

The Influence of Personality Types and Motivation on Employee Performance at Tempeh Lumajang Public High School

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Abstract

This study analyzes the effect of personality type and motivation on the performance of the employees of Tempeh Lumajang Public High School. This study uses a quantitative approach that is hypothesis testing. The population used was all employees of the State Senior High School of Tempeh, and the sampling used the census method. The data analysis method used in this article is multiple regression analysis. The results showed that the personality type had a significant positive effect on the performance of the employees of the Tempeh Lumajang Public High School. Motivation has a significant positive effect on the performance of the employees of the Tempeh Lumajang Public High School.

Keywords: Personality Type, Motivation, Performance

1. Introduction

1.1 Background

Human resources are the driving force for a company or institution that must be maintained in spirit so that these human resources can work optimally in achieving company goals. Apart from being the most important asset in a company or institution, human resources also have an active role in the management, implementation and planning process in a government or private agency for all fields of work, both structurally and functionally. According to Sedarmayanti (2010: 2), personality is a comprehensive pattern of all abilities, behavior, actions and habits for a person, both physically, mentally, spiritually and emotionally, which are regulated in a distinctive way by being influenced by external factors. In the period before the Covid-19 pandemic, personality was one of the factors that influenced employee performance. This is supported by Sunandar's (2017) research that personality type has a positive and significant effect on performance.

According to Siagian (2004: 287) with the right motivation, employees will be encouraged to do their best in carrying out their duties because they believe that with the success of the organization in achieving its goals and objectives, the personal interests of the members of the organization will also be preserved. This is supported by research by Salman et al. (2020). Motivation has a positive and significant effect on performance. During the Covid-19 Pandemic, schools were implemented online, where the media needed by a laptop or gadget to access online learning, either from the school's internal system or through the help of the Zoom application. If a student has experienced a change in personality, the figure of a teacher and student guardian will experience difficulty in providing positive motivation to build enthusiasm from students. Based on the background explanation above, the researcher is interested in researching "**The Influence of Personality Types and Motivation on Employee Performance at Tempeh Lumajang Public High School**".

1.2 Problem Formulation

Based on the background of the problem that has been stated, the problem can be defined as follows:

- a. Does personality type have a significant effect on employee performance at Tempeh Lumajang Public High School?
- b. Does motivation have a significant effect on employee performance at Tempeh Lumajang Public High School?

1.3 Research Objectives

- a. Knowing the effect of personality type variables on the performance of employees of the Tempeh Lumajang Public High School
- b. Knowing the influence of motivation variables on the performance of employees of the Tempeh Lumajang Public High School

1.4 Benefits of research

By compiling this research, it is hoped that it can provide positive benefits for various parties, including:

- a. Agencies

As reference material and information for agencies.

- b. Academics

This research is expected to provide benefits or contributions to the development of science, especially Human Resource Management, as well as provide broader ideas from academics to improve this research.

2. Literature Review

2.1 Definition of Personality Type

Feist and Feist (2006) say that in general personality is a relatively permanent trait, and a unique character that provides consistency as well as individuality for a person's behavior. According to Robbins and Judge (2009) defines personality as a dynamic organization in an individual's psychological system that determines how he uniquely adapts to his environment.

Based on (Lounsbury, Tatum, Chambers, Owens & Gibson, 1999), The big fives are often described as a universal framework for measuring individual personalities comprehensively. According to Mc Crae & Costa (1997) these five basic characteristics include the following:

- a. Extraversion
- b. Agreeableness
- c. Conscientiousness
- d. Neuroticism
- e. Openness to Experience

2.2 Definition of Motivation

Motivation comes from the word motive (motive), which means encouragement. Motivation is a condition that encourages or causes a person to do an action or activity that takes place consciously (Bangun, 2012; 312). According to Siagian (2004: 287), that with the right

motivation employees will be encouraged to do their best in carrying out their duties because they believe that with the success of the organization in achieving its goals and objectives, the personal interests of the members of the organization will also be preserved.

Siagian (2004: 287), one who is seen as the pioneer of motivation theory is Abraham H. Maslow. The results are contained in his book entitled "Motivation and Personality." The motivation theory developed in the 40s basically revolves around the opinion that humans have five levels or hierarchies of needs, namely:

- a. Physiological needs, such as clothing, food and shelter,
- b. Security needs, not only in a physical sense, but also mental, psychological and intellectual,
- c. Social needs,
- d. The need for prestige which is generally reflected in various status symbols,
- e. Self-actualization in the sense of providing opportunities for someone to develop their potential so that they turn into real abilities.

2.3 Definition of Performance

According to Mangkunegara (2011: 67) performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. According to Bangun (2012: 231), performance is the result of work achieved by a person based on (job requirements) or job requirements. Based on the understanding of some of these experts, it can be concluded that performance is a result of work that is the responsibility and borne by a person or group of people in an organization in order to achieve company goals based on employee performance indicators.

Performance indicators are quantitative or qualitative measures that describe the level of achievement of a predetermined target or goal (Sedarmayanti, 2014: 198). There are several indicators put forward by Mangkunegara (2009: 67), as follows:

- a. Work quality
- b. Work Quantity
- c. Responsible
- d. Cooperation
- e. Initiative

3. Research Method

3.1 Research Population and Sampling Techniques

3.1.1 Research Population

The population in research is a collection of individuals or objects which are general characteristics and the population is the overall object of the study. The population in this study were all 66 employees of the Tempeh Lumajang State High School, totaling 66 employees.

3.1.2 Research Sample

The sampling technique used in this study was the census method using all employees of the Tempeh Lumajang Public High School. According to Arikunto (2012; 104), if the total

population is less than 100 people, the total sample size will be taken, but if the population is greater than 100 people, 10-15% or 20-25% of the total population can be taken.

3.2 Data collection technique

Data collection techniques used in this study were conducted using questionnaires, observation and interviews.

3.3. Data analysis technique

3.3.1 Validity and Reliability Test

The validity test in this study is by looking at the results of the SPSS 21 output. If the r value is above 0.30, the research instrument is declared valid.

The reliability test in this study is to see the results of the SPSS21 output. If the Cronbach's Alpha value is above 0.60, it can be said that the research instrument is declared reliable.

3.3.2 Multiple Linear Regression Analysis

Multiple regression analysis is used by researchers, if the researcher intends to predict how the state (rise and fall) of the dependent variable (criterion), if two or more independent variables as predictor factors are manipulated (increase and decrease in value).

So a multiple regression analysis will be carried out if the number of independent variables is at least 2 (Sugiyono, 2012: 277). The regression equation for the two predictors is:

$$Y = a + b_1X_1 + b_2X_2$$

3.3.3 Classic Assumption Test

a. Normality test

The basis for making decisions meets normality or not, as follows:

1. If the data spreads around the diagonal line and follows the direction of the diagonal line or the histogram graph shows a normal distribution pattern, then the regression model fulfills the assumption of normality.
2. If the data spreads far from the diagonal or does not follow the direction of the diagonal line or the histogram graph does not show a normal distribution pattern, then the regression does not meet the assumption of normality.

b. Multicollinearity Test

Multicollinearity can be seen from the tolerance and variance inflation (VIF) values. Tolerance measures the variability of the selected independent variable that is not explained by other independent variables. The cut off values that are commonly used to indicate the absence of multicollinearity are a tolerance value ≥ 0.1 and a value of VIF ≤ 10 .

c. Heteroscedasticity Test

The basis of the analysis, namely:

- 1) If the distributed residuals form a certain regular pattern (wavy, widened then narrowed), it indicates that heteroscedasticity has occurred.
- 2) If the residuals are randomly distributed around the zero point, there is no heteroscedasticity.

3.3.4 Hypothesis Testing

a. T test (partial test)

The test criteria for the level of significance (α) = 0.05%. Based on hypothesis testing with the t test, it can be explained as follows:

- 1) If $t_{\text{count}} > t_{\text{table}}$, then H_0 is rejected and H_a is accepted, so the independent variable partially has a significant effect on the dependent variable.
- 2) If $t_{\text{count}} < t_{\text{table}}$, then H_0 is accepted and H_a is rejected, so the independent variables partially do not have a significant effect on the bound variables.

b. Determination Test (R^2)

The coefficient of determination (R^2) is used to measure the amount of the contribution of several independent variables to the fluctuation of the dependent variable and is usually expressed as a percentage.

4. Findings and Discussions

4.1 Research result

4.1.1 Characteristics of Respondents

Table 5.1 Recapitulation of Respondents by Gender

Gender	Number of people	Percentage (%)
Male	41	62,12
Female	25	37,88
Total	66	100 %

Source: Data processed in 2021

Based on the recapitulation of gender respondents, Tempeh Public High School employees have more male gender because assertiveness in decision making for some teachers is needed, and there are 41 male sexes with a percentage of 62,12% in some teachers, Administrative staff, etc. Meanwhile, there are 25 female employees with a percentage of 37,88%.

Table 5.2 Recapitulation of Respondents by Age

Age (years)	Number of people	Percentage (%)
20-30 years	12	18,18
31-40 years	38	57,58
41-60 years	16	24,24

Total	66	100 %
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Source: Data processed in 2021

Based on the recapitulation of respondents based on age, the dominant age is 31-40 years with a total of 38 people with a percentage of 57,58, with that age it can be said that the age is still very productive. A total of 12 people aged 20-30 years are still in the early stages. Meanwhile, at the age of 41-60 years there are 16 employees who at the age approaching retirement at the age of 60 for a teacher.

Table 5.3 Recapitulation of Respondents by Education

Education	Number of people	Percentage (%)
SMA	10	15,15
S-1	49	74,25
S-2	7	10,60
Total	66	100 %

Source: Data processed in 2021

Based on the recapitulation of respondents based on education, a total of 59 employees of Tempeh Public Senior High Schools with a Strata 1 level of education. 10 people with a percentage of 15,15 which are filled by Administrative Staff employees etc.

Table 5.4 Recapitulation of Respondents based on Length of Work at Tempeh Public Senior High School

Length of work	Number of people	Percentage (%)
0-5 years	12	18,18
6-10 years	32	48,49
≥ 11 years	22	33,33
Total	66	100 %

Source: Data processed in 2021

Based on the recapitulation of respondents who have worked at the Tempeh State Senior High School as many as 12 people with a percentage of 18,18 years of work 0-5 years, while the length of work for 6-10 years is 32 employees with a percentage of 48,49, then more than 11 years as many as 22 employees .

4.2 Results of data analysis

4.2.1 Validity Test Results

Table 5.8 Validity Test Results

Variable	Item	Pearson Product moment (r count)	Sig.	Information
Personality type	X _{1.1}	0,525	0,000	Valid
	X _{1.2}	0,734	0,000	Valid
	X _{1.3}	0,482	0,000	Valid
	X _{1.4}	0,670	0,000	Valid
	X _{1.5}	0,803	0,000	Valid
Motivation	X _{2.1}	0,886	0,000	Valid
	X _{2.2}	0,812	0,000	Valid
	X _{2.3}	0,886	0,000	Valid
	X _{2.4}	0,630	0,000	Valid
	X _{2.5}	0,623	0,000	Valid
Performance	Y ₁	0,648	0,000	Valid
	Y ₂	0,851	0,000	Valid
	Y ₃	0,627	0,000	Valid
	Y ₄	0,851	0,000	Valid
	Y ₅	0,585	0,000	Valid

Source: Data processed in 2021

Based on the data in table 5.8 above, it is known that each item or indicator used has a significant value of r count greater than 0.30 and a significant value that is less than 5%. This means that the indicators used in this research variable are feasible or valid to be used as data collection.

4.2.2 Reliability Test Results

Table 5.9 Reliability Test Results

Variable	Cronbach Alpha	Reliability	Information
Personality type (X ₁)	0,646	> 0,60	Reliable
Motivation (X ₂)	0,827	> 0,60	Reliable
Performance (Y)	0,752	> 0,60	Reliable

Source: Data processed in 2021

Based on table 5.9, the reliability test results show that the data obtained is reliable because the Cronbach Alpha is greater than 0.60, namely (0.646, 0.827, 0.752 > 0.60) so that the data obtained can be declared reliable.

4.2.3 Classical Assumption Test Results

a. Normality test

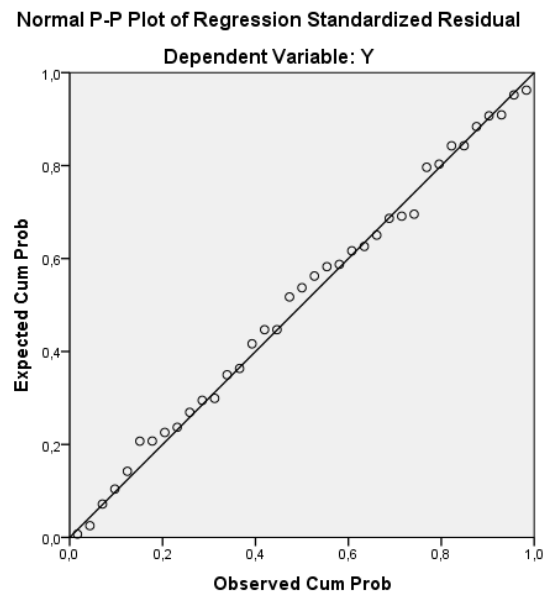


Figure 1: Normality test

Source: Data processed in 2021

Based on Figure 5.2, it can be seen that the P-Plot shows that the data spreads around the diagonal line and follows the direction of the diagonal line, so it can be concluded that the assumption of normality is fulfilled.

b. Multicollinearity Test

Table 5.10 Colinearity Diagnosis Table

Variable	Tolerance	VIF	Information
Personality type	,274	3,656	VIF < 10 Multicollinearity free
Motivation	,274	3,656	
Performance			

Source: Data processed in 2021

It can be seen that all independent variables (X) do not have a VIF value greater than 10, it can be concluded that this regression model does not have a multicollinearity problem.

c. Heteroscedasticity Test

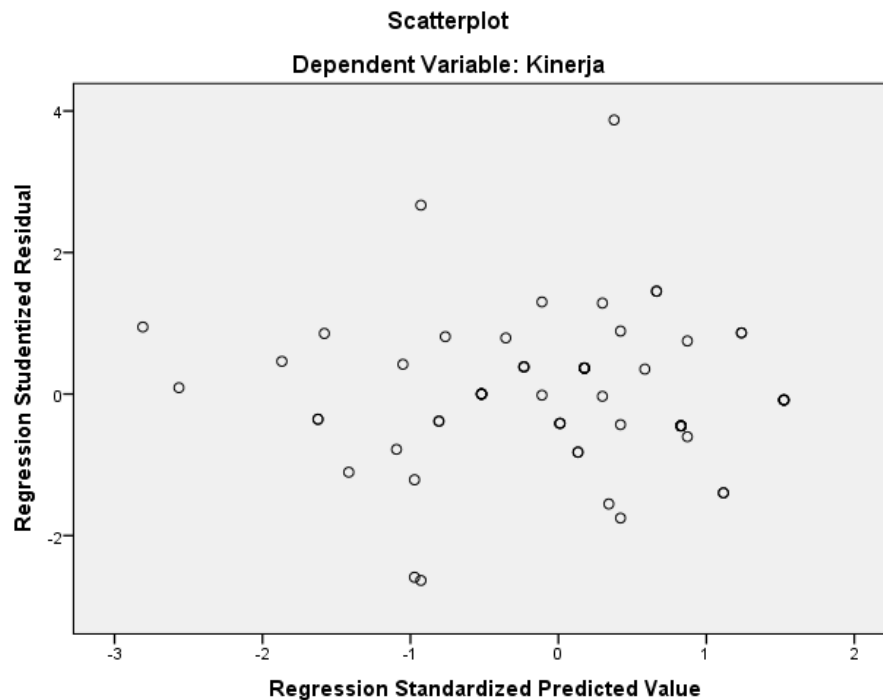


Figure 2: Heteroscedasticity Test

From the picture above, it can be concluded that the residuals are randomly distributed around the zero point, so there is no heteroscedasticity.

4.2.4 Results of Multiple Regression Analysis

Table 5.11 Coefficients(a)

Coefficients^a

Model	Unstandardized Coefficients		Standardize d Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Toleranc e	VIF
1 (Constant)	.254	.842		.301	.764		
Personality type	.711	.075	.662	9.437	.000	.274	3.656
Motivation	.302	.065	.328	4.676	.000	.274	3.656

a. Dependent Variable: Performance

Based on the results of the table above, the regression equation is obtained as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

$$Y = 0,254 + 0,711TK + 0,302 M$$

4.2.5 Hypothesis Testing

a. T test (partial test)

- The personality type variable (X1) has a t value of 9,437 > t table 2,000 and a significance of 0,000 < 0.05, then Ho is rejected and Ha is accepted, which means that partially the personality type variable has a positive and significant effect on the performance of State Senior High School employees Tempeh Lumajang.
- The motivation variable (X2) has a t value of 4.676 > 2,000 and a significance of 0,000 > 0.05, so Ho is rejected and Ha is accepted, which means that partially the motivation variable has a positive and significant effect on the performance of the employees of the Tempeh Lumajang Public High School.

b. The coefficient of determination test (R²)

Table 5.13 The results of the coefficient of determination test (R²)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.957 ^a	.915	.913	.765

a. Predictors: (Constant), Motivation, Personality Type

b. Dependent Variable: Performance

Source: Data processed in 2021

Judging from the value of the multiple coefficient of determination, the results of the analysis show that the percentage of the contribution of the influence of motivation and motivation variables on the performance of employees of Tempeh Lumajang Public High School, can be seen from the value of R Square (R²) which shows that it is 0.915 or 91.5% and the remaining is 8.5% is influenced or explained by other factors not included in this research model, such as morale, organizational culture, leadership style, job rotation, job satisfaction, work discipline and organizational commitment.

4.3 Discussion of Research Results

4.3.1 The Influence of Personality Types on Performance

The results of multiple linear regression test show that the personality variable has a positive attitude towards the performance of the employees of the Tempeh Lumajang Public High School and the results of hypothesis testing partially prove that the effect of personality on performance has a value of t count 9,437 > t table 2,000 and a significance of 0,000 < 0.05, so Ho is rejected. and Ha accepted, which means that partially the personality variable has a positive and significant effect on the performance of the employees of the Tempeh Lumajang Public High School. The results of this study support research conducted by

Sunandar Trigunajasa (2017) on the influence of personality, organizational commitment, motivation to Organizational Citizenship Behavior (OCB) and the performance of officers in the Ijen crater natural tourism park.

4.3.2 Effect of Motivation on Performance

The results of the multiple linear regression test show that the motivation variable shows a positive direction towards the performance of the employees of the Tempeh Lumajang Public High School and the partial hypothesis testing results prove the influence of motivation on the performance of the employees of the Tempeh Lumajang Public High School. The result of hypothesis testing partially proves the effect of motivation on performance has a value of t count $4,676 > t$ table $2,000$ and a significance of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted, which means that partially the motivation variable has a positive and significant effect on the performance of high school employees. Tempeh Lumajang. The results of this study support the research conducted by I Wayan Juniantara and I Gede Riana (2015) on the effect of motivation and job satisfaction on the performance of cooperative employees in Denpasar.

Acknowledgments

Thank you to Tempeh Lumajang Public High School as the object of research, STIE Widya Gama Lumajang, where I developed knowledge, and the parties involved in this research. It is hoped that this research will provide additional knowledge and as a reference for further developing further research.

Conclusion

From the results of the discussion about the influence of personality type and motivation on performance, it can be concluded that personality type and motivation have a significant effect on performance at Tempeh Lumajang Public High School. Personality type and motivation simultaneously influence performance management at Tempeh Lumajang High School.

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