

## The influence of work motivation on employee performance

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### ABSTRACT

In order to improve the quality of human capabilities and advance organizational goals, existing human resources must be developed. When people perform well, organizational goals can be achieved as much as possible. Employees must be given an organized and efficient direction in order to perform well. The purpose of this systematic literature review is to synthesize some of the literature relating to the influence of work motivation on employee performance. The preparation of this study uses the Preferred Reporting Item for Systematic Review and Meta Analysis method from several studies that have a relationship with the influence of work motivation on employee performance. Data collection uses the Pupaution, Intervention, Comparison, and Outcome methods using two accesses, namely Science Direct and Cambridge e Journals. A total of 147 data were filtered with data inclusion criteria so that 30 data were obtained according to the eligibility standard. Obtained from the results of this study that work motivation greatly influences a person's performance, both intrinsic and extrinsic motivation as well as intrinsic and intrinsic motivation simultaneously. The more an employee is motivated, the more productive his performance will be. In addition, this study only uses 2 variables and it is suggested to future researchers to use more than 2 variables so that their research can cover employee performance more broadly.

### KEYWORDS

Systematic Literature Review;  
Work Motivation; Employee  
Performance

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## Introduction

The business world continues to grow very rapidly, which is followed by the formation of several new businesses operating in various industries (Zhang and Liu, 2022). Existing businesses are constantly competing for position and favorable circumstances. Such circumstances will make today's businesses compete with each other. Apart from getting tougher, competition is becoming more widespread and global in line with advances in technology and information (Østerud, 2022). In a business, the existence of human resources is very important. The workforce has a lot of potential to carry out business operations. To be able to provide the best results, every human resource in the company must have the maximum potential. Entrepreneurs and workers are two things that are interdependent. Both parties will benefit financially if the employees succeed in advancing the business (Vatankhah, 2021). For employees, success is an opportunity to realize their potential and ability to meet their needs. From a business perspective, success is a means of expanding and growing it. Work is one of the most valuable investments in a company and should be valued as a key, and sometimes even a determining factor, to organizational success (Loor and Palacios 2022). Human resources are the only ones who have the sense, desire, knowledge, drive and power in achieving the goals, mission and vision of the organization (Kajackaite and Sliwka, 2020). Therefore, humans have an important role in driving change and acting as a catalyst (Parker et al., 2021).

In order to improve the quality of human capabilities and advance organizational goals, existing human resources must be developed. When people perform well, organizational goals can be achieved as much as possible. Employees must be given an organized and efficient direction in order to work well (Kajackaite and Sliwka, 2020). The company seeks to inspire its employees to want to work more productively in accordance with the company's goals that have been set. A response to the existence of a goal can be considered as the beginning of motivation, which is defined by a shift in one's energy (Parker et al., 2021). The basic impulse that drives a person or the urge to expend all his energy in pursuing a motivation is a condition or force that motivates workers to be guided or directed to fulfill organizational goals for the company (García & Gonz, 2021). Employees who have a good view of their work environment are more interested in doing their best (Loor and Palacios 2022). The three components of effort, organizational goals, and needs form the basis of motivation (Loor and Palacios 2022). So, in this case, motivation is actually a reaction to an action. Humans become goals because of the components of this goal. This goal is related to needs; it can be said that there is no motivation if no desire is felt, the individual has a tendency like theory X and Y in this situation (Vatankhah, 2021). Employee motivation is very important because theory X generally states that people have a tendency to behave badly, whereas theory Y basically argues that people have a tendency to behave well. This viewpoint leads to the conclusion that managers must be able to understand their personal traits before

motivating them. Consequently, managers can motivate their staff by considering their bright individual features in various motivational strategies (Sharma and Aparicio, 2022).

Seeing from the description above it is very clear that one of the factors that influence employee performance is work motivation. Therefore the researchers in this study took the title "Work Motivation on Employee Performance: Systematic Literature Review".

The purpose of this *systematic literature review* is to synthesize the published studies related to the effect of work motivation on employee performance. Thus, this study focuses on: work motivation on employee performance obtained through previous research. Sources of research data using secondary sources from previous studies.

## Literature Review

### *Work motivation study*

Motivation (encouragement or stimulation) can be used as a strategy for improve employee performance. Motivation can be done in various ways such as: coercion and punishment, rewards or praise, creates competition. Purpose and clear expectations, realistic and easy to achieve can also be used as motivation. Subordinates will not be motivated to achieve high levels of productivity if they feel that expectations are not reality can be achieved. Work motivation is an important factor in driving employee performance (Amin et al., 2021). Attitudes and ideals that encourage people to take certain actions according to their personal goals are known as motivation (Diallo and Holland, 2021). These attitudes and beliefs serve as motivating factors for people to act in ways that further their goals (Beltrán & Bou, 2018). Drive has two parts: the strength of behavior and the direction of behavior at work (Sharma and Aparicio, 2022). There are two motivations that drive work motivation, namely intrinsic and extrinsic work motivation (Sha et al., 2020).

### *The study of intrinsic motivation and extrinsic motivation*

Motivation that comes from feeling satisfied with the work itself is known as intrinsic motivation (Akif and Chen, 2019). This is directly related to the subject of the work (Kajackaite and Sliwka, 2020). It is this internal motivation that drives a person from his desires (Gjersøe, 2021). If you consider the hierarchy of human needs, intrinsic motivation includes higher level requirements such as self-esteem needs and self-actualization desires (Beltrán & Bou, 2018). Extrinsic motivation is the drive that a person has before starting to work to correct an imbalance. Extrinsic motivation comes from sources other than the person or people being motivated, and can be in the form of rewards such as promotions, close friendships, salaries, wages and benefits (Halim, Indradewa and Syah, 2020).

### *The study of employee performance motivation*

Performance depends on talent and drive (Liu, et al. , 2021). A person must be able and have a certain level of willpower to complete tasks and work (Gjersøe, 2021). Without a clear understanding of what will be done and how to carry it out, one's will and ability is sufficient to achieve something (Sha et al. , 2020). The willingness or motivation of employees to work, which increases their efforts and ability to carry out tasks, and performance are two factors that are interrelated both in terms of performance and performance (Sharma and Aparicio, 2022). Performance is a function of ability and motivation, or it can be expressed by the formula  $P = f(M \times A)$ , where P is performance, M is motivation, and A is ability. While a person's skills are innate and show in his actions at work, motivation is an important factor in cultivating one's creativity and capacity to get a job done and maintain constant enthusiasm in carrying out work (Gjersøe, 2021).

## Methods

### *Research methods*

This systematic literature review was put together using PRISMA (Preferred Reporting for Systematic Review and Meta Analysis). Citing research on behavioral theory-related studies of how motivation influences performance. The data collection method for this comprehensive literature is by utilizing the science direct electronic database and Cambridge e-journals. To collect data sources, the PICO (Population, Intervention, Comparison, and Outcome) method was used.

Table 1. PICO Method

PICO METHOD	DESCRIPTION
Population	Employee or Staff or Labour
Intervention	Work motivation
Results	performance improvement

### *Data inclusion criteria*

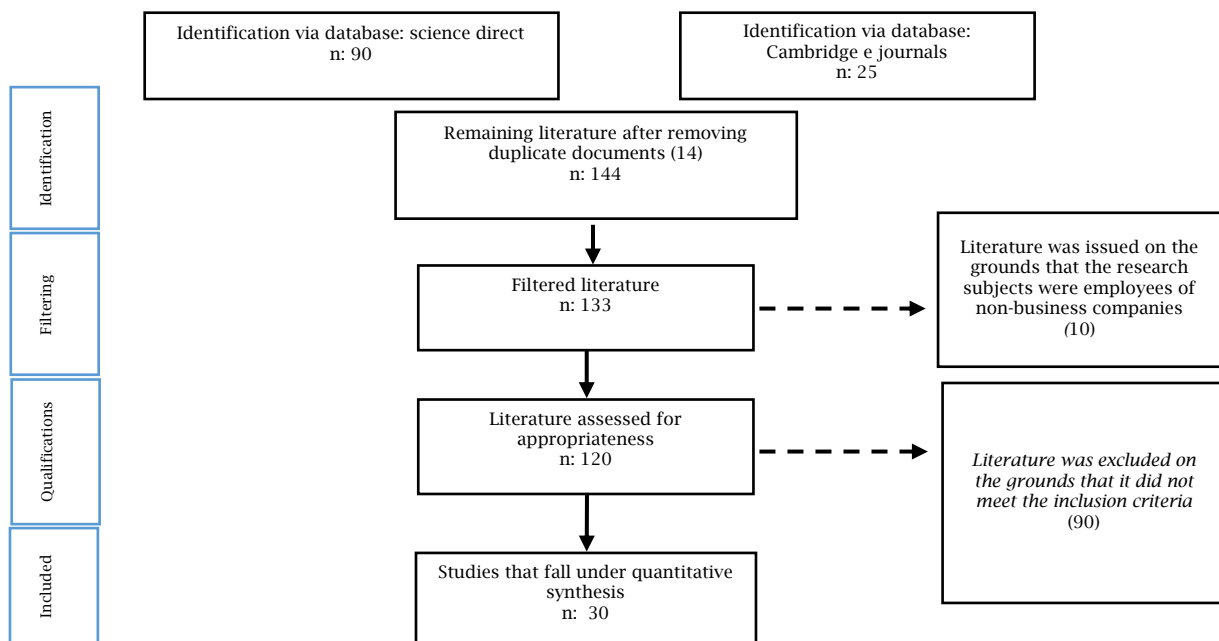
The following inclusion criteria will be used in a systematic literature review to assess various research designs:

**Table 2.** Data Inclusion Criteria

Type	Inclusion
Literature Type	Research Articles
Publication Year	2017-2022
Original literature language	International literature English literature
Standard Literature	Literature indexed index 1 to syntax 3 (Science <i>direct</i> and <i>e Cambridge journals</i> )
Sample	Leaders and or employees of business companies
Research methods	Correlation

### Synthesis data

The PRISMA technique was used in this study for classification. The data from the extraction process is filtered. Below is a PRISMA flow chart exemplifying a resource management strategy.

**Figure 1.** PRISMA Process

### General characteristics of literature review

Literature to be reviewed with reasonable validity in general and can be accounted for, summaries and discussion points of the selected literature are included in the general characteristics as tables and descriptions. Data inclusion criteria are referred to by general characteristics in this literature review. In the year of publication publication by 7% in 2018, 13% in 2019, 20% in 2020, 23 in 2021, 27 in 2022. Any information used in this study was taken from published works with two (2) leading subject categories and employee and correlational research designs. There is 15% literature on workers and employees and corporate executives, and 85% material on employee research. To conduct a literature review, the authors collect data. found 30 English-language international literature that met the data inclusion criteria.

## Discussion

### Study of the effect of intrinsic motivation

Employee performance is influenced by various factors, one of which is intrinsic motivation which has a major impact on employee performance (Kajackaite and Sliwka, 2020). Since everyone has an urge to achieve something, motivation refers to motives that become active or work that does not need to be pushed from the outside (Kajackaite and Sliwka, 2020). As a result, the employee is not responsible for inappropriate or dishonest behavior (Zhang and Liu, 2022). In the new atmosphere, employees can fully do what they want without self-imposed restrictions. Workers will feel comfortable, even in an unfamiliar atmosphere (Mes, and Do, 2022). This discussion is in line with (Parker et al., 2021) research entitled (a two-wave latency profile examination of employee motivation profiles, energy levels, and energy retention strategies) found that employees who are independent and highly motivated employ more

methods to manage their energy in the workplace. work and fewer methods of disengaging. Individual variations in energy levels and energy maintenance methods can be explained by employee motivation.

#### **4 Studies on the Influence of Extrinsic Motivation**

Employee performance is significantly influenced by extrinsic incentives (Selvarajan and Solansky, 2018). The belief that the personal interests of members of the organization will be maintained if the goals and objectives are achieved effectively can motivate personnel to exert maximum effort in their implementation (Saether, 2019). When a business is able to meet individual needs, motivation is shown as the desire to achieve organizational goals. No amount of effort can be used to measure intensity (Mes and Do, 2022). When someone thinks, they will work hard. Organizational goals should drive all efforts. The requirement for some internal conditions that make certain results appear attractive (Sha *et al.*, 2020). Motivation is the root of behavior that results in certain goals and dedication to achieving them. The findings of this study are in line with research (Kim, Koo and Han, 2021) which shows that employee performance is significantly influenced by motivation (Susanti, 2018).

#### **Study of the Effect of Simultaneous Intrinsic and Extrinsic Motivation**

The results of the analysis show that employee performance is influenced by motivation (Rofcanin *et al.*, 2018). In order for companies to improve the performance of their employees, motivation is an important factor that requires significant attention. The drive that pushes someone to act is known as motivation (Hai and Park, 2021). To achieve a goal, a person often takes action (Choi and Khatter, 2022). Motivation is the study of how to increase employee morale so that they are excited to work for a long time and use all their abilities to achieve organizational goals (Saether, 2019). Needs, desires, and encouragement to act to meet these needs become the basis of motivation (Hai and Park, 2021). This shows how strong motivation, effort, intensity, and willingness to sacrifice to achieve goals. When a person is highly motivated, driven, or passionate, they perform better. Ability factors and motivational factors are factors that influence performance, claiming that a person's individual talent, motivation, and support depend on the performance expected of the company from them (Gjerse, 2021). Emphasizing that there is a positive relationship between motivation and performance with achievement, namely employees with strong achievement motivation show good performance, in contrast to employees who have low motivation who show low abilities (Akif and Chen, 2019). The findings of this study are in line with the research of Diallo and Holland (2021), which shows that employee performance is significantly influenced by motivation.

### **Conclusion**

From the results of the discussion, it can be concluded that the purpose of this study is to find out and review how influential work motivation is on employee performance. This study studied the influence of work motivation factors on employee performance. In conclusion, from these factors someone with a positive attitude and great motivation, as well as being more open, is easier to become a great employee with good performance. Mainly because of how effectively a person can control their motivation, which links them to work drives that come from both intrinsic motivation and extrinsic motivation, as well as from both sources simultaneously. Someone must also be open to new experiences because it shows that they are trying to find encouragement or motivation either intrinsically or extrinsically. Motivation is very influential on workers facing all events, both pressure at work or being in a foreign place. So to improve one's performance one must be given motivation, especially extrinsic motivation that comes from an institution where one works, because the more motivated one is, the more productive and successful one will be in his performance. The limitations in this study are that researchers only use 2 variables and it is recommended for further researchers to use 3 variables or to achieve maximum results regarding work motivation on employee performance.

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