

The Influence of Motivation and Job Satisfaction on Employee Performance at the Immigration Office 1 Makassar

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Article History

Received on 01 August 2025

1st Revised on 04 August 2025

2nd Revised on 21 August 2025

3rd Revised on 10 September 2025

Accepted on 23 September 2025

Abstract

Purpose: This study analyzes the effect of work motivation and job satisfaction on employee performance at Class I Immigration Office TPI Makassar. Increasing public demand and dynamic service transformation require continuous improvement in service quality.

Research/Methodology: This study used an explanatory quantitative design with a saturated sample of 40 employees. Data were collected using structured Likert-scale questionnaires and analyzed using partial and simultaneous regression tests.

Results/findings: Descriptive analysis categorized work motivation, job satisfaction, and performance as “good.” The partial test revealed that work motivation had no significant effect on performance, whereas job satisfaction had a significant positive effect. Simultaneously, motivation and satisfaction significantly influenced employee performance.

Conclusions: Job satisfaction exerts a stronger influence than motivation on performance at the Immigration Office. Improvements in the work environment, recognition, and career development are likely to enhance employee outcomes.

Limitations: The small sample size from a single government office limits the generalizability of the findings. Broader comparative research across institutions is recommended to strengthen external validity.

Contributions: This study adds to the public sector human resource management literature by highlighting the greater impact of job satisfaction over motivation in shaping performance. It offers practical guidance for leaders to prioritize satisfaction-driven strategies to optimize employee performance.

Keywords: *Job Satisfaction, Motivation, Performance*

How to Cite: Deky, D., Baharuddin, B., & Gunadi, H. (2026). The Influence of Work Motivation and Job Satisfaction on Employee Performance at Class I Immigration Office Makassar. *Studi Ilmu Manajemen dan Organisasi*, 7(1) 111-122.

1. Introduction

In the era of globalization and increasingly dynamic public service transformation, public expectations of the quality of government services continue to rise. The Class I Immigration Office TPI Makassar, as one of the strategic units under the Directorate General of Immigration, bears a significant responsibility for delivering excellent public services. These services include passport issuance, residence permit administration, and foreign nationals' supervision. The high complexity of these tasks requires employees to be not only professional but also responsive to the public's needs.

However, empirical evidence indicates that challenges to employee performance remain substantial. According to the 2024 report from the Regional Office of the Ministry of Law and Human Rights of South Sulawesi, there has been an increase in public complaints regarding slow service and less communicative staff behavior. Additionally, high absenteeism and declining work enthusiasm suggest

underlying issues related to employee motivation and satisfaction. These conditions highlight the need for systematic efforts to understand the psychological factors influencing employee performance.

Theoretically, motivation and job satisfaction have long been recognized as key determinants of performance improvement ([Almaida & Purnomo, 2021](#)). Work motivation functions as an internal drive to achieve organizational goals, whereas job satisfaction reflects employees' positive feelings toward their work ([Robbins & Judge, 2017](#)). Previous studies, such as those conducted by [Madaniah, Rusyandi, and Hayati \(2022\)](#), [Pristiyanti \(2016\)](#), [Wijaya and Prawitowati \(2023\)](#), found a significant relationship between motivation, job satisfaction, and performance. However, most of these studies focus on the private sector, leaving limited empirical evidence in the public sector, particularly in institutions with high service demand.

In addition, the transformation of public services in the digital era has significantly reshaped service users' expectations, requiring government institutions to adopt more efficient, transparent, and responsive service systems. This transformation places greater pressure on employees to continuously improve their competency, adaptability, and service orientation. Consequently, employee performance is no longer determined solely by technical skills but also by psychological factors such as motivation and job satisfaction, which influence how employees respond to organizational demands and public expectations.

Furthermore, in the context of public sector organizations, the relationship between motivation, job satisfaction, and performance is often more complex than in the private sector. Bureaucratic structures, rigid regulations, and limited financial incentives may weaken the direct influence of motivation on employees' performance. In contrast, job satisfaction derived from factors such as the work environment, recognition, and organizational support tends to play a more dominant role in sustaining employee performance over time. This indicates the need for a more contextual understanding of human resource management practices within public institutions.

Previous studies have widely examined the relationship between motivation, job satisfaction, and performance; however, most empirical evidence is still dominated by the private sector. Studies on government institutions, particularly those with high public service intensity, such as immigration offices, remain limited. This gap highlights the importance of conducting research that specifically explores how these variables interact in the public sector environment. Therefore, this study is expected to provide a more comprehensive understanding of the dynamics between motivation, job satisfaction, and employee performance in public-service institutions. By focusing on the Class I Immigration Office TPI Makassar, this research not only contributes to the academic literature but also offers practical insights for policymakers and organizational leaders in improving employee performance through more effective human resource management strategies.

Based on this research gap, this study aims to analyze the influence of motivation and job satisfaction on employee performance at Class I Immigration Office TPI Makassar. The novelty of this research lies in its context within the public sector, especially in immigration institutions that play a strategic role in public services. Academically, this study is expected to enrich the literature on human resource management in government institutions. Practically, the findings can serve as a basis for leaders to formulate strategies to enhance motivation and job satisfaction to optimize employee performance.

2. Literature Review and Hypothesis Development

2.1 Human Resource Management

According to [Pohan and Yosepha \(2025\)](#), Human Resource Management [Mohrman, Cohen, and Morhman Jr \(1995\)](#) involves planning, organizing, directing, and controlling the procurement, development, compensation, integration, maintenance, and separation of employees to achieve organizational, individual, and societal goals. [Amarullah, Maisah, and Fadlilah \(2023\)](#) emphasized that human resources are the only resources that possess feelings, desires, skills, knowledge, and motivation, which significantly influence organizational goal achievement. These definitions highlight that HR

management is not merely administrative but also involves dynamic human potential development. Therefore, organizational performance is highly dependent on effective HR management.

From an analytical perspective, Human Resource Management [Mohrman et al. \(1995\)](#) plays a strategic role in aligning organizational goals with employee capabilities. In the context of public sector institutions, such as the Immigration Office, HRM is concerned with administrative functions and developing employee competence, discipline, and service orientation. Effective HRM practices enable organizations to optimize employee potential through structured planning, training, and performance evaluation. Furthermore, HRM in public institutions faces unique challenges, including bureaucratic rigidity, limited flexibility and high public accountability. Therefore, HRM must adopt a more adaptive and human-centered approach to ensure that employees remain motivated, satisfied, and capable of delivering high-quality public service. This reinforces the idea that organizational success is highly dependent on how well human resources are managed and empowered

2.2 Motivation

[Fariz, Setiadi, and Rahayu \(2025\)](#) define motivation as the drive and effort to satisfy needs or achieve goals, creating work enthusiasm that enables individuals to work effectively and efficiently. Motivation consists of internal and external dimensions, reflecting the interaction between intrinsic (needs and perceptions) and extrinsic (work environment, colleagues, and leadership) factors. Critically, motivation theories suggest that work drive is not solely derived from financial incentives but also from the need for self-actualization, recognition, and social relationships. Therefore, public organizations must balance intrinsic and extrinsic motivation strategies to maintain optimal employee performance.

Motivation can be understood as a critical driver influencing employee behavior and performance outcomes. In public sector organizations, motivation is often shaped more by intrinsic factors such as recognition, job meaningfulness, and opportunities for self-development rather than by purely financial incentives. This reflects the nature of public service, where employees are expected to maintain professionalism despite limited extrinsic rewards. Moreover, the effectiveness of motivation depends on how well organizations design systems that support both intrinsic and extrinsic needs of employees. If motivation is not supported by organizational factors such as fair policies, supportive leadership, and career development opportunities, its impact on performance may be limited or unsustainable. Therefore, motivation should not be viewed as a standalone factor but as part of an integrated human resource management strategy that influences employee engagement and productivity.

2.3 Job Satisfaction

[Robbins and Judge \(2017\)](#) define job satisfaction as a pleasant or unpleasant emotional state in evaluating one's job. It reflects both positive and negative attitudes toward the work. [Jumani and Rianto \(2023\)](#) add that high satisfaction leads to positive attitudes, whereas dissatisfaction encourages negative behavior. Literature analysis indicates that job satisfaction can act as a mediating variable between organizational factors (work environment, compensation, and career opportunities) and performance outcomes. This is particularly important in public bureaucracy, where satisfaction is often overlooked because of a focus on formal regulations.

Job satisfaction plays a fundamental role in shaping employees' attitudes and behaviors toward their work. In the public sector, job satisfaction is often influenced by non-financial aspects, such as the work environment, interpersonal relationships, organizational support, and perceived fairness. Employees who experience high levels of job satisfaction tend to demonstrate stronger commitment, higher productivity, and better quality of service. Job satisfaction serves as a stabilizing factor that sustains employee performance over time. While motivation may trigger initial efforts, job satisfaction ensures continuity and consistency in performance. This is particularly relevant in bureaucratic institutions, where routine tasks and administrative pressures reduce employee enthusiasm. Therefore, improving job satisfaction is essential for maintaining long-term organizational effectiveness and reducing negative outcomes, such as absenteeism and low engagement.

2.4 Performance

[Ananda \(2023\)](#) defines performance as the quality and quantity of work achieved by employees according to their responsibilities. Performance is multidimensional and is influenced by various factors, such as ability, motivation, environment, and evaluation systems. From an analytical perspective, performance should be assessed not only based on output but also on work behavior (effort) and attitudes toward the organization. This is especially relevant in the public sector, which emphasizes integrity and public service beyond quantitative goals. Employee performance is a multidimensional construct that reflects not only the outcomes of work but also the processes and behaviors that underlie those outcomes.

In public service organizations, performance is closely linked to service quality, accountability, and responsiveness to public requirements. Therefore, performance assessment should consider both quantitative outputs and qualitative aspects, such as work attitude, cooperation, and integrity. Furthermore, performance is influenced by a combination of individual and organizational factors, including motivation, job satisfaction, competence, and the work environment. A comprehensive understanding of performance requires an integrated approach that considers these factors. In the context of the Immigration Office, improving employee performance is essential for enhancing public trust and ensuring effective service delivery. Thus, performance should be viewed as a reflection of both individual effort and organizational support.

2.5 The Effect of Work Motivation and Job Satisfaction on Employee Performance

[Rahmawani and Syahril \(2021\)](#) show that motivation and job satisfaction are key determinants of employee performance. Recent studies by [Saragih and Sari \(2025\)](#), [Srivastav, Habil, Thakur, and Kharya \(2024\)](#), and [Wang, Luan, and Ma \(2024\)](#) confirm a positive relationship between motivation, satisfaction, and performance. However, most studies have been conducted in the private sector, with limited research on public bureaucracy. A critical analysis suggests that motivation acts as an initial driving factor, but without job satisfaction, its effect is unsustainable. Job satisfaction strengthens the impact of motivation, particularly on long-term work behaviors. Therefore, studies in the public sector are essential because of bureaucratic characteristics such as strict regulations, administrative burdens, and limited financial incentives.

2.6 The Effect of Work Motivation on Employee Performance

[Sirait, Satriawan, and Dewi \(2025\)](#) emphasize that performance achievement is determined by ability and motivation. Contemporary studies [Hays \(2025\)](#), [Elamalki, Kaddar, and Beniich \(2024\)](#), [Wang et al. \(2024\)](#) indicate that intrinsic motivation (learning, achievement, recognition) has a stronger impact than extrinsic motivation. This is particularly relevant in public organizations, where financial incentives are limited, making intrinsic motivation and organizational support dominant factors. Thus, work motivation significantly influences employee performance, particularly through work engagement.

2.7 The Effect of Job Satisfaction on Employee Performance

Several studies [Gazi, Yusof, Islam, Amin, and Senathirajah \(2024\)](#); [Nilasari, Risqiani, Nisfiannoor, and Leon \(2024\)](#); [Srivastav et al. \(2024\)](#); [Yang, Obrenovic, Kamotho, Godinic, and Ostic \(2024\)](#) confirm that job satisfaction improves performance through increased engagement, psychological capital, and employee loyalty. Analytically, job satisfaction affects individuals and reduces turnover, absenteeism, and counterproductive behaviors. Therefore, public organizations must manage satisfaction factors, such as fair compensation, work environment, and career opportunities.

2.8 Hypotheses

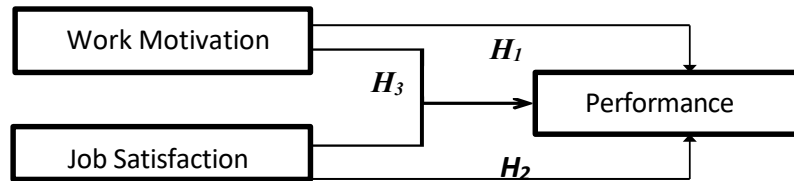


Figure 1. Theoretical framework

The hypotheses of this study are as follows:

H_1 : Work Motivation (X_1) has a significant effect on Employee Performance (Y)

H_2 : Job Satisfaction (X_2) has a significant effect on Employee Performance (Y)

H_3 : Work Motivation (X_1) and Job Satisfaction (X_2) simultaneously have a significant effect on Employee Performance (Y)

3. Methodology

This study used a quantitative approach with explanatory research. This approach aims to explain the causal relationships between variables through empirical hypothesis testing. The population of this study consisted of all employees of the Class I Immigration Office TPI Makassar, totaling 40 people. Owing to the relatively small number, a saturated sampling (census sampling) technique was used, meaning that the entire population was used as the sample (Sugiyono, 2019). Primary data were obtained through a questionnaire using a 5-point Likert scale (1 = strongly disagree to 5 = strongly agree).

Table 1. Research variables and indicators

Variables	Indicators	Source	Scale
Work Motivation	Physiological needs, safety, social, esteem, self-actualization; motivator & hygiene factors	(Robbins & Judge, 2017)	Likert (1–5)
Job Satisfaction	Satisfaction with work, salary, promotion, coworkers, supervisors	(Sari & Basukianto, 2022)	Likert (1–5)
Employee Performance	Work quality, quantity, timeliness, attendance, cooperative attitude	(Nabawi, 2019)	Likert (1–5)

4. Results and Discussion

4.1 Results

4.1.1 Validity Test

Table 2. Validity test

No	Item	r-count	r-table	Significance	Description
1	$X.1$	0.400	0.312	0.05	valid
2	$X.2$	0.716	0.312	0.05	valid
3	$X.3$	0.599	0.312	0.05	valid
4	$X.4$	0.705	0.312	0.05	valid
5	$X.5$	0.746	0.312	0.05	valid
6	$X.6$	0.576	0.312	0.05	valid
7	$X.7$	0.599	0.312	0.05	valid
8	$X.8$	0.603	0.312	0.05	valid
1	$X_{1.1}$	0.543	0.312	0.05	valid
2	$X_{1.2}$	0.563	0.312	0.05	valid
3	$X_{1.3}$	0.668	0.312	0.05	valid
4	$X_{1.4}$	0.457	0.312	0.05	valid
5	$X_{1.5}$	0.666	0.312	0.05	valid
6	$X_{1.6}$	0.65	0.312	0.05	valid

7	$X_{1.7}$	0.655	0.312	0.05	valid
8	$X_{1.8}$	0.657	0.312	0.05	valid
1	$Y_{1.1}$	0.657	0.312	0.05	valid
2	$Y_{1.2}$	0.752	0.312	0.05	valid
3	$Y_{1.3}$	0.615	0.312	0.05	valid
4	$Y_{1.4}$	0.551	0.312	0.05	valid
5	$Y_{1.5}$	0.623	0.312	0.05	valid
6	$Y_{1.6}$	0.572	0.312	0.05	valid
7	$Y_{1.7}$	0.525	0.312	0.05	valid
8	$Y_{1.8}$	0.481	0.312	0.05	valid

Table 2 shows the results of the validity test, which show that all question items for the variables of work motivation, job satisfaction, and employee performance have correlation values (r-count) greater than the r-table value (0.312 with $n = 40$, $df = 38$). This means that each question item was declared valid and capable of measuring the intended variable. According to [Sugiyono \(2019\)](#), a research instrument is considered valid if the item-total correlation value is greater than the r-table value at a given significance level. The fulfilled validity indicates that the questionnaire instrument in this study can measure the concepts of motivation, job satisfaction, and employee performance properly. A good validity test is an important basis for ensuring that the collected data reflect the actual conditions of respondents so that the analysis results can be trusted.

4.1.2 Reliability Test

Table 3. Reliability test

Reliability Statistics	
Cronbach's Alpha	N of Items
.920	24

Table 3 shows the results of the reliability test using Cronbach's alpha method, which shows that all variables (work motivation, job satisfaction, and employee performance) have alpha values greater than 0.600. This proves that the research instrument is reliable or consistent, meaning that if it is used in similar studies under the same conditions, it will provide stable results. According to [Nunnally \(1978\)](#), a Cronbach's alpha value ≥ 0.60 is sufficient for exploratory research, whereas for confirmatory research, a value above 0.70 is recommended. Thus, the reliability value in this study met the minimum acceptable standard. Previous research support is provided by [Ghozali \(2018\)](#), who states that good instrument reliability indicates internal consistency among question items, so the data obtained can be trusted for further analysis.

4.1.3 Normality Test

Table 4. Normality test

One-Sample Kolmogorov-Smirnov Test			
		Unstandardized Residual	
N		40	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	2.15714006	
Most Extreme Differences	Absolute	.131	
	Positive	.131	
	Negative	-.108	
Test Statistic		.131	
Asymp. Sig. (2-tailed) ^c		.081	
Monte Carlo Sig. (2-tailed) ^d	Sig.	.083	
	99% Confidence Interval	Lower Bound	.076
		Upper Bound	.090

a. The test distribution was normal.

b. Calculated from data.

The purpose of the normality test was to determine whether the data used were normally distributed using the Kolmogorov-Smirnov test. Table 4 shows that the significance level Sig. (2-tailed) is $0.027 > 0.05$, indicating that the data are normally distributed; therefore, the assumption of normality is fulfilled. According to [Ghozali \(2018\)](#), if the Kolmogorov-Smirnov significance value is greater than 0.05, the data are normally distributed, whereas a value less than 0.05 indicates non-normality. Data normality is important because it is a basic requirement for linear regression analysis.

4.1.4 Multicollinearity Test

Table 5. Multicollinearity test

Model		Collinearity Statistics	
		Tolerance	VIF
	Work Motivation	.905	1.105
1	Job Satisfaction	.905	1.105

a. Dependent variable: employee performance

Table 5 shows that no variable has a VIF value greater than 10, and no tolerance value is less than 10%. Therefore, it can be concluded that the model is free of multicollinearity symptoms. This result is in line with [Hair, Risher, Sarstedt, and Ringle \(2019\)](#), who state that the absence of multicollinearity makes the regression model more stable and allows a more accurate interpretation of the influence of each independent variable on the dependent variable.

4.1.5 Heteroscedasticity Test

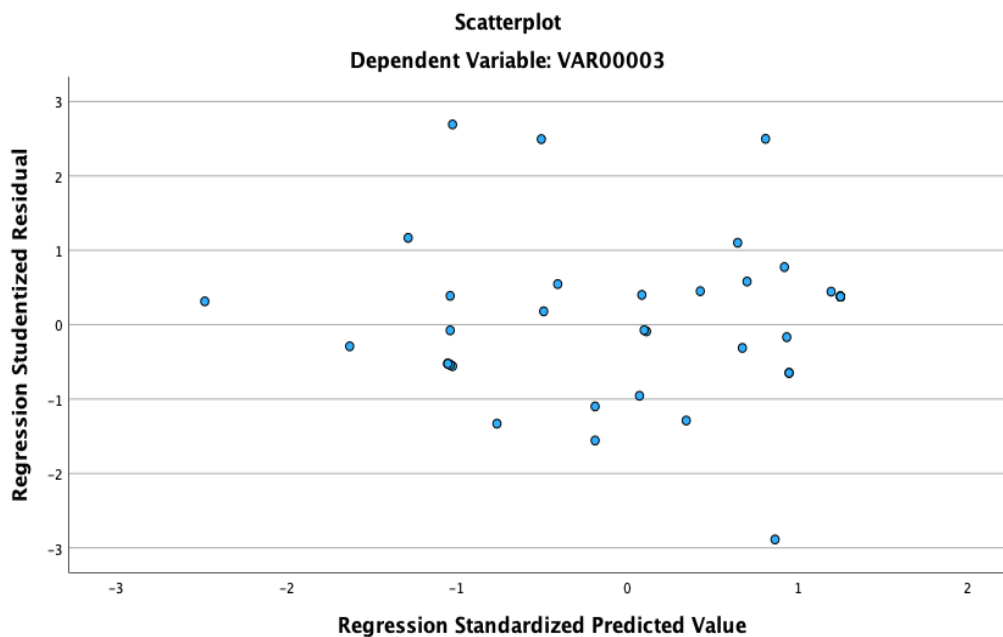


Figure 2. Heteroscedasticity test

Figure 2 shows the heteroscedasticity test, which indicates that the points do not form a particular or clear pattern and are spread above and below zero on the Y-axis, indicating that heteroscedasticity does not occur. Thus, the assumptions of normality, multicollinearity, and heteroscedasticity in the regression model were fulfilled. According to [Ghozali \(2018\)](#), heteroscedasticity occurs if the residuals have a non-constant variance, indicated by a specific pattern in the scatterplot. If no pattern is observed and the points are randomly distributed, the homoscedasticity assumption is met. Previous research by [Nachrowi and Usman \(2006\)](#) also confirm that the absence of heteroscedasticity is important to ensure that the regression model produces efficient parameter estimates.

4.1.6 Coefficient of Determination

Table 6. Coefficient of determination

Predictors: (Constant)				
Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.773 ^a	.598	.576	2.215
a. Predictors: (Constant), Performance, Satisfaction				

Table 6 shows calculation results show that the coefficient of determination (R^2) obtained is 0.598. This means that 59.8% of the effectiveness of the independent variables, motivation and job satisfaction, can be explained by the dependent variable, employee performance, while the remaining 40.2% is explained by variables not examined in this study. According to [Ghozali \(2018\)](#), the higher the R^2 value, the better the ability of the independent variables to explain the dependent variable. However, a very high value may also indicate the possibility of multicollinearity.

4.1.7 t-Test

Table 7. t-Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.870	3.793		2.338	.025
	Motivation	.036	.069	.057	.522	.605
	Satisfaction	.722	.105	.754	6.880	<.001
a. Dependent Variable: Performance						

Table 7 shows test results using SPSS show that for variable X_1 (Work Motivation), the t-value is 0.522, while the t-table value is 2.026 (with $n = 40$, $k = 3$, so $df = 37$) and a significance level of 0.025. Using a significance level of 0.05, the significance value was smaller than 5%, which means H_0 was rejected and H_a was accepted. Thus, the first hypothesis is accepted as true. Meanwhile, for variable X_2 (Job Satisfaction), the t-value is 6.880, while the t-table value is 2.026 (with $n = 40$, $k = 3$, so $df = 37$) and a significance level of 0.025. Using a significance level of 0.05, the significance value was below 5%, which means H_0 was rejected and H_a was accepted. Thus, the second hypothesis is accepted as true.

4.1.8 F-Test

Table 8. F-test

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	270.123	2	135.062	27.537	<.001 ^b
	Residual	181.477	37	4.905		
	Total	451.600	39			
a. Dependent Variable: Employee Performance						
b. Predictors: (Constant), Motivation, Satisfaction						

Table 8 shows the test of the influence of independent variables simultaneously on the dependent variable, which was conducted using the F-test. The statistical results show that the F-value is 27.537, while the F-table value is 3.25 ($df = 2$; $df_2 = 37$; $\alpha = 0.05$) with a significance value of $0.001 < 0.05$. This means that work motivation and job satisfaction significantly affect employee performance.

4.2 Discussion

4.2.1 The Effect of Work Motivation and Job Satisfaction on Employee Performance

The F-test shows that work motivation and job satisfaction have a significant effect on employee performance. This finding is consistent with the study by [Putri, Brasit, and Toaha \(2023\)](#), who found that both variables have a positive and significant effect on employee performance at the Class II Immigration Office TPI Parepare. Another study conducted at the Barombong Makassar Maritime Polytechnic by [Sahariani, Imran, and Khair \(2024\)](#) also found that the combination of work motivation and job satisfaction significantly improves civil servant performance. In the context of the Class I Immigration Office TPI Makassar, the F-test results reinforce the conclusion that motivation, which drives intrinsic encouragement, combined with job satisfaction that enhances loyalty, commitment, and the quality of public services, collectively contributes significantly to improving the organizational performance.

4.2.2 The Effect of Work Motivation on Employee Performance

The t-test shows that work motivation significantly affects employee performance. This result is consistent with the findings of [Oktaviannur \(2023\)](#), who reported that work motivation has a positive and significant effect on employee performance at the Population and Civil Registration Office of Lampung Province. In addition, research by [Iqramawati, Syamsuddin, Anwar, and Basir \(2024\)](#) found that work motivation significantly affects performance at the Population and Civil Registration Office of Majene Regency, with a coefficient of determination of 77% and a t-value greater than the t-table. However, in the context of the Class I Immigration Office TPI Makassar, work motivation in this study does not have a significant effect because some employees tend to work based on routine task demands rather than on intrinsic motivation. In addition, suboptimal compensation and limited career development opportunities weaken the effect of motivation on performance.

4.2.3 The Effect of Job Satisfaction on Employee Performance

The t-test shows that job satisfaction significantly affects employee performance. This finding is consistent with that of [Putri et al. \(2023\)](#), who found that job satisfaction has a positive and significant effect on employee performance at the Class II Immigration Office TPI Parepare. Employees who are satisfied with aspects of their work, work environment, and work relationships tend to exhibit improved performance and organizational productivity. Meanwhile, [Marzuki and Modding \(2023\)](#) at PT. Pelabuhan Indonesia Regional IV Makassar also confirms that job satisfaction has a positive and significant effect on employee performance. This is because job satisfaction effectively mediates the relationship between work culture, competence, and employee performance, thereby improving output quality and work effectiveness in public service environments. At the Class I Immigration Office TPI Makassar, job satisfaction significantly influences performance because employees who feel comfortable with compensation, interpersonal relationships, and the work environment demonstrate loyalty, sustained motivation, and professionalism in the public service. This condition directly drives the overall improvement of organizational performance.

5. Conclusions

5.1 Conclusion

Based on the results of this study, it can be concluded that work motivation does not have a significant effect on employee performance (H_1 is rejected). However, job satisfaction significantly affected employee performance (H_2 was accepted). Additionally, both work motivation and job satisfaction significantly affect employee performance, thus supporting the acceptance of hypothesis H_3 .

5.2 Research Limitations

This study had several limitations. First, it focused primarily on the Class I Immigration Office in Makassar, which may limit the generalizability of the findings to other organizations in Indonesia. Second, only work motivation and job satisfaction were considered as influencing factors, while other potential variables, such as employee ability and organizational culture, were not included in this study. These limitations suggest that the results should be interpreted with caution and may not fully reflect a broader context.

5.3 Suggestions and Directions for Future Research

To improve employee motivation, it is necessary to implement structured self-development programs as part of career development strategies. Future research could broaden the scope by including variables such as employee's ability to provide a more comprehensive understanding of the factors influencing performance. Future studies should explore the role of organizational culture and leadership styles in enhancing work motivation and job satisfaction.

Author Contributions

DD was responsible for the conceptualization, study design, data collection, manuscript drafting, and final approval. BB contributed to data analysis, manuscript revision, and supervision of the study. HG was involved in data analysis, interpretation of results, and manuscript revision.

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