

ANALYSIS OF THE RELATIONSHIP BETWEEN WORK ATTITUDES AND WORK MOTIVATION ON EMPLOYEE WORK PRODUCTIVITY AT CV ISWARA

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ABSTRACT

Productivity is important in a company, because if the level of productivity is high, it will produce products that meet or exceed the desired target. Programs related to motivation and work attitudes can help support company facilities. With a good work motivation program for improving human resources, human resources can be improved for the better. With this, it can support the vision and mission of a company, one of which is achieving production targets thereby increasing company funds. The aim of this research is to determine the relationship between work attitudes and productivity, the relationship between work motivation and productivity, and determine work productivity. The research method used is quantitative with techniques total sampling on 35 employees using multiple linear regression analysis, with questionnaire instruments, and the SPSS method. Based on the analysis, results were obtained from the relationship between work attitude and productivity, motivation and productivity, and work productivity, with the majority of workers having good levels of work attitude, work motivation, and work productivity. Based on the statistical output, the significance value of the relationship between attitudes and productivity has a p value = 0.001b (sig < 0.05). The relationship between motivation and productivity has a p value = 0.001b (sig < 0.05). Work attitude and work motivation have a significant relationship with work productivity.

Keywords : Work Attitude, Motivation, Work Productivity

INTRODUCTION

Productivity is an important thing in a company, because if the level of productivity is high, it will produce products that meet or exceed the desired target. Therefore, it is important to manage human resources to help the company achieve predetermined goals or targets. According to Sinungan 2018, Employee Work Productivity is the ability of a person or group of people to produce goods and services within a certain predetermined time or according to plan. It can be said that productivity is the ability of employees to achieve company goals by using resources well and producing goods or services quickly and with good quality. By having employees who have high productivity, the company will get high profits.¹

Programs related to motivation and work attitudes can help support company goals, such as achieving production targets, this program can even help increase work productivity and increase the harmony of each employee. With a good work motivation program for improving human resources, human resources can be improved to be better. With this, it can support the vision and mission of a company, one of which is achieving production targets thereby increasing company funds.²

Prayanti (2011) in Indra (2013), found that occupational safety and health have a partially significant effect on productivity and the variable that has a more dominant influence on work productivity is occupational safety. According to Hamida in Widodo (2015), occupational safety and health have a partially significant effect on productivity and the variable that has a more dominant influence on work productivity is the health variable.



Productivity is an important thing in a company, because if the level of productivity is high, it will produce products that meet or exceed the desired target. Therefore, it is important to manage human resources to help the company achieve predetermined goals or targets. The following is a definition related to work productivity: According to Sutrisno 2017, productivity is Productivity is the comparison between the results achieved and the participation of labor per unit of time. The role of labor here is the use of resources efficiently and effectively. According to Sinungan 2018, Employee Work Productivity is the ability of a person or group of people to produce goods and services within a certain predetermined time or according to plan. It can be said that productivity is the ability of employees to achieve company goals by using resources well and producing goods or services quickly and with good quality. By having employees who have high productivity, the company will get high profits.³

CV. Iswara was founded in 1998, by Mr. I Ketut Oka Bawa. Located in Batu, Malang, East Java, initially produced various types of frozen spices. These include curry seasoning, rendang seasoning, Rica2 seasoning, and several other types. At CV.Iswara there are several activities which include the arrival of goods, boiling, blast out (after going through a further boiling and sorting process, the material is frozen overnight and the next day the material is released). CV.Iswara has 50 employees at CV.Iswara. There are several factors related to the work productivity of CV Iswara employees. Viewed from an HR/Human perspective, the causal factors are the officers' lack of knowledge, officers' discipline, low motivation, quite high workload and poor communication (Wirajaya and Nuraini, 2019). Apart from human resources, facilities and infrastructure, methods, materials and financial costs are also factors that support the completeness of filling in patient medical record documents (Aryanti, 2014). According to Gaspersz (2007), a problem that often occurs always originates from the process elements which consist of 7M, namely Manpower (work attitude), Machine (machines and equipment), Method (work method), Material (raw materials and auxiliary materials).), Media (work place and time), Motivation (motivation) and Money (finance).⁴

Programs related to motivation and work attitudes can help support company facilities, such as achieving production targets, and this program can even help increase work productivity and increase the harmony of each employee. With a good work motivation program for improving human resources, human resources can be improved to be better. With this, it can support the vision and mission of a company, one of which is achieving production targets thereby increasing company funds. Because this is related to work productivity where work attitudes determine whether workers can accept work responsibilities or additional tasks, and motivation from the company can increase work productivity so that sales increase beyond the specified targets. This is the reason why researchers take work attitudes and motivation to look at work productivity.⁵

Based on this background, researchers conducted research with the title "Analysis of the Relationship between Work Attitudes and Work Motivation on Employee Work Productivity at CV Iswara."⁶

METHOD

This research uses a quantitative type of research. Quantitative research is analytical research using numerical data or numbers, which are processed using statistics. Descriptive research is research that provides explanations and descriptions. Where this research aims to determine "Analysis of the Relationship between Work Attitudes and Work Motivation on Employee Work Productivity at CV Iswara". Using total sampling technique, with a sample size of 35 employees. The independent variables in this research are motivation and work attitudes, while the dependent variable in this research is work productivity. Data collection using questionnaires. Data analysis was carried out using multiple linear regression models

with applications SPSS.

RESULT AND DISCUSSION

A. Respondent Characteristics

Table 1. Characteristics Employees at CV Iswara

Indicator	Frequency (n)	Percentage (%)
Age:		
< 30 years	11	31,4%
31 – 40 years	13	37,2%
> 40 Years	11	31,4%
Total	35	100%
Gender:		
Man	19	54,3%
Woman	16	45,7%
Total	35	100%
Employee Status:		
Still	17	48,6%
Certain	18	51,4%
Total	35	100%
Employee Education:		
Elementary School	11	31,4%
Junior High School	7	20,0%
Senior High School	12	34,3%
PT	5	14,3%
Total	35	100%
Working Time:		
< 6 month	1	2,9%
6 month – 3 year	5	14,3%
3 – 5 year	13	37,1%
> 5 year	16	45,7%

Total	35	100%
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Based on respondent data in this study which had a sample of 35 respondents at CV Iswara, The results of the respondents' ages showed that 11 people were over 30 years old or 31,4%, 13 people were 31 – 40 years old or 37,2%, while 11 people were over 40 years old or 31,4%. All employees at CV Iswara obtained an average of 37,1 percent and 13 people aged 31 – 40 years. The results of this study show that the majority of respondents were aged 31 – 40 years. Most physical performance reaches its peak starting at age 15. Then it will decrease with increasing age.

The distribution of respondents based on gender shows that there were 19 male respondents or 54,3%, while there were 16 female respondents or 45,7%. The results of this study show that the majority of respondents are male. Based on observations in the field, this job requires a lot of energy and predominantly requires physical work. This causes work to be dominated by work that requires physical strength so that more CV Iswara employees are male.

The results of the respondent's employee status show that all employees at CV Iswara have employee status obtained by 18 people or 51,4 percent are fixed-term employees.

From employee education, respondents showed that all employees at CV Iswara had an average education of 11 people in elementary school or 31,4%, 7 people in junior high school or 20,0%, 12 people in high school or 34,3%, while those who PT education as many as 5 people or 14,3%. The results of this study show that the majority of respondents were elementary and high school students. This is because the majority of employees work as field workers which require more energy and do not require a certain level of education and educational criteria.

The results of the respondents' work period show that 1 person has worked for less than 6 months or 2,9%, 5 people have worked 6 months – 3 years or 14,3%, 3 - 5 years have 13 people or 37,1%, while more 5 years as many as 16 people or 45,7%. The results of this research show that the majority of respondents have worked for more than 5 years. This is because companies choose workers who are still fresh or who have worked elsewhere.

B. Work Attitude

Table 2. Work Attitude

Variable	Category	Frequency (n)	Percentage (%)	
Work Attitude:	Good	29	82,9%	
	Cognitive	Enough	6	17,1%
		Not good	0	0,0%
Total		35	100%	
Work Attitude:	Good	13	37,1%	
	Affective	Enough	22	62,9%
		Not good	0	0,0%

Total		35	100%
Work Attitude:	Good	29	82,9%
Conative	Enough	6	17,1%
	Not good	0	0,0%
Total		35	100%

Based on table 2, it is known that the cognitive work attitude of the majority of respondents is good (82,9%). The remaining 17 percent have a sufficient work attitude. It is known that the affective work attitude of the majority of respondents is good (37,1%). The remaining 62 percent have a sufficient work attitude. And it is known that the conative work attitude of the majority of respondents is good (82,9%). The remaining 17 percent have a sufficient work attitude.

C. Work Motivation

Table 3. Work Motivation

Variable	Category	Frequency (n)	Percentage (%)
Work Motivation:	Good	10	28,6%
Achievement of Work Results	Enough	24	68,6%
	Not good	1	2,8%
Total		35	100%
Work Motivation:	Good	28	80,0%
Recognition of Work Results	Enough	6	17,1%
	Not good	1	2,9%
Total		35	100%
Work Motivation:	Good	15	42,9%
Individual Potential Development	Enough	20	57,1%
	Not good	0	0,0%
Total		35	100%
Work Motivation:	Good	24	68,6%
Quality of Supervision	Enough	11	31,4%
	Not good	0	0,0%
Total		35	100%

Based on table 3, it is known that the work motivation for achieving work results possessed by the majority of respondents is good (28,6%). The remaining 68 percent have a sufficient work attitude.. It is known that the work motivation for recognizing work results possessed by the majority of respondents is good (80,0%). The remaining 17 percent have a sufficient work attitude. It is known that the work motivation for developing individual potential possessed by the majority of respondents is good (42,9%). The remaining 57 percent have a sufficient work attitude. And it is known that the work motivation for the quality of supervision possessed by the majority of respondents is good (68,6%). The remaining 31 percent have a sufficient work attitude.

D. Work Productivity

Table 4. Work Productivity

Variable	Category	Frequency (n)	Percentage (%)
Work Productivity	Good	21	60,0%
	Enough	14	40,0%
	Not good	0	0,0%
Total		35	100%

Based on table 4, it is known that the work productivity of the majority of respondents is good (60.0%). The remaining 40 percent have a sufficient work attitude.

E. Classical Assumption Test

This research consists of three variables, namely work attitude variables, work motivation and work productivity. Before testing linear regression analysis on the research hypothesis, it is first necessary to test classical assumptions on the data to be processed. The goal is to fulfill this classic assumption. It is intended that the independent variable as an estimator of the dependent variable is unbiased. The classical assumption tests used include the normality test, heteroscedasticity test, and multicollinearity test.

a) Residual Normality Test

The normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution. To test the normality assumption, the Normal P-P Plot graph is used.

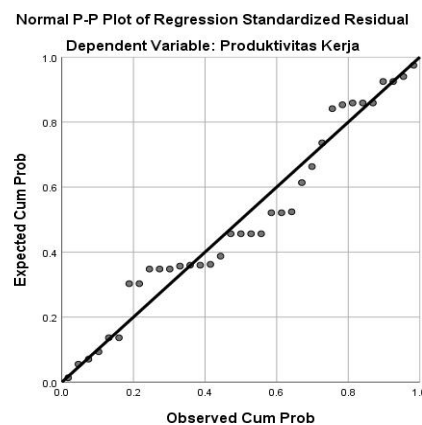


Table 5. Residual Normality Test
Source: Processed Research Data (2024)

The results of the residual normality test using the Normal P-P Plot graph show that the plot points coincide with the diagonal line so that the residuals follow a normal distribution and the normality assumption is met.

b) Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. To test the heteroscedasticity assumption, a Scatterplot graph is used between Regression Standardized Predicted Value (ZPRED) with Regression Studentized Residual (SRESID).

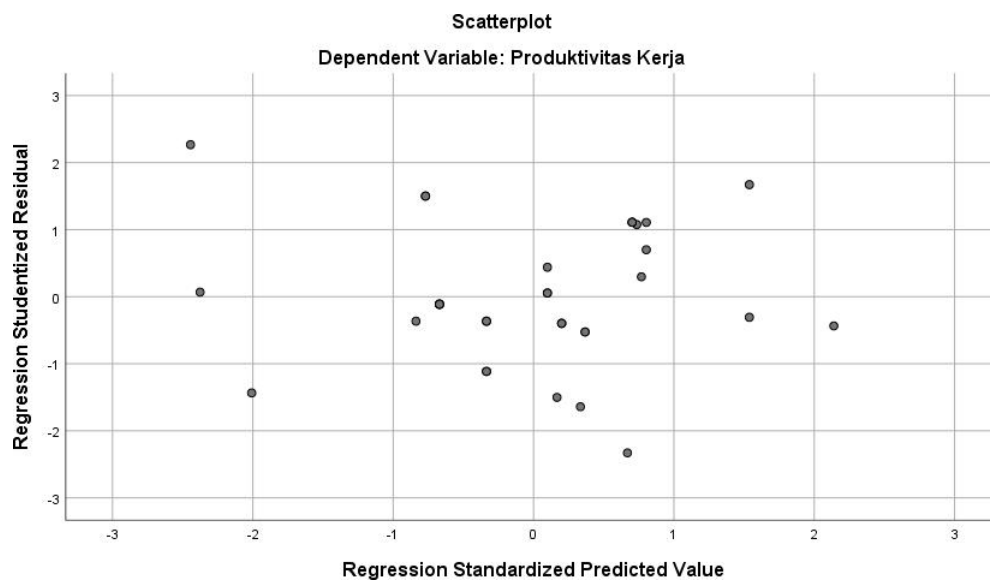


Table 6. Heteroscedasticity Test

Source: Processed Research Data (2024)

The results of the heteroscedasticity test using the ZPRED and SRESID Scatter plot graphs show that the plot points are distributed randomly and do not form a particular pattern so that the heteroscedasticity assumption is met.

c) Multicollinearity Test

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. To test the multicollinearity assumption, a test is used Variance Inflation Factor (VIF).

Table 7. Multicollinearity Test

VIF Test^a

Collinearity Statistics

Model		Tolerance	VIF
1	Work Attitude	0.832	1.202
	Work Motivation	0.832	1.202

a. Dependent Variable: Work Productivity

Source: Processed Research Data (2024)

The results of the multicollinearity test using the VIF test showed that the VIF value for each independent variable was less than 10 ($VIF < 10$), meaning that no multicollinearity problems were found in the model so that the multicollinearity assumption was met.

F. Multiple Linear Regression

Linear regression analysis aims to obtain an overview of the influence of the independent variable on the dependent variable both overall (simultaneous) and individually (partial). Below are presented the results of multiple linear regression between work attitudes and work motivation on work productivity.

Table 8. Multiple Linear Regression

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.551	8.452		1.130	0.267
	Work Attitude	0.407	0.178	0.350	2.280	0.029
	Work Motivation	0.340	0.139	0.376	2.449	0.020

a. Dependent Variable: Work Productivity

Source: Processed Research Data (2024)

The results of the multiple linear regression equation between work attitude and work motivation variables on work productivity are presented as follows.

$$Y = 9,551 + 0,407 X1 + 0,340 X2 + e$$

From this equation it can be explained as follows:

- a) The constant value (a) is 9.551, indicating that without the influence of work attitudes and work motivation, the work productivity value is 9.551.
- b) The influence of work attitudes on work productivity obtained a regression coefficient of 0.407. These results show a positive influence, meaning that the better the work attitude, the better the work productivity.
- c) The influence of work motivation on work productivity obtained a regression coefficient of 0.340. These results show a positive influence, meaning that the better the work motivation, the better the work productivity will be.

G. Significance Test

Testing significance in this research uses multiple linear regression analysis. This analysis is used to test whether there is an influence between the independent variables work attitude and work motivation on the dependent variable work productivity. Significance testing is described using a simultaneous test (F test), coefficient of determination (R²), and partial test (t test).

1. Simultaneous Test (F-Test)

The F test or simultaneous test explains whether there is an influence between the independent variables and the dependent variable together (simultaneously). Below are presented the results of simultaneous influence testing using the F test.

Table 9. Simultaneous Test (F-Test)

ANOVA ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.

1	Regression	139.908	2	69.954	9.486	0.001 ^b
	Residual	235.978	32	7.374		
	Total	375.886	34			

a. Dependent Variable: Work Productivity

b. Predictors: (Constant), Work Motivation, Work Attitude

Source: Processed Research Data (2024)

The results of simultaneous testing with the F test obtained a calculated F value of 9.486 with a significance value of 0.000. As a comparison, the F table value obtained at 2 and 32 degrees of freedom at 5 percent alpha is 3.295. These results show that the calculated F value is more than the F table value ($F_{hit} > F_{table}$) and the significance value is less than 0.05 ($sig < 0.05$) so it can be stated that there is a significant influence between work attitude and work motivation on overall work productivity simultaneous.

2. Coefficient of Determination (R^2)

The coefficient of determination explains how much the independent variable is able to explain variations in the dependent variable. A coefficient of determination value that is greater or closer to one indicates the greater ability of the independent variable to explain variations in the dependent variable. Below are presented the results of the coefficient of determination using R^2 .

Table 10. Coefficient of Determination (R^2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.610 ^a	0.372	0.333	2.716

a. Predictors: (Constant), Work Motivation, Work Attitude

Source: Processed Research Data (2024)

The results of the coefficient of determination obtained an R Square value of 0.372, meaning that the influence on the work productivity variable explained by the work attitude and work motivation variables was 37.2 percent, while the rest was explained by other factors.

3. Partial Test (t-test)

The t test or simultaneous test explains whether there is an influence between the independent variables on the dependent variable individually (partially). Below are presented the results of partial influence testing using the t test.

Table 11. Partial Test (t-test)

Model	T	Sig.
1 (Constant)	1.130	0.267
Sikap Kerja	2.280	0.029
Motivasi Kerja	2.449	0.020

Source: Processed Research Data (2024)

a. The partial test between the work attitude variable and the work productivity

variable obtained a calculated t value of 2.280 with a significance value of 0.029. As a comparison, the t table value obtained at 32 degrees of freedom and 5 percent alpha is 2.037. These results show that the calculated t value is more than the t table value ($t_{hit} > t_{table}$) and the significance value is less than 0.05 ($sig < 0.05$) so that it is stated that there is a significant influence between work attitudes and partial work productivity.

- b. The partial test between the work motivation variable and the work productivity variable obtained a calculated t value of 2.449 with a significance value of 0.020. For comparison, the t table value is obtained at 32 degrees of freedom and 5 percent alpha of 2.037. These results show that the calculated t value is more than the t table value ($t_{hit} > t_{table}$) and the significance value is less than 0.05 ($sig < 0.05$) so that it is stated that there is a significant influence between work motivation and partial work productivity.

H. The Relationship between Work Attitudes and Work Productivity

Based on the significant test on the table, the statistical test results of the relationship between attitudes and productivity have a value of p value = 0.001b ($sig < 0.05$). The relationship between work attitudes and work productivity obtained a regression coefficient of 0.407. These results show that there is a positive influence, meaning that the better the work attitude, the better the work productivity. Data interpretation is used to show the suitability of the data obtained from respondents' answers with the theoretical framework used so that an understanding will be produced that leads to the relevance of the theory used to the data obtained.

According to Panji Anoraga and Janti Soegiastuti (2012), in terms of achievements that influence employee work productivity, there are many factors that influence productivity, one of which is work skills and attitudes. Employee productivity is not optimal if the existing workforce is not serious about carrying out their work. Therefore, a company needs workers who have good work skills and attitudes in working in their field because work skills and attitudes can encourage productivity and are an important means of achieving productivity. Thus, every worker must improve their skills in order to provide the best for the industry.

I. The Relationship between Motivation and Work Productivity

Based on the significant test on the table, the statistical test results of the relationship between motivation and productivity have a p value = 0.001b ($sig < 0.05$). The relationship between work motivation and work productivity obtained a regression coefficient of 0.340. These results show a positive influence, meaning that the better the work motivation, the better the work productivity will be. Data interpretation is used to show the suitability of the data obtained from respondents' answers with the theoretical framework used so that an understanding will be produced that leads to the relevance of the theory used to the data obtained.

According to Hasibuan (2012), with motivation, it is hoped that every employee can arouse the desire to work hard and enthusiastically to achieve high work productivity. Of course, companies must be able to increase employee work productivity so that the company remains able to compete and achieve its goals, and the factors that are thought to influence employee work productivity are work motivation. Another research was conducted by Sunarmie (2016) entitled "The Influence of Work Motivation on Employee Work Productivity". This research aims to determine the influence of work motivation as seen from 5 attributes, namely physiological needs, the need for security, social needs, the need for achievement, the need for self-actualization towards PDAM Palangka Raya employee work productivity. The results of this research indicate that there is an influence

of work motivation on work productivity. From the results of this research, the most dominant influence on employee work productivity is the need for a sense of security because employees need assurance of safety in carrying out their work.

CONCLUSION

Based on the results of the research "Analysis of the Relationship between Work Attitudes and Work Motivation on Employee Work Productivity at CV Iswara" the following conclusions it is known that the majority of the 35 CV Iswara employee respondents are male, the average age of most of the respondents is over 31-40 years and the work period of most of the respondents is more than 5 years. A description of the employee status of factory workers at CV Iswara was obtained by a maximum of 18 people and selected certain employees. The description of employee education for factory workers at CV Iswara was found to be at most 11 and 12 people. There were 12 people who chose elementary school and 11 people who chose high school. There is a relationship between work attitudes and work productivity among CV Iswara employees. And there is a relationship between work motivation and work productivity among CV.Iswara employees.

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