The Effect of Motivation on Employee Performance at the Sukabumi City Regional Disaster Management Agency**

This research uses associative research, so data analysis is carried out using the correlation coefficient test, the coefficient of determination test, and simple linear regression analysis. The researcher will use the correlation coefficient test to measure the strength of the relationship between variables. The results of the correlation coefficient test using the product moment formula of motivation on employee performance at the Sukabumi City Regional Disaster Management Agency obtained the following results:

**Table 8 Correlation Coefficient Test**

		<b>Correlations</b>	
		<b>Motivation</b>	<b>Performance</b>
Motivation	Pearson Correlation	1	.771**
	Sig. (2-tailed)		.000
	N	49	49
Performance	Pearson Correlation	.771**	1
	Sig. (2-tailed)	.000	
	N	49	49

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source: IBM Statistics SPSS 26

The results of the calculation of IBM Statistics SPSS 26 show that the strength of the relationship between the independent variable (X) and the dependent variable (Y) is positive at 0.771. So to determine the strength of the relationship between the research variables can use the correlation interpretation criteria as follows:

**Table 9 Interpretation of Correlation Coefficient**

<b>Coefficient Interval</b>	<b>Relationship Level</b>
0,00 – 0,199	Extremely low
0,20 – 0,399	Low
0,40 – 0,599	Medium
0,60 – 0,799	Strong
0,80 – 1,000	Extremely strong

Source: (Sugiyono, 2018)

Based on Table 9 above, it can be seen that the strength of the relationship between motivation and employee performance at the Sukabumi City Regional Disaster Management Agency obtained a positive value of 0.771 with a strong category relationship level. The magnitude of the influence of motivation on employee performance at the Sukabumi City Regional Disaster Management Agency, the coefficient of determination ( $R^2$ ) test was conducted. The results of testing the coefficient of determination in this study were as follows:

**Table 10 Detemination Coefficient Test**

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.771 <sup>a</sup>	.594	.585	3.115

a. Predictors: (Constant), Motivation

Source: IBM Statistics SPSS 26

Based on table 10 above shows that the coefficient of determination is obtained at 59.4%. This means that motivation has an influence of 59.4% on employee performance, and the remaining 40.6% is influenced by factors other than motivation that are not examined in this study. In this study, to determine the estimated relationship of the independent variable (X) to the dependent variable (Y) is determined using the general equation of simple linear regression with the formula  $Y = a + BX$ . The estimated relationship between the motivation variable (X) and employee performance (Y) at the Sukabumi City Regional Disaster Management Agency obtained the following results:

**Table 11 Simple Linear Regression Analysis Test Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.303	5.767		.226	.822
	Motivation	.600	.072	.771	8.291	.000

a. Dependent Variable: Performance

Source: IBM Statistics SPSS 26

Based on Table 11 above, the results of simple linear regression analysis obtained are  $1.303 + 0.600 X$ . meaning that each increase in the score on the motivation variable can increase by 0.600 variable performance score at the Sukabumi City Regional Disaster Management Agency.

The results of this study are in line with the opinion of Sinambela (2016) that the performance of an employee is influenced by the ability and motivation of employees. Based on this, performance will be carried out effectively and efficiently if there is someone's motivation. This means that employee performance can be influenced by the motivation of employees to carry out their work to achieve organizational goals. With the amount of influence of motivation on employee performance at the Sukabumi City Regional Disaster Management Agency amounted to 59.4%. This study also produced the same research answers as research (Permatasari et al., 2019) and (Soselisa & Killay, 2020), which stated that there was a significant influence between the motivation variable (X) and employee performance (Y). Meanwhile, the results of research (Augustinus & Halim, 2021) that motivation and performance have a strong relationship and motivation has a positive and significant effect on employee performance. The differences in previous research with current research are motivation theory, performance theory and the accumulation of responses in each indicator in motivation and performance. the research shows that motivation has a positive effect on employee performance.

## CONCLUSION

The level of motivation and performance of employees at the Sukabumi City Regional Disaster Management Agency has been running well. This is indicated by the highest value category in the motivation variable is the dimension of social needs, and the lowest value acquisition in the motivation variable is the dimension of the need for self-esteem. While the highest indicator score on the motivation variable is having a good relationship with coworkers contained in the dimension of social needs, and the lowest indicator score on the motivation

variable is trying to work hard to get appreciation from superiors contained in the dimension of the need for self-esteem. Meanwhile, the lowest score on the performance variable is in the quality dimension. And the highest indicator score on the performance variable is always responsible for the tasks given by superiors contained in the quality dimension, and the lowest indicator score on the performance variable is completing work faster contained in the timeliness dimension.

Then, based on the correlation coefficient test that the motivation variable on employee performance at the Sukabumi City Regional Disaster Management Agency is obtained to have a high level of relationship of 0.771. This means that the more fulfilled the motivation obtained by employees, the more employee performance will increase. Meanwhile, based on the determination test (R<sup>2</sup>), it was found that the magnitude of the influence of motivation on employee performance based on physiological needs, security and safety, social needs, the need for self-esteem, and the need for self-actualization (X) influenced performance based on quantity, quality, and timeliness (Y) at the Sukabumi City Regional Disaster Management Agency. With a magnitude of influence of 59.4% and the remaining 40.6% influenced by other factors outside the study other than motivation. Meanwhile, the estimated relationship between the motivation variable (X) and employee performance (Y) at the Sukabumi City Regional Disaster Management Agency was determined by simple linear regression analysis obtained at  $1.303 + 0.600 X$ . This means that every increase in the score on the motivation variable can increase by 0.600 variable performance score at the Sukabumi City Regional Disaster Management Agency.

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