How Employee Motivation and Organizational Commitment Affect Workout Results

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A B S T R A C T

The study's goal is to examine the impact of organizational motivation and commitment on productivity at the Makassar Multi Key Store. All 30 employees at the Multi Key Store in Makassar make up the population for this study. The census sampling method is used to ensure that a representative cross-section of the population is included. Primary data, collected from the results of respondents' surveys, is utilised. Descriptive statistics, tests of validity and reliability, tests of normality and multicollinearity and heteroscedasticity, and tests of hypotheses by means of multiple linear regression and the t test, the f test, and the determination coefficient are all part of the data analysis process. The findings of this study indicate, at least in part, that the motivation and dedication of each organization significantly and positively affect the performance of employees at the Makassar Multi Key Store. The study's findings reveal that both intrinsic motivation and organizational commitment have a substantial impact on productivity at Toko Multi Kunci Makasssar.

A B S T R A K

Tujuan penelitian ini adalah untuk menguji pengaruh motivasi dan komitmen organisasi terhadap produktivitas di Makassar Multi Key Store. Semua 30 karyawan di Multi Key Store di Makassar merupakan populasi untuk penelitian ini. Metode pengambilan sampel sensus digunakan untuk memastikan bahwa bagian populasi yang representatif disertakan. Data primer yang dikumpulkan dari hasil survei responden digunakan. Statistik deskriptif, uji validitas dan reliabilitas, uji normalitas dan multikolinearitas dan heteroskedastisitas, dan uji hipotesis dengan menggunakan regresi linier berganda dan uji t, uji f, dan koefisien determinasi merupakan bagian dari proses analisis data. Temuan penelitian ini menunjukkan, setidaknya sebagian, bahwa motivasi dan dedikasi masing-masing organisasi berpengaruh signifikan dan positif terhadap kinerja karyawan di Makassar Multi Key Store. Temuan penelitian ini mengungkapkan bahwa baik motivasi intrinsik maupun komitmen organisasi memiliki pengaruh yang besar terhadap produktivitas di Toko Multi Kunci Makassar.

INTRODUCTION

Jumady (2023) argues that an organization's human resources are its most valuable asset, both in terms of competitive advantage and in terms of success in achieving its goals. The company's goals can only be attained if the employees' motivation, skills, and outlook are in line with those objectives (Hutama et al., 2016). Any business that wants to succeed will always look for ways to boost their workers' productivity. Good work performance is essential in order to reach organizational objectives (Adi, 2023). The efficacy and efficiency with which an organization carries out its operations and work as planned and programmed can be improved in a number of ways, including by raising employee motivation and dedication to their jobs. Each worker's output is unique due to their varying skill levels and abilities in the workplace. Performance on the job might be used as a yardstick by management (Bytyqi, 2020).

Given the significance of human resources, it is reasonable for the corporation to prioritize human resources-related tasks (such as those performed by store staff). Because a government's

competitive advantage is in the hands of its motivated workers. Because it is expected that with motivation, every individual is willing to work and enthusiastic to achieve high work productivity (Pranita, 2017), it is crucial that employees are motivated to put forth their best effort in order to make the most of their skills, knowledge, and appearance in the workplace.

According to Rivai (2013), motivation consists of a set of beliefs and ideals that push people toward achieving their goals. The invisible force that motivates people to act and achieve their goals is their attitudes and values. That there are factors in increasing employee work performance that have an impact on improving organizational performance is clear from this definition, as are the importance of motivation for employees and for leaders to know what and how must be fulfilled (satisfying employee leaders).

Successful management hinges heavily on how well people are managed inside an organization. Commitment, as one factor that determines human behavior in businesses, has become a major topic of discussion and research in the field of human resource management. Members' dedication to the organization's vision, mission, and goals is more important than the quality of those elements itself (Sitompul, 2019). Employees' high motivation for the organization is one of the leader's stated goals and objectives. As a result, both staff productivity and the achievement of single-party organizational goals are boosted (Hidayah & Tobing, 2018).

Organizations also require a level of dedication beyond just motivation. When employees are committed to an organization, they want to stay with the company and put up significant effort to help it succeed. Highly committed workers will do an excellent job (Frastika & Franksiska, 2021). In order to succeed in one's work, one must be both motivated and committed. Effective and efficient organizational growth is dependent on a number of elements, one of which is employee performance (Widnyana et al., 2016). Assessing employee performance on the job is a sign that a company values its human capital. The phrase "work performance" refers to how well a person did their job over a given time period in comparison to predetermined and agreed-upon standards, goals, and objectives (Jatmiko, 2015).

The duties of employees at the Makassar Multi Key Store are directly tied to this. Employees are promised a number of perks if they take on additional responsibilities. But it turns out there are still quite a few holes that are not in accordance with idealism, and there are still some weaknesses made by employees, such as tardiness in entering the store, delays in completing store tasks, a lack of extra effort during working hours, and a lack of discipline. Employees at the Makassar Multi Key Store have low motivation, dedication, and achievement since they have not received sufficient encouragement from their supervisors or leaders to keep up their technical components and individual abilities. In order to set effective organizational goals, these issues must be resolved promptly. Numerous studies have been undertaken on the topic of organizational motivation and commitment, with favorable and statistically significant results (Ramadan, 2017; Snow &; Mastia, 2018). However, studies (D. Irawati & Mustakim, 2018) suggest that employees' dedication to their organizations has little bearing on their productivity.

Planning, organizing, implementing, and controlling are all components of human resource management. The areas of production, advertising, finance, and management all contribute to this method. Human resource management is the methodical collection of experiences and research results in the field of HR, as HR is becoming increasingly crucial in accomplishing organizational goals. When used to human resources, "management" refers to a body of knowledge on the subject (Nitisemito, 2015). Human resource management, as defined by Handoko (2012), entails attracting, hiring, training, retaining, and motivating one's workforce to fulfill organizational and personal objectives. Hasibuan (2016) identifies the following as

human resource management's primary roles: To realize the goals of a business, 1) Planning ensures that the organization has a capable and efficient workforce. To establish the division of labor, labor relations, and the delegation of employees, organizing is a process that involves all employees. Thirdly, briefing is the process of guiding all employees toward the common goals of the business, the workforce, and the community. Fourthly, management is the act of keeping everyone on the payroll in line with the company's rules and doing their jobs as planned. Employees who meet the requirements of the business are obtained through the marking procedure of elimination, selection, placement, orientation, and induction. 6) Development is the process of enhancing staff members' technical, theoretical, conceptual, and moral abilities through training and education. All training and improvement opportunities must be relevant to the tasks at hand. Workers receive compensation in the form of both cash and non-cash benefits for the work they perform for their employer. 8) Integration is the process of bringing together business goals and employee demands in a way that benefits both parties. To keep staff working together until retirement, "maintenance" means doing everything to keep them healthy and happy at work. 10) Without excellent discipline, it is difficult to accomplish maximum goals, so discipline is the most important function of human resource management and the key to realizing goals. When an employee's contract with an employer ends, it is referred to as "termination" (11).

One of the most significant variables in keeping an employee engaged in their work is their level of motivation. According to research by Robbins and Judge (2013), high levels of motivation are associated with greater productivity and success in the workplace. Azeem (2014) defines motivation as the state of mind that intentionally prompts an individual to conduct some kind of action. Al-Madi (2017) defines motivation as "the inner and outer drive that causes an individual to take the actions necessary to realize a goal." The notion of Maslow's Needs Hierarchy. This theory proposes that human motivation is strongly influenced by a person's own intrinsic wants. According to Maslow's theory, people's needs can be ranked from lowest to highest, with the need for self-actualization at the top. Maslow lists five types of wants (Andjarwati, 2015): physiological, safety, social, esteem, and fulfillment of potential. Andika and Darmanto (2020) and Rivai (2013) list a number of factors that might make or break motivation. A few examples: First, wages are regular payments made to workers on a weekly or monthly basis. Work circumstances are those that have an impact on business operations. 3. An environment that promotes a sense of serenity, security, and job safety among employees. Company-provided workplace amenities ensure productive workdays for employees. Training is a company-sponsored activity with the stated goal of enhancing and developing employees' attitudes, behaviors, abilities, and knowledge in line with the company's objectives. Motivators 6 An incentive is a form of monetary payment given to an employee in exchange for a specified performance.

Employees who have faith in the company's mission and who want to stay put are said to be "committed" to their employer. Without a strong sense of loyalty to the company, employees are less likely to put in their best effort, which leads to lower productivity and eventually their departure, whether voluntary or involuntary (I. Irawati et al., 2019). Damanik (2018), by Colarelli and Bishop. To elaborate, dedication to one's institution or group is supporting its aims. To rephrase, organizational commitment is more concerned with how dedicated individual members are to the overall mission of the institution or group. In other words, organizational commitment represents the dedication of employees or members to the organization in pursuit of its mutually agreed-upon aims. The dedication of its members is what will determine whether

or not the organization succeeds in its mission. A person's level of commitment can be gauged by how strongly they identify with and are attached to an organization, as evidenced by (a) a firm belief in and acceptance of the organization's values and goals and (b) a strong desire to continue participating in the organization (Julinda, 2020). On the following Monday in Juanita (2021), researchers created a tool called Self Report Scales to gauge employees' dedication to the company. The scale provides a detailed account of three facets of commitment: a) acceptance of organizational goals, b) a willingness to put in extra effort, and c) a desire to remain with the company.

Robbins (2013) elaborates on this idea by identifying three responsibilities: One definition of effective commitment (affective commitment) is an individual's emotional investment in and devotion to the organization's mission and ideals. A person's "continuance commitment" can be defined as the monetary value they place on remaining with an organization rather than quitting it. Third, if you're committed to an organization out of a sense of duty or ethics, you have a normative commitment. The following are some of the particular recommendations made by Luthans (2015) for creating a management system that may aid in finding solutions to challenges and increasing employee dedication to the organization: 1. Dedicated to fundamental human principles. Put procedures in writing, get the right people in management positions, and keep the lines of communication open. Establish and share your goals. Make goals and ideals clear, cultivate a magnetic personality, employ a value-based hiring strategy, place an emphasis on developing a value-based mindset in the workplace, and establish rituals. Third, maintain equality inside the company. The grievance procedure is all-encompassing and allows for significant two-way dialogue. Make people feel like they belong. Integrity-based community building that prioritizes and rewards mutual aid, assistance, and partnership. 5 Encourage the growth of your staff. Realize, in the first year, demanding work, advance and empower, promote from within, offer training and development opportunities, and offer safety without assurances.

Work performance, as defined by Sutrisno (2016), is the outcomes of an individual's actions while at work. Meanwhile, the Judge (2019) defines performance on the job as how well an employee completes their duties. An employee's performance on the job is evaluated on a regular basis through a method called Job Performance Appraisal, as defined by Arifin (2013). In the meantime, work performance appraisal is a method used by managers to ascertain whether or not a supervisor is carrying out his obligations as expected, as stated by Mangkunegara (2016). Refnita (2017) outlines six factors that should be taken into account when evaluating an employee's performance on the job: 1) The amount of work, which is the number of work results in relation to the available time, which should take into account not routine results but how quickly the work can be accomplished. 2) The standard of the work, or how well it measures up to industry norms. Efficiency is typically evaluated based on the quality of the job produced. The reliability of an employee is measured by their initiative, caution, diligence, and cooperation, as well as their ability to carry out or adhere to orders. 4) Be proactive in making improvements and taking on additional responsibilities outside of what has been assigned to you. The fifth factor, "craft," refers to the willingness to complete activities without being coerced and is routine; the sixth factor, "attendance," refers to the presence of employees at work to perform their duties in line with established work hours.

H1: Workers' motivation at the Makassar Multi Key Store is shown in their high quality of output.
H2: Employees' commitment boosts their productivity at the Makassar Multi Key Store.

RESEARCH METHODS

Quantitative descriptive research is aimed at assessing the strength of associations and influences between multiple factors. All 30 employees at the Multi Key Store in Makassar make up the population for this study. The population is sampled using the census method, which involves interviewing every adult in the country. Primary sources were used to compile this information for the study. Primary data is information gathered by researchers directly from people affected by a problem. Primary data for this study came from the responses of many survey takers among the staff of the Makassar Multi-Key Store.

Distributed questionnaires served as the instrument for quantifying this research variable. Employees' responses to questions about work discipline, motivation, and performance were scored using a Likert scale. The Likert scale is a method of measuring attitudes in which respondents are asked to express their level of agreement or disagreement with a set of statements, as described by Ghozali (2018). Each respondent's responses were assigned a score between 1 and 5 based on the Likert scale: 5 (SS= Strongly Agree), 4 (S= Agree), 3 (KS= Disagree), 2 (TS= Disagree), and 1 (STS= Strongly Disagree). The gathered information will be put through a series of tests to determine its quality. A descriptive statistical analysis is the initial step. The second phase involves validity and reliability testing of the instruments used to collect research data. The classical assumption test (normality, multicollinearity, and heteroscedasticity tests) is the third and final phase. The final phase of this research involves validating all hypotheses with statistical tests, including t-tests, simultaneous tests, and determination coefficient tests.

Table 1. Operational Variables

Variable	Items	Indicators	Reference
Motivation	X1.1	An enabling work environment fun	(Azis, 2018; Mujiatun, 2017; Permatasari, 2015)
	X1.2	Appreciation for work done	
	X1.3	Challenging work	
	X1.4	Salary rewards	
	X1.5	Capable and fair leadership	
Organizational Commitment	X2.1	Fairness and satisfaction	(Anvari et al., 2014; Chang et al., 2015)
	X2.2	Job security	
	X2.3	Organization as a whole	
	X2.4	Employee engagement	
	X2.5	Employee commitment	
Work Performance	Y1.1	Quality of work	(Latifah & Nurmalasari, 2018; Yamanie & Syaharuddin, 2017)
	Y1.2	Working quantity	
	Y1.3	Period	
	Y1.4	Work effectiveness	
	Y1.5	Knowledge of work	
	Y1.6	Presence	

Source: Primary data processed, 2022

RESULTS AND DISCUSSION

Respondents in this study are employees at the Makassar Multi Key Store, and there were a total of 30 respondents. The characteristics of these respondents are described here. The characteristics of the 30 people who responded to the survey were broken down into four categories, based on their most recent level of education, gender, age, and number of years spent working. The profiles of the respondents are outlined in table 2, which can be found here.

Table 2. Demographic Data

Variable	Measurement	n	%
Gender	Man	16 people	53,3%
	Woman	14 people	46,7%
Age	20-30	29 people	96.7%
	31-40	0	35%
	41-50	1 person	0,3%
Education Last	SD	2 people	6,7%
	SMP	9 people	30%
	SMA	14 people	46,7%
	S1	5 people	16,6%
Length of Work	1-5 years	20 people	66,7%
	6-10 years	8 persons	26,7%
	11-15 years	2 people	6,6%

Source: Primary data processed, 2022

Table 2 shows that out of a total of 32 respondents, 16 (53.3%) were male and 14 (46.7%) were female. The majority of the staff at the Makassar Multi Kunci Store are men, as would be expected. By looking at the demographics of the respondents at the Makassar Multi Key Store, we can observe that the majority of them (29 out of 30 respondents, or 96.7%) are between the ages of 20 and 30. Fifteen of the respondents (46.7% of the total) had completed high school; this was followed by nine (30%) with some college, five (16.6%) with some S1, and two (6.7%) with some elementary school. As a result, we may assume that the typical Toko Multi Kunci Makassar employee has completed at least 12 years of schooling. According to the data, 20 respondents (or 66.7% of the total) have worked for an average of 1-5 years, 8 (or 26.7% of the total) have worked for 6-10 years, and 2 (or 6.6% of the total) have worked for 11-15 years. Workers at the Makassar Multi Key Store typically stay with the company for between one and five years.

Descriptive statistics is the starting point. The statistical measures of mean, median, standard deviation, lowest value, and maximum value are used to characterize a set of numbers. This analysis was performed so that the study's variables would be less mysterious. Table 3 displays the findings of the analysis.

Table 3. Description of Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Motivation	30	3,40	5,00	4,0667	,32519
KomitmenOrganisasi	30	3,60	5,00	4,1067	,34734
PrestasiKerja	30	3,60	5,00	4,2267	,33107
Valid N (listwise)	30				

Source: primary data processed by SPSS, 2022

According to Table 3, X1 can take on values between 3.40 and 5.00, with a mean of 4.0667. This puts it squarely inside the range of values that denote "yes" options. When compared to the mean value of responses, the standard deviation reveals a discrepancy of 0.32519. The average of 4.1067 on the scale of values that indicate affirmative answer choices corresponds to a minimum value of 3.60 and a maximum value of 5.00 for Organizational Commitment (X2). The average value of the responses was x, and the standard deviation shows that the answers varied by 0.34734. The range of possible values for Job Performance (Y) is from 3.60 to 5.00, with a median of 4.2267; this average value of 4.2267 shows that the given answers are in strong agreement with one another. When compared to the mean value of responses, the standard

deviation is 0.33107.

The second phase involves validating and then verifying the study data instrument. This procedure is used to examine the accuracy and precision of each statement's capacity to measure its respective variable. The validity is determined by utilizing a pearson correlation analysis to compare the item score to the overall score for each variable. A construct or variable is considered reliable if the alpha cronbach value is greater than 0.60, and the instrument utilized is considered legitimate if the correlation between all factors is greater than 0.30. Table 4 displays the findings of the tests.

Table 4. Validity and Reliability Test Results

Variable	Instrument	r-calculated	Cronbach Alpha	Result
	X1.1	0.780		Valid and reliable
	X2.2	0.825		Valid and reliable
X1	X2.3	0.823	0.820	Valid and reliable
	X2.4	0.821		Valid and reliable
	X1.5	0.704		Valid and reliable
	X2.1	0.853		Valid and reliable
	X2.2	0.830		Valid and reliable
X2	X2.3	0.818	0.835	Valid and reliable
	X2.4	0.774		Valid and reliable
	X2.5	0.776		Valid and reliable
	Y1.1	0.651		Valid and reliable
	Y1.2	0.729		Valid and reliable
And	Y1.3	0.644	0.799	Valid and reliable
	Y1.4	0.805		Valid and reliable
	Y1.5	0.777		Valid and reliable

Source: primary data processed with SPSS, 2022

A positive pearson correlation value and a value larger than 0.30 between the variables Motivation (X1), Organizational Commitment (X2), and Work Performance (Y) indicates that all question items in the study are valid (see Table 4). A Cronbach's alpha score of 0.60 indicates high reliability for measures of intrinsic motivation, organizational commitment, and job performance. That the study's questions can be relied upon is demonstrated here.

Prior to being evaluated, regression data are checked for evidence of a departure from the traditional linear assumption. Normality, multicollinearity, and heteroscedasticity tests are included in this investigation. To ensure that the independent and dependent variables in the regression model have a normal distribution, a normality test is run. Having a normal or nearly normal distribution is ideal for a regression model.

Table 5. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parametersa	Mean	.0000000
	Std. Deviation	.20037882
Most Extreme Differences	Absolute	.128
	Positive	.128
	Negative	-.079
Kolmogorov-Smirnov Z		.703
Asymp. Sig. (2-tailed)		.706

a. Test distribution is Normal.
Source: primary data processed with SPSS, 2022

Table 5 shows that the 0.706 significance level is larger than the 0.05 threshold. Therefore, it can be assumed that the data follows a normal distribution. It demonstrates that the normalcy assumption may be satisfied, making regression models practicable.

Additionally, a multicollinearity test was run to determine if the independent variables in a multiple linear regression model were highly correlated with one another. Multicollinearity can be examined using the tolerance value and the VIF (Variation Inflation Factor). If the VIF is less than 10 and the tolerance is greater than 0.1, then the model is free of multicollinearity (Sunjoyo et al., 2013). Tabulated below are the results of those tests.

Table 6. Multicolonicity Test

Coefficients

Model		Collinearity Statistics	
		Tolerance	BRIGHT
1	(Constant)		
	Motivation	.742	1.350
	KomitmenOrganisasi	.742	1.350

a. Dependent Variable: Work Performance
Source: Primary data processed, 2022

Table 6's results show that the Motivation and Organizational Commitment variable has a VIF less than 10 and a tolerance value more than 0.1. Because of this, we are able to use data from the regression equation model without worrying about the presence of multicolonearity.

The next step is to conduct heteroscedasticity tests to determine whether or not the residuals from different observations have unequal variances. If the dots in a scatterplot are spread out at random with no discernible pattern and the Y-axis values are either above or below 0, then heteroscedasticity is present.
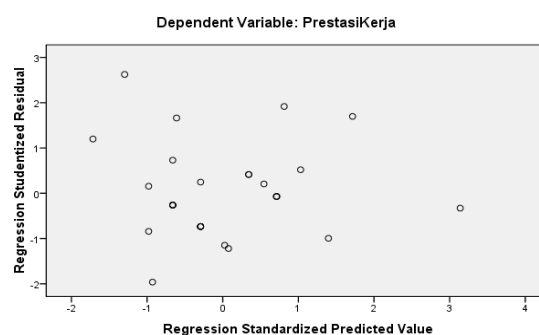
Figure 1. Heteroscedasticity Test Results

The data in figure 1 appears to be randomly distributed along the Y axis, as suggested by the scatterplot graph. As a result, the regression model can be used to predict work performance with influencing variables, such as organizational motivation and commitment, without the need to account for heterodidacticity.

In the fourth step, the multiple regression model is evaluated and interpreted based on the findings of the classical assumption test and the overall results, which should indicate that the model satisfies the classical assumptions. To ascertain the causal connection between

independent and dependent variables, multiple linear regression analyses are conducted. SPSS was used to do a multiple linear regression analysis for this study.

Table 7. Multiple Linear Regression

		Unstandardized Coefficients		Standardized Coefficie nts		
Model		B	Std. Error	Beta	t	Itself.
1	(Constant)	.545	.555		.982	.335
	Motivation	.498	.151	.490	3.298	.000
	Organizational					.001
	Commitment	.432	.142	.453	3.042	

a. Dependent Variable: Work Performance
Source: SPSS Output, 2022

This regression test led to the formation of the following regression equation, which is based on table 7:

$$Y = 0.545+ 0.498X1 + 0.432X2 + e$$

The value of the constant is shown to be 0.545 using the equation. Taking this into account, we may deduce that the value of the dependent variable (work performance) is 0.545 if the independent variable (motivation and organizational commitment) is set to zero.

The positive regression coefficient for motivation (b1) is 0.498. This means that a one-unit increase in the value of variable X1 will result in a 0.498-unit rise in the value of variable Y, assuming all other independent variables remain constant. A positive correlation between X1 (motivation) and Y (work performance) implies a direct causal link between the two variables. The greater the level of inspiration, the more productive the worker will be.

Commitment to one's company has a positive sign and a regression value of 0.432 (b2). This suggests that a one-unit rise in variable X2 will result in a 0.432-unit increase in the value of Y, assuming all other independent variables remain constant. Coefficients with a positive sign imply a direct link between levels of organizational commitment (X2) and measures of performance at work (Y). When employees are fully invested in the success of the company, they provide better results.

In addition, an independent variable is tested separately to determine its impact on the dependent variable using a partial test. A t-test is used to conduct the analysis, with the t-value of statistical significance being analyzed. It can be concluded that the independent variable affects the dependent variable if the significance value is less than 0.05. Table 8 displays the findings of the statistical analysis.

Table 8. Test t (Partial Test)

Coefficientsa

		Unstandardized Coefficients		Standardized Coefficie nts		
Model		B	Std. Error	Beta	t	Itself.
1	(Constant)	. 545	. 555		.982	.335
	Motivation	. 498	. 151	. 490	3.298	.000
	Organizational					.001
	Commitment	. 432	. 142	. 453	3.042	

a. Dependent Variable: Work Performance
Source: SPSS Output, 2022

The Motivation variable in Table 8 has a significance level of 0.000, which is less than 0.05. Thus, H1 is accepted, and it is true that motivation significantly affects performance on the job. There was a favorable impact on the dependent variable, as measured by the t-value, which was +3.298.

The significance level of 0.001, which is less than 0.05, for the variable Organizational Commitment was found in the test of the Second Hypothesis (H2). Therefore, H2 is acknowledged, and it can be stated that an individual's level of commitment to their business significantly affects their performance on the job. Positive effects on the dependent variable are shown by a t-value of +3.042.

The F test is used for simultaneous testing of the existence or absence of an overall effect of the independent variable on the dependent variable. The hypothesis is valid if and only if F is significantly different from 0.05. Table 9 displays the results of the F (simultaneous) test.

Table 9. F Test Results

	Model	Sum of Squares	Df	Mean Square	F	Itself.
1	Regression	2.067	2	1.034	22.929	.000a
	Residual	1.217	27	.045		
	Total	3.284	29			

a. Dependent Variable: Work Performance
b. Predictors: (Constant), Organizational Commitment, Motivation
Source: SPSS Output, 2022

As can be shown in Table 9, the chance that organizational motivation and commitment independently (separately) do not affect job performance is less than 0.0001. Regression models can be used to predict the level of job performance because the probability is substantially smaller than the significant value of 0.05.

Furthermore, the purpose of the coefficient of determination test is to ascertain the extent to which the independent variable accounts for the dependent variable's performance. In table 10 you can see the outcomes of the tests.

Table 10. R Square Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.796a	.634	.607	.20767

a. Predictors: (Constant), Organizational Commitment, Motivation
b. Dependent Variable: Work Performance
Source: SPSS Output, 2022

Because the significance level is lower than 0.05, as shown in Table 9, it is possible to conclude that organizational motivation and commitment concurrently (together) have an influence on work performance, with a probability of 0.000. This is because the probability of this happening by chance is 0.000. Regression models are able to forecast the level of work performance since the probability is significantly lower than the significant value of 0.05. This is because regression models are statistically more accurate.

In addition, the purpose of the test known as the coefficient of determination is to figure out what proportion of the capacity of the dependent variable can be accounted for by the ability

of the independent variable. Table 10 displays the findings of the tests that were conducted.

Discussion
The Effect of Motivation on Work Performance

Because the significance level is lower than 0.05, as seen in Table 9, it is possible to conclude that organizational motivation and commitment concurrently (together) have an influence on work performance, with a probability of 0.000. This conclusion is supported by the fact that there is a correlation between the two factors. Regression models are able to forecast the level of job performance since the probability is significantly lower than the significant value of 0.05. This is the case.

In addition, the objective of the test known as the coefficient of determination is to ascertain the degree to which the capability of the variable that is the focus of the investigation can be accounted for by the variable that is the focus of the investigation. The findings of the tests are presented in table 10, which may be accessed here.

The Effect of Organizational Commitment on Work Performance

The findings of the hypothesis test indicate that the variable of organizational commitment has a positive and significant effect on the work performance of employees of the Makassar Multi Key Store. This implies that commitment can be defined as the level of trust and acceptance of the workforce towards the goals of the organization, as well as the workforce's desire to continue working for the organization. When employees are not dedicated to the organization, they will work unenthusiastically, and they will not be able to provide excellent performance, which will, in the end, cause them to quit the organization, either because of their own volition or because the company will fire them. According to the responses of those who were polled, the overall organizational indicator is the most important factor to consider when formulating organizational commitment factors. When we talk about the organization as a whole, we are referring to things like fostering a sense of community, developing a sense of togetherness based on shared ideals and principles of fairness, putting an emphasis on collaboration, mutual assistance, and teamwork, and joining together. The findings of this research provide credence to the findings of previous studies (Dewanggana et al., 2016; Princess, 2017), which show that organizational commitment has a favorable and significant impact on an employee's level of productivity at work. (Labbase et al., 2020) comes to the same conclusion, stating that organizational commitment has a favorable and significant effect on the work performance of PT. Indonesian Ship Industry (Persero) in Makassar City. This conclusion is also supported by the previous statement.

CONCLUSION

It is possible to draw the following conclusion after reviewing the findings of the analysis and having the conversation that was mentioned earlier: the variables of Motivation and Organizational Commitment have a positive and significant effect on the Work Performance of Employees at Makassar Multi-Key Stores in Part. The findings of the study simultaneously demonstrate that Organizational Motivation and Commitment have a favorable and significant effect on the Work Performance of Employees at the Makassar Multi-Key Store. When it comes to Employee Performance at the Makassar Multi-Key Store, the motivation element is the most important variable to consider.

Things that boost employee motivation at work, such as appreciation for work done in

completing tasks that can improve employee performance in a firm, should be paid attention to by companies. One such thing is that gratitude for work done in completing such tasks should be given. 2. There should be an increase in the organizational commitment of workers and workers, so that workers and workers are content to continue working for a company. 3. It is anticipated that future study will be able to investigate other variables that are not included in the variables that were researched in order to generate results that are more varied and that can affect the performance of employees. 4. Additional research can be conducted by refining the factors that were investigated in this study into more granular levels.

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