



The Impact of Motivation and Supervision on Employee Performance at PT Amarthia Boga Lestari, South Tangerang

Ana Mardiana¹, Rian Sri Rahayu^{2*}

Universitas Pamulang, Tangerang Selatan, Banten, Indonesia

*riansrahayu@gmail.com

Accepted: January, 19 2025

Published: February, 25 2025

ABSTRACT

This study analyzes the influence of motivation and supervision on employee performance at PT Amarthia Boga Lestari partially and simultaneously. Using a quantitative descriptive method with a saturated sample of 65 employees, data were collected through a Likert questionnaire and analyzed using SPSS 25.0. Analysis techniques include validity, reliability, classical assumptions, multiple linear regression, t-test, F-test, and coefficient of determination. The results show that motivation ($t\text{-count } 7.624 > t\text{-table } 1.998$) and supervision ($t\text{-count } 9.512 > t\text{-table } 1.998$) have a positive and significant effect on employee performance, both partially and simultaneously ($F\text{-count } 51.163 > F\text{-table } 3.150$).

Keywords: Motivation, Supervision, Employee Performance**INTRODUCTION**

In general, every organization and company aims to achieve the expected survival and profit in the future. The survival of the company is highly dependent on the important role of human resources (HR) in carrying out various aspects of its activities, including planning, implementing, and achieving organizational goals. HR, as a workforce, has great potential in carrying out its duties and responsibilities towards the company. Therefore, it is important to utilize this potential as best as possible, so that employee performance can provide maximum and satisfactory results for the company.

Companies and employees are two entities that need each other. Employees, basically, have intrinsic and extrinsic motivations that drive them to achieve what they want through the work process or activities they do. If these desires are fulfilled, employees will feel happy and satisfied with their achievements. Conversely, if their expectations are not met, this can result in disappointment, both for the employees themselves and for the company where they work. Therefore, companies need to understand and meet employee needs, create job satisfaction, and raise high work morale, which in turn will increase the company's existence.

In an era of increasingly tight business competition, companies in various industrial sectors strive to achieve and maintain competitive advantage. The key to success in achieving this goal is having productive and high-performing employees. Employee performance is a valuable asset for a company because the quality of their performance directly affects the productivity, efficiency, and final results of the organization. As a company committed to becoming a leader in Indonesia by producing high-quality and innovative food products, this company needs to understand and manage the factors that affect employee performance in its context.

At PT Amarthia Boga Lestari (Nasi Kapau Juragan) Jakarta, which is a "melting pot" of various Indonesian cultures, is the background for Nasi Kapau Juragan which reflects the rich diversity of Indonesian culture. In addition to being a cure for longing for those who miss the taste of West Sumatra, we intend to share unique culinary experiences with our brothers and

sisters who come from various regions and backgrounds. Since its establishment on July 29, 2019, Nasi Kapau Juragan has been committed to serving authentic Minang cuisine from Nagari Kapau. To maintain the authentic taste of our hometown, we use fresh spices and herbs typical of Nagari Kapau and serve our dishes in tiered arrangements using long spoons made of coconut shells. Currently, we have grown to 10 outlets in the Jakarta-Bogor-Depok-Tangerang-Bekasi (JABODETABEK) area, offering a variety of authentic menus from Nagari Kapau. In 2019, we only had two outlets, namely in Sunter and Bintaro. In 2020, it opened additional outlets in Sunter, Bintaro, Pejaten, and Cibubur. 2021 saw additional outlets in PIM, Boxies, Sunter, Pejaten, Cibubur, and Bintaro. Meanwhile, in 2022, it expanded its reach by opening outlets in Cikini, Cikarang, AEON BSD, and Daan Mogot.

The following is a sales graph report on several E-commerce (Gofood, Grabfood, ShopeeFood) at PT Amarta Boga Lestari:



Figure 1. E-commerce Sales Report at PT Amarta Boga Lestari

Based on the image above, the sales report graph on several E-Commerce (GoFood, GrabFood, ShopeeFood) provides an interesting picture of the sales performance of each platform. GrabFood shows a very positive performance with sales increasing by 50-100 million per year, Go-Food experiences a decrease in sales of 1-10 million per year, while ShopeeFood shows an increase in sales of 1-5 million per year. We can see from the graphic image above that Gofood sales are higher than Grabfood and ShopeeFood because Gofood's driver service, delivery speed, and promotions are better than other E-Commerce. The tight competition between E-commerce platforms can affect the sales performance of each platform. So that high ratings usually reflect customer satisfaction, which can be a major determinant of long-term success. In evaluating sales performance, it is important to consider various aspects such as user experience, service quality, and promotional policies.

The following is a table of sales report data at PT Amarta Boga Lestari for the 2021-2023 period:

Table 1. Sales Report of PT Amarta Boga Lestari for the Period 2021-2023

Month	2021									
	CHIBUBUR	SUNTER	THE END	BINTARO	BOXIES	WTC	AEON	CIKINI	DAAN MOGOT	CIKARANG
JAN	316,754,857	292,630,271	134,327,880	126,479,735	83,192,372	118,152,006	11,292,327	-	-	-
FEB	281,366,758	217,591,565	110,916,151	114,609,819	61,497,447	62,153,262	31,007,866	-	-	-
MAR	257,811,980	241,330,584	122,143,016	141,257,069	63,400,618	122,247,921	38,724,221	47,262,000	-	-
APR	323,924,810	271,613,067	154,276,457	159,745,933	72,826,335	163,209,056	48,511,886	121,855,197	134,394,200	-

MAY	328,314,569	307,583,216	148,450,799	140,644,862	81,195,941	162,589,949	66,360,180	134,913,836	125,896,044	
JUN	241,832,444	174,441,773	101,343,671	103,586,210	57,752,814	184,365,091	60,199,889	124,183,904	66,733,615	
JUL	222,491,447	199,301,250	92,096,479	113,010,493	76,856,635	140,652,037	58,655,391	129,922,017	81,608,937	
AUG	222,071,379	174,332,216	97,078,886	83,960,947	40,751,754	148,822,746	65,548,542	133,197,831	71,420,985	117,070,075
SEP	225,367,553	191,831,014	86,445,504	99,329,923	49,452,861	163,294,125	67,395,279	149,585,277	89,913,887	99,220,311
OCT	225,039,422	178,005,276	87,911,377	89,627,362	48,761,373	162,888,130	55,823,608	133,704,113	86,153,007	93,291,712
NOV	216,771,442	164,330,128	82,206,517	102,213,937	38,442,503	147,346,157	50,922,359	119,794,891	81,397,500	93,954,983
DEC	225,758,170	156,939,641	86,158,349	100,111,136	40,116,033	156,796,417	54,034,236	133,728,185	83,062,400	90,517,060
TOTAL	3,087,504,831	2,569,930,001	1,303,355,086	1,374,577,426	714,246,686	1,732,516,897	608,475,784	1,228,147,251	820,580,575	494,054,141
YEARLY TARGET	13,933,388,678									

Month	2022									
	CHIBUBUR	SUNTER	THE END	BINTARO	BOXIES	WTC	AEON	CIKINI	DAAN MOGOT	CIKARANG
JAN	320,000,000	260,000,000	160,000,000	145,000,000	90,000,000	150,000,000	65,000,000	150,000,000	90,000,000	90,000,000
FEB	220,000,000	165,000,000	95,000,000	110,000,000	80,000,000	148,000,000	65,000,000	132,000,000	80,000,000	80,000,000
MAR	350,000,000	250,000,000	150,000,000	150,000,000	82,000,000	175,000,000	70,000,000	134,000,000	130,000,000	82,000,000
APR	330,000,000	250,000,000	150,000,000	135,000,000	83,000,000	175,000,000	70,000,000	136,000,000	110,000,000	83,000,000
MAY	300,000,000	200,000,000	145,000,000	120,000,000	84,000,000	170,000,000	70,000,000	138,000,000	90,000,000	84,000,000
JUN	260,000,000	180,000,000	115,000,000	120,000,000	85,000,000	170,000,000	70,000,000	140,000,000	85,000,000	85,000,000
JUL	260,000,000	178,000,000	103,000,000	120,000,000	86,000,000	165,000,000	75,000,000	142,000,000	86,000,000	86,000,000
AUG	250,000,000	180,000,000	104,000,000	120,000,000	88,000,000	165,000,000	75,000,000	144,000,000	88,000,000	88,000,000
SEP	244,000,000	183,000,000	106,000,000	122,000,000	89,000,000	165,000,000	72,000,000	146,000,000	85,000,000	89,000,000
OCT	247,000,000	186,000,000	107,000,000	124,000,000	90,000,000	165,000,000	73,000,000	149,000,000	90,000,000	90,000,000
NOV	251,000,000	188,000,000	109,000,000	126,000,000	92,000,000	165,000,000	74,000,000	151,000,000	92,000,000	92,000,000
DEC	255,000,000	191,000,000	110,000,000	128,000,000	93,000,000	175,000,000	76,000,000	153,000,000	93,000,000	93,000,000
TOTAL	3,287,000,000	2,411,000,000	1,454,000,000	1,520,000,000	1,042,000,000	1,988,000,000	855,000,000	1,715,000,000	1,119,000,000	1,042,000,000
YEARLY TARGET	16,433,000,000									

Month	2023									
	CHIBUBUR	SUNTER	THE END	BINTARO	BOXIES	WTC	AEON	CIKINI	DAAN MOGOT	CIKARANG
JAN	320,000,000	250,000,000	160,000,000	145,000,000	90,000,000	150,000,000	65,000,000	150,000,000	90,000,000	90,000,000
FEB	220,000,000	165,000,000	100,000,000	110,000,000	80,000,000	148,000,000	65,000,000	132,000,000	80,000,000	80,000,000
MAR	350,000,000	250,000,000	150,000,000	150,000,000	82,000,000	175,000,000	70,000,000	134,000,000	120,000,000	82,000,000
APR	330,000,000	240,000,000	150,000,000	135,000,000	83,000,000	175,000,000	70,000,000	136,000,000	100,000,000	83,000,000
MAY	300,000,000	200,000,000	145,000,000	110,000,000	84,000,000	172,000,000	75,000,000	138,000,000	90,000,000	84,000,000
JUN	260,000,000	180,000,000	115,000,000	120,000,000	80,000,000	170,000,000	70,000,000	140,000,000	85,000,000	85,000,000
JUL	200,000,000	178,000,000	103,000,000	110,000,000	86,000,000	165,000,000	74,000,000	140,000,000	86,000,000	86,000,000
AUG	250,000,000	180,000,000	104,000,000	120,000,000	88,000,000	168,000,000	75,000,000	144,000,000	90,000,000	88,000,000
SEP	244,000,000	183,000,000	100,000,000	122,000,000	89,000,000	165,000,000	72,000,000	146,000,000	85,000,000	85,000,000
OCT	247,000,000	186,000,000	107,000,000	124,000,000	90,000,000	166,000,000	75,000,000	150,000,000	90,000,000	90,000,000
NOV	241,000,000	190,000,000	109,000,000	126,000,000	88,000,000	165,000,000	74,000,000	151,000,000	92,000,000	92,000,000
DEC	270,000,000	191,000,000	100,000,000	125,000,000	90,000,000	175,000,000	76,000,000	150,000,000	93,000,000	90,000,000
TOTAL	3,232,000,000	2,393,000,000	1,443,000,000	1,497,000,000	1,030,000,000	1,994,000,000	861,000,000	1,862,000,000	1,101,000,000	1,035,000,000
YEARLY TARGET	16,448,000,000									

Source: PT Amarth Boga Lestari, 2024 (processed)

The decline or increase in sales can be influenced by factors such as service quality, delivery efficiency and responsiveness to consumer needs. The existence of the above problems, namely the decline in annual income, will certainly affect employee performance and will result in decreased employee performance if this is not fixed. Employee performance in a company will certainly not increase by itself, without any concrete efforts from the company. The efforts made by the company are expected to affect employee performance at PT Amarth Boga Lestari.

One factor that is believed to have a significant influence on employee performance is motivation. Motivation is an internal or external drive that drives individuals to achieve certain goals. At PT Amarth Boga Lestari, motivational factors are very relevant because the company relies on employee performance in various aspects of its operations, from production to customer service. PT Amarth Boga Lestari, as a company engaged in the Food and

Beverage industry, is also no exception to these challenges.

The existence of motivation problems in PT Amarta Boga Lestari can have a negative impact on employee performance. Motivation factors are very important because motivation is what drives individuals to work with passion and enthusiasm in achieving optimal work results. However, the lack of appropriate rewards for high-performing employees and unclear promotion criteria can lead to a lack of motivation. In addition, the lack of opportunities for self-development can also hinder employee career advancement.

Table 2. Pre-Survey Data on Motivation of PT Amarta Boga Lestari Employees

Indicator	Sub Indicators	2021	2022	2023
Physical Needs	GivingFood & Transportation	There is	There is	There is
	Mess Facilities	There isn't any	There isn't any	There isn't any
NeedSense of security	GuaranteeHealth	There is	There is	There is
	Pension plan	There isn't any	There isn't any	There isn't any
Social Needs	EmployeeGathering	There is	There is	There is
	Sports Club	There isn't any	There isn't any	There isn't any
Need for Appreciation	GivingRewards for high-achieving employees	There isn't any	There isn't any	There isn't any
Need for Motivation to Achieve Goals	DevelopmentCareer	NoThere is	NoThere is	NoThere is
	Potential Development	There isn't any	There isn't any	There isn't any

Data processed:PT Amarta Boga Lestari, 2021-2023

Based on the data presented in the table above, the author concludes that the decline in employee performance at PT Amarta Boga Lestari can be caused by several factors, including the lack of adequate incentives as a form of appreciation for high-achieving employees. In addition, employee work motivation that is still not optimal and low work discipline in complying with company regulations are also the main causes. Not only that, other problems that may contribute to the decline in employee performance include the lack of opportunities for self-development, lack of clarity in promotion criteria, and lack of support for career growth. Unclear career prospects and inadequate incentive policies can affect employee enthusiasm and commitment to their work.

In addition to motivation, efforts to improve performance include paying attention to supervision. Supervision is a control and monitoring mechanism used by companies to manage employee performance in order to achieve organizational goals. Likewise, less regular and less clear supervision can result in errors in work, such as cashier transaction errors, menu presentation, menu management, and compliance with SOP rules.

Table 3. Employee Supervision Assessment at PT Amarta Boga Lestari

Year	Supervisory Assessment Elements					Total number	Aver age	Criteria
	Analytical Thinking	Restaurant Management	Service Flow Knowledge	Product Knowledge	Handling Complain			
2021	69	65	68	65	69	336	68	Enough

2022	77	79	75	78	70	379	76	Good
2023	68	76	60	63	61	328	66	Enough

Source: PT. Amarth Boga Lestari

Judging from table 1.3 Employee supervision assessment, it was found that in 2021 with an average value of 68 was a sufficient criterion. In 2022, there was an increase, with a total of 379 with an average of 76 with good criteria. Then in 2023, there was a decrease with a total of 328 with an average of 66 with sufficient criteria. So there is also a problem with the results of the employee supervision assessment which is influenced by several factors that the researcher has explained with the data above, of course this can disrupt the running of the company because if this problem is not resolved it will have a negative impact on the company's goals because employee supervision is very important for the good and running of the company in order to achieve company goals.

Thus, in addition to motivation factors such as inadequate incentives, lack of development opportunities, and non-transparent promotion criteria can also be obstacles in achieving optimal employee performance at PT Amarth Boga Lestari. Human resource management theories also support this understanding. Maslow's Hierarchy of Needs motivation theory by Maslow explains that individuals have various levels of needs that must be met, including the need for motivation to achieve their full potential.

This theory emphasizes the importance of understanding and meeting individual needs in order to motivate them. In addition, Robbins and Judge's management theories state that motivation and supervision are important components in human resource management to achieve organizational goals. Siagian explains that effective supervision aims to identify and correct errors in work in order to prevent them from recurring. Good supervision will help employees be responsible for the work they do.

METHOD

This study uses quantitative methods to analyze the effect of motivation and supervision on employee performance at PT Amarth Boga Lestari. Data were collected through a questionnaire with a Likert scale and analyzed using SPSS version 25. Data analysis techniques include validity and reliability tests to ensure the accuracy of the research instrument, as well as classical assumption tests consisting of normality tests (Kolmogorov-Smirnov), multicollinearity tests (VIF), heteroscedasticity tests (Glejser), and autocorrelation tests (Durbin-Watson). Multiple linear regression models are used to measure the effect of motivation and supervision on employee performance, both partially (t-test) and simultaneously (F-test), with a coefficient of determination (Adjusted R²) to see the contribution of independent variables to the dependent variable.

RESEARCH RESULT

1. Simple Linear Regression Test

Linear regression test is intended to determine how much influence variables X1 and X2 have on variable Y. In this study, motivation (X1) and supervision (X2) on employee performance both partially and simultaneously. The following are the results of regression management with SPSS version 25 which can be seen in the following table:

Table 4. Simple Linear Regression Test Results of Motivation Variable (X1) on Employee Performance (Y)

Coefficients ^a					
Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Collinearity Statistics

		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	19,717	2,786		7,077	0,000		
	Motivation	0.550	0.072	0.693	7,624	0,000	1,000	1,000

a. Dependent Variable: Employee Performance

Source: SPSS Version 25 Output. Data processed 2024

Based on the results of the regression calculations in Table 4.19 above, the regression equation $Y = 19.717 + 0.550$ can be obtained.

Table 5. Simple Linear Regression Test Results of Supervisory Variables (X2) on Employee Performance (Y)

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	17,904	2,428		7,374	0,000		
	Supervision	0.584	0.061	0.768	9,512	0,000	1,000	1,000

a. Dependent Variable: Employee Performance

Source: SPSS Version 25 Output. Data processed 2024

Based on the results of the regression calculations in Table 5 above, the regression equation $Y = 17.904 + 0.584$ can be obtained.

2. Multiple Linear Regression Test

Table 6. Results of Multiple Linear Regression Test of Motivation (X1) and Supervision (X2) Variables on Employee Performance (Y)

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	15,675	2,533		6,188	0,000		
	Motivation	0.216	0.093	0.272	2,335	0.023	0.447	2,237
	Supervision	0.430	0.089	0.565	4,845	0,000	0.447	2,237

a. Dependent Variable: Employee Performance

Source: SPSS Version 25 Output. Data processed 2024

Based on the results of the regression calculations in Table above we can obtain the regression equation $Y = 15.675 + 0.216 X1 + 0.430 X2$.

3. Correlation Coefficient (R) Test

The correlation coefficient analysis is intended to determine the level of strength of the relationship between independent variables and dependent variables, both partially and simultaneously. The results of data processing are as follows.

Table 7. Results of Partial Correlation Coefficient Analysis between Motivation (X1) and Employee Performance (Y)

Correlations			
		X1	Y
MOTIVATION	Pearson Correlation	1	.693**
	Sig. (2-tailed)		.000
	N	65	65
EMPLOYEE PERFORMANCE	Pearson Correlation	.693**	1
	Sig. (2-tailed)	.000	
	N	65	65

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

Source: SPSS Version 25 Output. Data processed 2024

Based on the test results in the table above, a correlation coefficient of 0.693 can be obtained, where the value is in the interval 0.60 - 0.799, meaning that the two variables have a

strong level of relationship.

Table 8. Results of Partial Correlation Coefficient Analysis between Supervision (X2) on Employee Performance (Y)

Correlations		X2	Y
SUPERVISION	Pearson Correlation	1	.768**
	Sig. (2-tailed)		.000
	N	65	65
EMPLOYEE PERFORMANCE	Pearson Correlation	.768**	1
	Sig. (2-tailed)	.000	
	N	65	65

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

Source: SPSS Version 25 Output. Data processed 2024

Based on the test results in the table above, a correlation coefficient of 0.768 can be obtained, where the value is in the interval 0.600 - 0.799, meaning that the two variables have a strong level of relationship.

Table 9. Results of Simultaneous Correlation Coefficient Analysis between Motivation (X1) and Supervision (X2) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.789a	.623	.611	3.37081

a. Predictors: (Constant), X2, X1

Source: SPSS Version 25 Output. Data processed 2024

Based on the test results in the table above, a correlation coefficient value of 0.789 can be obtained, where this value is in the interval 0.600 - 0.799, which means that the motivation (X1) and supervision (X2) variables have a very strong relationship with employee performance (Y).

4. Coefficient of Determination Test

The coefficient of determination analysis is conducted to determine the percentage of influence between independent variables on dependent variables, both partially and simultaneously. In this study, the variables used are motivation (X1) and supervision (X2) on employee performance (Y). The following are the results of the determination coefficient calculation using SPSS version 25 as follows.

Table 10. Results of Partial Determination Analysis between Motivation (X1) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.693a	0.480	0.472	3.92617

a. Predictors: (Constant), Motivation

Source: SPSS Version 25 Output. Data processed 2024

Based on the test results in the table above, a determination coefficient value of 0.480 can be obtained, so it can be concluded that the motivation variable (X1) influences the employee performance variable (Y) by 48.0%, while the remainder ($100 - 48.0\% = 52\%$) is influenced by other factors that were not tested in this study.

Table 11. Results of Partial Determination Analysis between Supervision (X2) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.768a	0.590	0.583	3.48789

a. Predictors: (Constant), Supervision

Source: SPSS Version 25 Output. Data processed 2024

Based on the test results in the table above, a determination coefficient value of 0.590 can be obtained, so it can be concluded that the supervision variable (X2) influences the employee performance variable (Y) by 59.0%, while the remainder ($100 - 59.0\% = 41\%$) is influenced by other factors that were not tested in this study.

Table 12. Results of Simultaneous Determination Analysis between Motivation (X1) and Supervision (X2) on Employee Performance (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.789a	0.623	0.611	3,37081

a. Predictors: (Constant), Supervision, Motivation

Source: SPSS Version 25 Output. Data processed 2024

Based on the test results in the table above, a simultaneous determination coefficient value of 0.623 can be obtained, so it can be concluded that the motivation and supervision variables have an effect on employee performance of 62.3%, while the remainder ($100 - 62.3\% = 37.7\%$) is influenced by other factors that were not tested in this study.

5. Hypothesis Testing

a. Partial Test (T-Test)

Table 13. Hypothesis Test Results (t-test) of Motivation Variable (X1) on Employee Performance (Y)

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	19,717	2,786		7,077	0,000
	Motivation	0.550	0.072	0.693	7,624	0,000

a. Dependent Variable: Employee Performance

Source: SPSS Version 25 Output. Data processed 2024

Based on the test results in the table above, the calculated t value > t table or (7.624 > 1.998) can be obtained. This is also reinforced by the p value < Sig. 0.05 or (0.000 < 0.05). Thus, H01 is rejected and Ha1 is accepted. This shows that there is a significant influence between motivation and employee performance.

Table 14. Hypothesis Test Results (t-test) of Supervisory Variable (X2) on Employee Performance (Y)

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	17,904	2,428		7,374	0,000
	Supervision	0.584	0.061	0.768	9,512	0,000

a. Dependent Variable: Performance

Source: SPSS Version 25 Output. Data processed 2024

Based on the test results in the table above, the calculated t value > t table or (9.512 > 1.998) can be obtained. This is also reinforced by the ñ value < Sig. 0.05 or (0.000 < 0.05). Thus, H02 is rejected and Ha2 is accepted, this shows that there is a significant influence between supervision and employee performance.

b. Simultaneous Hypothesis Testing (F test)

Table 15. Results of Simultaneous Hypothesis Testing (f-Test) between Motivation (X1) and Supervision (X2) on Employee Performance (Y)

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1162,673	2	581,336	51,163	.000b
	Residual	704,466	62	11,362		
	Total	1867,138	64			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Supervision, Motivation

Source: SPSS Version 25 Output. Data processed 2024

Based on the test results in the table above, it can be obtained that the calculated $F \text{ value} > F \text{ table}$ or $(51.163 > 3.150)$, this is also strengthened by $p \text{ value} < \text{Sig. } 0.05$ or $(0.000 < 0.05)$. Thus, H_{03} is rejected and H_{a3} is accepted, this shows that there is a significant simultaneous influence between motivation (X_1) and supervision (X_2) on employee performance (Y).

DISCUSSION

Influence of Motivation (X_1) on Employee Performance (Y)

Based on the results of testing and analysis, the regression equation value $Y = 19.717 + 0.550 X_1$, the correlation coefficient of 0.693 means that the two variables have a strong relationship. The determination value or contribution of the influence of motivation on employee performance is 0.480. The motivation variable (X_1) affects the employee performance variable (X_2) by 48.0% while the rest $(100 - 48.0\% = 52\%)$ is influenced by other factors. The hypothesis test obtained a calculated $t \text{ value} > t \text{ table}$ or $(7.624 > 1.998)$ and a significance value of $0.000 < 0.05$. Thus H_{01} is rejected and H_{a1} is accepted, meaning that there is a positive and significant influence between motivation and employee performance at PT Amarta Boga Lestari.

The Influence of Supervision (X_2) on Employee Performance (Y)

Based on the results of testing and analysis, the regression equation value $Y = 17.904 + 0.584 X_2$, the correlation coefficient of 0.768 means that the two variables have a strong relationship. The determination value or contribution of the influence of supervision on employee performance is 0.590, the supervision variable (X_2) influences the employee performance variable (Y) by 59.0% while the rest is $(100 - 59.0\% = 41.0\%)$ which is influenced by other factors. Hypothesis testing obtained a calculated $t \text{ value} > t \text{ table}$ or $(9.512 > 1.998)$ and a significance value of $0.000 < 0.05$. Thus H_{02} is rejected and H_{a2} is accepted, meaning that there is a positive and significant influence between supervision and employee performance at PT Amarta Boga Lestari.

The Influence of Motivation (X_1) and Supervision (X_2) on Employee Performance (Y)

Based on the results of testing and analysis, the regression equation value $Y = 15.675 + 0.216 X_1 + 0.430 X_2$, the correlation coefficient of 0.789 means that the three variables have a strong relationship. The determination value or contribution of the influence of motivation and supervision on employee performance is 0.623, the motivation and supervision variables have an effect on employee performance of 62.3%, while the rest of $(100 - 62.3\% = 37.7\%)$ is influenced by other factors that were not tested in this study. Hypothesis testing obtained a calculated $F \text{ value} > F \text{ table}$ or $(51.163 > 3.150)$. Thus, H_0 is rejected and H_3 is accepted. This is in line with the calculated $f > f \text{ table}$ of. And the significance value of $0.000 < 0.05$. It can be concluded that H_{03} is rejected and H_{a3} is accepted. This means that there is a positive and significant influence simultaneously between motivation and supervision on employee performance at PT Amarta Boga Lestari.

CONCLUSION

This study concludes that motivation and supervision have a significant effect on employee performance at PT Amarta Boga Lestari, both partially and simultaneously. Motivation has a strong correlation with employee performance ($r = 0.693$) with a determination of 48%, while supervision also has a strong relationship ($r = 0.768$) with a determination of 59%. Simultaneously, both variables show a correlation of 0.789 with a determination of 62.3%, while 37.7% is influenced by other factors. The limitations of this study include limited access to information due to the company's privacy policy, limited factors studied, and the possibility

of bias in filling out the questionnaire by respondents. Therefore, it is recommended that the company provide awards and incentives to employees who excel and increase supervision to prevent deviations. For further research, it is expected to add other factors that influence employee performance and carry out further development in the field of human resource management.

BIBLIOGRAPHY

- Ghozali, Imam. (2021). Multivariate Analysis Application with IBM SPSS 25 Program. Semarang: Diponegoro University Publishing Agency.
- Hafidzi, et al. (2019). Human Resource Management: Concept, Strategy, and Implementation. Jakarta: PT Gramedia Pustaka Utama.
- Marpaung, Fenny. (2019). The Influence of Supervision on Employee Performance. Yogyakarta: Andi Offset.
- Priadana, MS, & Sunarsi, D. (2021). Quantitative research methods. Pascal Books.
- Robbins, S.P., & Judge, T.A. (2019). Organizational Behavior. New Jersey: Pearson Education.
- Siagian, Sondang P. (2018). Human Resource Management. Jakarta: Bumi Aksara.
- Sugiyono. (2018). Quantitative, Qualitative, and R&D Research Methods. Bandung: Alfabeta.
- Sugiyono. (2019). Statistics for Research. Bandung: Alfabeta.
- Sugiyono. (2020). Business Research Methods (Quantitative, Qualitative, Combination, R&D, and Ethnographic Approaches). Bandung: Alfabeta.
- Sugiyono. (2021). Administrative Research Methods. Bandung: Alfabeta.
- Sunarsi, D. (2017). The Influence of Discipline, Motivation, and Competence on Learning Achievement (Case Study on Students of Pamulang University, South Tangerang, Academic Year 2016-2017). Mandiri Journal: Science, Arts, and Technology, 1(2), 207-226.
- Suryani & Hendryadi. (2019). Quantitative Research Methods: Theory and Application in Islamic Business and Economic Research. Jakarta: Kencana.
- Tarjo. (2019). Statistics and Research Methods in Management. Surabaya: Laksana Media.