



PPKM DESIGN (EFFECT OF WORK ACHIEVEMENT AND MOTIVATION) ON HR PROCESSING

Ibrahim Paneo

Universitas Muhammadiyah Gorontalo

Email: Ibrahimpaneo@gmail.com

Article history:	Abstract:
Received: 6 th October 2021 Accepted: 7 th November 2021 Published: 17 th December 2021	The design of PPKM (Effect of Work Achievement and Motivation) In HR Processing, employees must have human resources in order to make reliable and professional human resources and achieve organizational goals. In addition, it can increase and improve the capacity of people, their contributions and skills and develop high-performance work systems that include rigorous recruitment and selection procedures, performance-dependent compensation and incentive systems, management development and related training activities. In this study using qualitative methods and data collected by reviewing the results of previous research techniques.

Keywords: Work Performance, Human Resource Management Motivation HR

INTRODUCTION

Human resources are the main and most important asset for companies who are planners and active actors in various activities in an organization, they have thoughts, feelings, desires, status, and educational backgrounds that are brought into an organizational environment of the company. To make human resources reliable and professional, of course, it is necessary to have a good management and motivation system for human resources. So the need for PPKM Design (Effect of Work Performance and Motivation) in HR Processing. So it can be seen from the results of previous studies, namely, the results of Handoko's (2008) research show that employee performance is basically a description of the employee's ability to handle each job, the high and low employee performance can be judged by the employee's ability to produce a job that is in accordance with the standards. which has been set.

In research (Subari, S., & Riady, H, 2015) that training has a positive and significant effect on employee performance. These results indicate that the more often employees participate in training that is appropriate to their work, the higher the performance of the employees themselves. Research results (Kusuma, Musadieq, & Nurtjahjono, 2015) are that if the training method is adapted to the conditions and demands of the job, it will be able to create employees who have the competencies desired by the company, to achieve company goals.

The results of Gruenberg's research (1980) found that close and mutually supportive relationships with coworkers and supervisors are very important and have a strong relationship with job satisfaction and have nothing to do with workplace conditions and types of work. The results of research (Widijanto, 2017) show that motivation only acts as a motivator for employees to be even more active at work, and if employees are given positive motivation by the leadership, employees will feel appreciated so that at work employees will feel happy.

RESEARCH METHODS

The research approach that will be used in this research is a qualitative approach. This qualitative approach is a research procedure that produces descriptive data in the form of words, writing or verbally based on existing studies. This approach aims to gain an understanding in the Design of PPKM (Effect of Work Performance and Motivation) in Human Resource Processing.

RESULTS AND DISCUSSION

In the discussion of this article, it is focused on efforts to discuss the Design of PPKM (Effect of Work Achievement and Motivation) in the management of Human Resources. This study involved five journalist informants who have different research and have the same goal. The following is an explanation of previous research as follows:

According to Handoko (2008:75) explains that employee performance is basically a description of the employee's ability to handle each job, the high and low employee performance can be assessed by the employee's ability to produce a job in accordance with predetermined standards. Knowing the performance of employees is very necessary for the organization, because then the organization will be able to measure the extent to which the organization can work to achieve its goals. Organizations can also assess whether employees are able to carry out their duties and have achieved the set results or not. That way, the organization will be able to evaluate and make further plans. To achieve this goal, human resource management must carry out several groups of activities that are all interrelated and related, as happens

in the organizational context including: human resource planning, compensation and health benefits , safety and security, employee and teacher relations (Rahmat, 2021:45).

According to research results (Kusuma, Musadieg, & Nurtjahjono, 2015) that if the training method is adapted to the conditions and demands of the job, it will be able to create employees who have the competencies desired by the company, to achieve company goals. the ability and knowledge of employees, even the abilities and knowledge that employees get must make them experts in carrying out their duties, because expertise is specific and focused.

According to Subari, S., & Riady, H, (2015). Training has a positive and significant effect on employee performance. The more often employees attend training that is in accordance with their work, the more the performance of the employees themselves will be. The managerial implication of this research is that if the quantity and quality of training is getting better and improved, it will indirectly improve employee performance, and give employees the freedom to follow the type of training according to their respective interests.

According to Gruenberg's (1980) research results, it was found that a close and mutually supportive relationship with coworkers and supervisors is very important and has a strong relationship with job satisfaction and has nothing to do with workplace conditions and type of work. Leadership style can affect the increase in job satisfaction towards a higher level. The positive and significant cause of the influence of leadership style on job satisfaction is because the leadership always provides opportunities for employees to ask questions about work problems that are considered really important so that it has an impact on high employee job satisfaction in completing work. . (Rahmat, 2021:45) There are several things that need to be considered so that leadership can play a good role, including:

1. The main basis for leadership effectiveness is not the appointment or appointment, but the acceptance of others for the leadership concerned.
2. Leadership effectiveness is reflected in the ability to grow and develop.
3. Leadership effectiveness requires the ability to read situations
4. A person's behavior is not formed just like that, but through growth and development.
5. A dynamic and harmonious organizational life can be created if each member is willing to adjust their way of thinking and acting to achieve organizational goals.

The results of research (Widijanto, 2017) show that motivation only acts as a motivator for employees to be even more active at work, and if employees are given positive motivation by the leadership, employees will feel appreciated, so employees will feel happy at work. So that employees must attend training that is in accordance with their work, it will improve the performance of the employees themselves. employee performance can be increased to a greater extent by increasing employee training.

CONCLUSION

Based on the results of the analysis that has been observed from previous researchers who discuss the Design of PPKM (Effect of Work Achievement and Motivation) in the management of Human Resources, it can be concluded that employee performance is basically a picture of the ability of employees to handle each job, the level of employee performance can be judged on the ability employees in producing a job in accordance with the standards set. Then motivation is also an important thing that will make employees motivated to do something more than before. Besides that, motivation will provide motivation to employees so that they want to work according to what is targeted.

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