

THE EFFECT OF INTRINSIC MOTIVATION AND EXTRINSIC MOTIVATION ON THE PERFORMANCE OF EMPLOYEES

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ABSTRACT

This study aims to determine the effect of intrinsic motivation and extrinsic motivation on employee performance in the harvest division of PT. Ganda Buanindo, Kampar Kiri District, Kampar Regency. The population in this study was 48 respondents with purposive sampling method with a total sample of 40 harvesters. Types and sources of primary and secondary data, while data collection techniques use observation, questionnaires and interviews. The data analysis technique used in this study was the SPSS 26 multiple linear regression test. The results of this study show that intrinsic motivation and extrinsic motivation have a positive and significant effect on employee performance in PT harvesters. Ganda Buanindo, Kampar Kiri District, Kampar Regency.

Keywords: Intrinsic Motivation, Motivation, Employee Performance

INTRODUCTION

Human resources play an important role for the company, human resources are the most important assets for the company and the company must have leaders who are able to lead and motivate employees to achieve company goals. The success rate of an organization can be seen from the company's performance in managing its human resources. The Mangkunegara (2006) suggests that employee performance is the result of work in quality and quantity achieved by someone.

Motivation is one of the most important aspects in determining employee performance. The high and low performance of the workforce owned by a company will be greatly influenced by factors such as the work motivation of individual employees. According to Potu et al., (2021) Motivation is a force that drives someone to do something in order to obtain the expected results or goals. Work motivation is a psychological pressure in a person that determines the direction of his behavior in the organization, the level of his effort, and the level of endurance in the face of obstacles, employees will be motivated to provide good work results if he gets adequate rewards such as bonuses, awards.

Motivation can come from within oneself or outside oneself, for example intrinsic motivation if someone succeeds in achieving his motivation, then the person concerned tends to continue to be motivated. Conversely, if a person often fails to realize his motivation, then the person concerned may continue to work until his mobility is achieved or become discouraged which has a direct impact on the performance of the employee. While extrinsic motivation is an external factor outside employees that can affect employee motivation, this is in accordance with the results of research conducted by Keun Lee and Songpol Kulviwat (2008) which states that intrinsic motivation and extrinsic motivation have a positive and significant effect on employee performance.

PT. Ganda Buanindo is a company operating in South Folding Kain Village, Kampar Kiri District. As a business field of the oil palm fruit processing industry to be used as crude palm oil (CPO), in carrying out oil palm fruit harvesting activities, the company requires workers or workers who are enterprising, ethic and skilled in their fields as one of the accesses to support the smooth running of these work activities.

PT. Ganda Buanindo always strives to increase the intrinsic motivation and extrinsic motivation possessed by PT. Double Buanindo. The way to increase the intrinsic motivation of employees is to provide training to provide opportunities for employees to develop their potential, so that it is expected that employees will continue to increase their potential to support good performance. Extrinsic motivation carried out to stimulate employee performance is one of the steps taken by PT. Ganda Buanindo is to pay attention to employee welfare through providing proper compensation for employees. According to data of employees working at PT. Ganda Buanindo Kampar Kiri District, who works in the field according to the data, namely assistants totaling 1 employee, foreman 1 totaling 1 employee, harvest foreman totaling 2 employees, foreman maintenance totaling 2 employees, fruit shop totaling 2 employees and in this study focusing on this research is the IPM employee section or harvester totaling 40 employees.

Library Study

Employee Performance

Febrian Nurtaneo Akbar, (2017) that performance refers to the notion of behavior is a set of behaviors that are relevant to the goals of the organization or organizational unit where people work. Performance is something that people actually do and can be observed. Factors that affect the high and low performance of an employee are determined by factors that influence it either directly or indirectly.

Performance is the result or level of overall success of a person during a certain period in carrying out a task compared to various possibilities such as work standards, targets or objectives or criteria that have been determined in advance and have been mutually agreed. Based on the understanding of the definition of performance from some of the opinions above, it can be concluded that performance performance is the result of work both quality and quantity that has been achieved by employees, in carrying out their duties in accordance with the responsibilities given by the company and the work results achieved are adjusted to the applicable employee performance standards in the company.

According to Meri Sandora Via Ayu Perrugani, (2021) Performance assessment is a process that allows organizations to know, evaluate, measure and assess the performance of their member members appropriately and accurately. This activity is closely related and affects the coefficient of implementation of human resource activities within the company.

Intrinsic Motivation

Intrinsic motivation is motivation that comes from within a person, intrinsic motivation and extrinsic motivation are mutually related, an employee must have both of these motivations in order to produce employee performance desired by a company. If intrinsic and extrinsic motivation is owned by an employee, it will achieve the performance goals of the company. Anshar, (2017) intrinsic motivation comes from within the individual. This motivation results in the integration of goals, both organizational goals and individual goals, both of which can be satisfied.

Purpose of Procurement of Intrinsic Motivation

In general, it can be said that the purpose of motivation is to move or arouse someone so that their desire and willingness to do something arises so that they can obtain certain results or goals. The clearer the expected or achievable goal, the clearer it is how the motivational action is performed.

Personal goals are often different from organizational goals. Employee motivation will increase if the goals of the organization are in line or equal to the goals of each individual employee. Providing motivation is in line between efforts to achieve organizational goals and individual employee goals. Providing motivation will be very effective in employees who have the belief that if organizational goals are achieved then personal goals can also be achieved.

Indicators of intrinsic motivation factors from Hardiyanti, (2014) include: (1) Responsibility in carrying out tasks. (2) Success, prioritizing the achievements of what he does. (3) The work itself, has a feeling of pleasure in work. (4) Award, is feedback on the results of his work. (5) Opportunities to develop, have clear and challenging goals and carry out tasks with clear targets.

Extrinsic Motivation

Extrinsic motivation is motivation that comes from outside oneself, this motivation is needed because with a lack of motivation it will decrease employee performance. Extrinsic motivation encourages an employee to do work according to the targets set in PT. Double Buanindo. If an employee works well and exceeds the predetermined target, bonuses will be given to employees, it is necessary to increase extrinsic motivation for PT employees. Double Buanindo.

According to Fasochah, (2019) extrinsic motivation comes from outside the individual so that someone wants to take action. Extrinsic motivation is a work driver that comes from outside the worker as an individual in the form of a condition that requires carrying out. There are several factors that influence intrinsic motivation are as follows: (1) Family Encouragement. (2) Rewards. (3) Status and responsibilities. (4) Environment. (4) Flexible Regulations.

The Influence of Intrinsic Motivation On Employee Performance

Intrinsic motivation is motivation that comes from within the individual, which means that a person performs an action not based on impulses or other factors that come from outside oneself, such as the desire to quality oneself (Maslow, 1974). The formation of intrinsic motivation itself occurs because of a desire that arises naturally from within that raises the spirit or moves someone to do something to achieve satisfaction or goals, because humans always have the instinct to achieve something, through this intrinsic motivation can encourage someone to engage in an activity in order to feel sensational pleasure.

The Effect Of Extrinsic Motivation On Employee Performance

Extrinsically driven employees tend to look at what the organization provides for them and their performance is directed toward getting the things they want from the organization.

According to experts, extrinsic factors will not encourage the interest of employees to work with good performance, so it is not uncommon for extrinsic motivation to make employees work not optimally because they only aim for the rewards they will get without thinking about the responsibility of the results of the work.

METHOD, DATA, AND ANALYSIS

This study is to analyze the effect of intrinsic motivation and extrinsic motivation on the performance of harvester employees at PT. Ganda Buanindo, Kampar Kiri District, Kampar Regency, is a company operating in Lipat Kain Selatan Village, Kampar Kiri District. As a business field of the oil palm fruit processing industry to be used as crude palm oil (CPO), in carrying out oil palm fruit harvesting activities and this research uses a quantitative analysis approach using the help of using SPSS version 26 as a statistical tool to carry out analysis of research variables so that the influence can be analyzed both directly and indirectly between independent variables with dependent variables. with the type and source of data used is primary data is data in the form of information obtained directly from PT. Ganda Buanindo, Kampar Kiri District, Kampar Regency in the form of interviews, questionnaires with all harvester employees, then the data is processed and presented in the form of information. The data processed concerns the data of writing objects related to the performance of PT. Ganda Buanindo, Kampar Kiri District, Kampar Regency. And secondary data is data or information that has been compiled by the company, such as a brief history of the company, reports and organizational structure of PT. GANDA BUANINDO, Kampar Kiri District, Kampar Regency, Literature Study, Literature and Previous Research Journals.

Data Collection Techniques

In this study, the data collection technique uses purposive sampling techniques where from all 48 employees as a population, the harvester part that will be used as a sample of 40 people to be used as research respondents using questionnaires distributed to respondents who have a Likert scale clarification on the level of agreement with statement 1: strongly disagree - 5: Strongly agree.

RESULT AND DISCUSSION

Research Results

Ganda Buanindo is an oil palm plantation company engaged in the maintenance and management of oil palm located in Kampar Kiri District, Kampar Regency. Until now, it is still in the process of producing fresh fruit bunches into crude oil or CPO. PT. Ganda Buanindo (GBI) Kampar Kiri District, Kampar Regency was established on August 12, 1984 and the land of PT. Ganda Buanindo is a state-owned land of former HPH H. Hamzah in 1980 and the conversion land is owned by the early stage community with an area of 2,000 Ha. Of the total land area, some of it is used for oil palm nurseries.

Characteristics of Respondents

Before testing the hypothesis and discussing the results of the analysis, we will first discuss the description of the respondents in this study. The respondents consisted of harvesters at PT Ganda Buanindo which is a company operating in the village of folding cloth south of Kec.

Kampar kiri in charge of PT. Ganda Buanindo, Kampar Kiri District, Kamparengan Regency sampled 40 people. Before conducting data analysis, things related to the identity of respondents who are sampled in this study will first be analyzed. These things include, among others, gender, age, education level, employee status and, length of service of employees who were respondents in this study

Respondents by Age

Age becomes important for employees, because increasing age will affect the performance of these employees. The following is the age range of respondents in this study: In this study with an age range of 20-30 years there were 16 people with a percentage of 40% and an age range of 31-40 years there were 24 people with a percentage of 60%. It can be seen that the age range of 31-40 dominated in this study.

Respondents by Gender

In this study as a whole were men because the samples were taken in the harvester.

Respondents by Education Level

Based on the table above, it can be seen that the educational background of respondents who dominate in this study has a high school / vocational background. With data on junior high school education, there are 5 people with a percentage of 12.50%, high school / vocational school there are 35 people with a percentage of 87.50%, and S1 does not exist.

Descriptive Analysis of Intrinsic Motivation

1. Responsibility

The following are the results of respondents' responses from intrinsic motivation variables with dimensions and indicators of Responsibility with the results of respondents' responses regarding the workload given in accordance with the ability of employees from 40 employee respondents stated that they strongly agreed there were 15 people with a percentage of 37.50%. Employees who agreed there were 25 people with a percentage of 62.50%. This states that employees get a workload that is in accordance with the job, namely on the harvester part get a job that matches the job description that has been determined. This is important for employees to be maximum in doing work. Meanwhile, the results of respondents' responses regarding independent employees in doing work from 40 employee respondents stated that they strongly agreed there were 17 people with a percentage of 57.50%. Employees who agreed there were 23 people with a percentage of 57.50%. This states that employees have done a good and independent job in terms of harvesting oil palm in the plantation. And based on the results of respondents' responses about employees being enthusiastic about doing their work, out of 40 respondents, employees expressed strong agreement with 26 people with a percentage of 65%. Employees who agreed there were 14 people with a percentage of 35%. This states that employees are passionate about doing their job when harvesting palm oil.

2. Development

Based on the results of respondents' responses regarding employees receiving training to improve the abilities of 40 respondents, employees stated that they strongly agreed that there were 23 people with a percentage of 57.50%. Employees who agreed there were 10 people with a percentage of 25%. And employees who expressed disapproval there were 7 people with a percentage of 17.50%. It is stated that some employees do not receive regular training from the company. As well as the Employee Indicator getting development to improve the quality of work, the results of respondents' responses about employees getting development to improve the quality of work from 40 employee respondents stated that they strongly agreed there were 20 people with a percentage of 50%. Employees who agreed there were 10 people with a percentage of 25%. And employees who expressed disapproval were 10 people with a percentage of 25%. It is stated that some employees get less development for maximum work. Furthermore, about serious employees, if there is training

provided by the company, the results of respondents' responses about serious employees, if there is training provided by the company, out of 40 employee respondents, employees stated that they strongly agreed there were 21 people with a percentage of 52.50%. Employees who agreed there were 19 people with a percentage of 47.50%. This states that employees take training seriously if there is training provided by the company.

3. Success

The results of the employee indicator were given prizes as a result of work achievements carried out with the results of respondents' responses about employees being given prizes for work achievements carried out from 40 employee respondents stated that they strongly agreed there were 22 people with a percentage of 55%. Employees who agreed there were 18 people with a percentage of 45%. This states that employees are given appreciation in the form of rewards if work achievements are good in doing work. The following indicators of employees give good results when working with the results of respondents' responses about employees giving good results while working from 40 respondents, employees stated that they strongly agreed there were 14 people with a percentage of 35%. Employees who agreed there were 26 people with a percentage of 65%. It states that employees give good results while doing work. As well as indicators Employees feel good work results are recognized by superiors, get the results of respondents' responses about employees feel good work results are recognized by superiors, out of 40 employee respondents stated strongly agree there are 18 people with a percentage of 45%. Employees who agreed there were 22 people with a percentage of 55%. This states that employees feel recognized by their superiors when they do a good job at work.

With a total score for the intrinsic motivation variable of 1,599 on the research scale, the score was in the range of scales between those included in the **Very Good** category. This is because the results of respondents' responses assess the intrinsic motivation that the company does to employees at PT. Ganda Buanindo in Kampar Kiri District, Kampar Regency, South Fold Kain Village is good.

Descriptive Analysis of Extrinsic Motivation

According to (in Fasochah, 2019) extrinsic motivation comes from outside the individual so that someone wants to take action. Extrinsic motivation is a work driver that comes from outside the worker as an individual in the form of a condition that requires carrying out. The following are the results of respondents' responses regarding extrinsic motivation variables with the following dimensions and indicators:

1. Work Environment

The facility indicator provided by the company is complete, the results of respondents' responses regarding the facilities provided by the company are complete, from 40 employee respondents stated that they strongly agreed there were 15 people with a percentage of 37.50%. Employees who agreed there were 25 people with a percentage of 62.50%. This states that employees get good work facilities from the company. The following indicators are conducive work atmosphere results of respondents' responses regarding a conducive working atmosphere from 40 employee respondents stated that they strongly agreed there were 13 people with a percentage of 32.50%. Employees who agreed there were 17 people with a percentage of 42.50%. And the employees who answered less agreed there were 10 people with a percentage of 25%. It is stated that some employees give a view of a less conducive working atmosphere where weather factors and tree conditions are shrubs. As well as the Place indicator and location are easy to access, the results of respondents' responses about places and locations are easy to access from 40 respondents, employees stated that they strongly agreed there

were 13 people with a percentage of 32.50%. Employees who agreed there were 27 people with a percentage of 67.50%. It states that employees are easy to access to the workplace.

2. Supervisi

The Relationship Indicator between superiors and subordinates is good, the results of respondents' responses regarding the relationship between superiors and subordinates, both from 40 employee respondents stated that they strongly agreed there were 13 people with a percentage of 32.50%. Employees who agreed there were 16 people with a percentage of 40%. And the employees who answered less agreed there were 11 people with a percentage of 27.50%. It is stated that some employees do not agree with this statement, because the relationship between superiors and employees still occurs the problem of lack of good communication when doing work. This problem is in accordance with the background of the problems that have been described in this study. While the indicator of the relationship between employees and other employees is good, the results of respondents' responses regarding the relationship between employees and other employees are good, from 40 employee respondents stated that they strongly agreed there were 13 people with a percentage of 32.50%. Employees who agreed there were 27 people with a percentage of 67.50%. This states that employees have built good relationships with other employees in doing work so as to support to get maximum job performance. As well as the Employee indicator following the rules of the company, the results of respondents' responses regarding employees following the rules of the company from 40 employee respondents stated that they strongly agreed there were 12 people with a percentage of 30%. Employees who agreed there were 28 people with a percentage of 70%. This states that employees follow the rules set by the company.

3. Employee Benefits

With this, the indicator of Employees being given a salary in accordance with the position of the results of respondents' responses regarding employees being given salaries in accordance with the position of 40 employee respondents stated that they strongly agreed there were 29 people with a percentage of 72.50%. Employees who agreed there were 11 people with a percentage of 27.50%. This states that employees get a salary that matches the job and the salary given by the company is enough to meet the daily needs of the employee. As well as the indicator Employees are given bonuses according to work, the results of respondents' responses about employees are given bonuses according to the work of 40 respondents, employees stated that they strongly agreed there were 32 people with a percentage of 80%. Employees who agreed there were 8 people with a percentage of 20%. This states that employees get good bonuses from employees and the bonuses given are in accordance with the time set by the company. If the employee indicator feels sufficient with the compensation given by the company, the results of respondents' responses about employees feel sufficient with the compensation given by the company, from 40 employee respondents stated that they strongly agreed there were 33 people with a percentage of 82.50%. Employees who agreed there were 7 people with a percentage of 17.50%. This states that employees have had enough of the compensation provided by the company.

Based on the information above, the total score for the extrinsic motivation variable of 1,592 on the research scale of the score is in the range of scales between those included in the **Very Good category**. This is because the results of respondents' responses assess the extrinsic motivation carried out by the company to employees at PT. Ganda Buanindo in Kampar Kiri District, Kampar Regency, South Fold Kain Village is good.

Descriptive Analysis of Employee Performance

The following are the results of respondents' responses regarding performance variables with the following dimensions and indicators:

1. Quality of Work

Employees show initiative in their tasks, with 50% strongly agreeing and 50% agreeing out of 40 respondents. This signifies that employees take the lead in their work, recognizing what needs to be done without waiting for instructions. Regarding knowledge about their work, 60% strongly agreed, and 40% agreed, indicating that employees possess ample knowledge and are capable of learning work-related aspects. In terms of delivering optimal results, 42.50% strongly agreed, and 57.50% agreed that employees consistently produce maximum outcomes and exhibit enthusiasm in their work. Moreover, in terms of effective job execution, 30% strongly agreed, and 70% agreed, showcasing that employees perform their tasks effectively and strive for optimal results.

2. Quantity

Employees consistently meet established deadlines. Out of 40 employee respondents, 72.50% strongly agreed and 27.50% agreed that they can complete work within the designated time. This indicates that employees adhere to the company's time frames. Regarding independence in work, 75% of respondents strongly agreed, and 25% agreed that employees work independently, influencing their tasks. Additionally, 77.50% strongly agreed and 22.50% agreed that employees excel in completing tasks. Furthermore, 82.50% strongly agreed and 17.50% agreed that employees demonstrate discipline in executing assigned tasks.

Based on the information above, the total score for employee performance variables of 1,476 on the research scale of the score is in the range of scales between those included in the **Very Good** category. This is because the results of respondents' responses assess the performance of employees at PT. Ganda Buanindo in Kampar Kiri District, Kampar Regency, South Fold Kain Village is good.

Discussion

The Influence of Intrinsic Motivation on Employee Performance

The conducted tests reveal that intrinsic motivation has a significant impact on employee performance at PT. Ganda Buanindo in Kampar Kiri District, Kampar Regency, South Fold Kain Village. The partial test results indicate that the calculated t-value exceeds the table value, signifying a partial influence of intrinsic motivation on employee performance.

Enhancing intrinsic motivation among employees contributes positively to their performance, leading to overall improvement in company performance. The observed relationship between intrinsic motivation and employee performance is positive, suggesting that increased intrinsic motivation provided by the company results in improved employee performance.

The results of this study are in line with research conducted by Fajar Helmi, Fajar (2020) where the research conducted showed the results that intrinsic motivation has a positive influence on

employee performance. A similar study was conducted by Cahya Adi Nugraha (2020) where the research conducted found that intrinsic motivation has a positive effect on employee performance.

The Effect of Extrinsic Motivation on Employee Performance

Based on the results of tests that have been conducted, researchers show that extrinsic motivation has a positive relationship with employee performance, which shows that the better the extrinsic motivation given by the company to employees, the better the performance of these employees.

Based on the partial test results, it shows that extrinsic motivation affects employee performance where the calculated t value is greater than t table, which means extrinsic motivation affects the performance of PT employees. Double Buanindo in Kampar Kiri District, Kampar Regency, South Fold Kain Village. With good extrinsic motivation such as motivation from family, rewards from the company, a good work environment will affect employee performance, then things that can affect employee performance must be reviewed more deeply in order to improve company performance.

Similar research results were also conducted by Ranudiharjo, Erik (2016) where the researcher obtained positive results from the influence of extrinsic motivation on employee performance. This indicates that it is important for companies to pay attention to the extrinsic motivation given to employees whether it is good, whether it is appropriate and able to support the work of employees to be even better.

The Effect of Intrinsic and Extrinsic Motivation on Employee Performance

The findings from the researchers' hypothesis test demonstrate that both intrinsic and extrinsic motivations collectively impact the performance of PT. Ganda Buanindo employees in the Kampar Kiri District, Kampar Regency, South Fold Kain Village. The simultaneous F-test reveals that the calculated F-value exceeds the F-table value, indicating that independent variables concurrently influence the dependent variable.

Enhancing intrinsic and extrinsic motivation has a positive effect on the performance of PT. Ganda Buanindo employees in the Kampar Kiri District, Kampar Regency, South Fold Kain Village. Improved motivation contributes to increased employee performance. Thus, it is crucial for PT. Ganda Buanindo to strengthen motivation in the future to ensure ongoing enhancement of employee performance.

The results of a similar study were conducted by Febrian Nurtaneo Akbar (2012) where his research showed the results that intrinsic motivation and extrinsic motivation simultaneously affect employee performance and not only simultaneously but have a positive relationship direction to employee performance in employees.

CONCLUSION

The influence of intrinsic motivation has a positive and significant effect on employee performance at PT. Ganda Buanindo in Kampar Kiri District, Kampar Regency, Folding Kain Village, Extrinsic motivation has a positive and significant effect on the performance of karyawan at PT. Ganda Buanindo in Kampar Kiri District, Kampar Regency, Folding Kain Village, Intrinsic motivation and extrinsic motivation simultaneously have a positive and significant effect on the performance of karyawan at PT. Double Buanindo in Kampar Kiri District, Kampar Regency, Folding Cloth Village and Intrinsic motivation and extrinsic motivation have a positive relationship direction to employee performance which means if intrinsic motivation and extrinsic motivation are good, then employee performance at PT. Ganda Buanindo in Kampar Kiri District, Kampar Regency, Folding Kain Village will also be good or its performance will increase.

Advice

For PT. Ganda Buanindo in Kampar Kiri District, Kampar Regency, Folding Kain Village to improve employee / employee performance, seems to want to pay more attention to development to improve the quality of work" this indicates that employee development in the company is still not good, the company should provide development to employees to support the quality of work of these employees, the relationship between superiors and subordinates is good" this indicates a lack of communication between superiors and subordinates resulting in a bad influence on work because the communication is not good, superiors and subordinates should build a good and positive relationship so that the job information provided can be understood and have a good influence on the work.

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