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Judul artikel : Examining the Impact of Motivation on Employee Performance A Comprehensive Analysis of Influential Factors

Jurnal : Jurnal Ilmiah Manajemen dan Bisnis, 2023, Volume 8 No.2,

Penulis : Eko Budi Satoto

No.	Perihal	Tanggal
1	Bukti konfirmasi submit artikel dan artikel yang disbumit	16 Oktober 2023
2	Bukti konfirmasi review dan hasil review pertama	23 Oktober 2023
3	Bukti konfirmasi submit revisi pertama, respon kepada reviewer, dan artikel yang diresubmit	26 Oktober 2023
4	Bukti konfirmasi review dan hasil review kedua	9 November 2023
5	Bukti konfirmasi submit revisi kedua, respon kepada reviewer, dan artikel yang diresubmit	11 November 2023
6	Bukti konfirmasi artikel accepted	30 November 2023
7	Bukti konfirmasi artikel published online	25 Desember 2023

1. Bukti Konfirmasi Submit Artikel dan Artikel yang Disubmit (16 Oktober 2023)

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Thank you for bringing the similarity issue in the article to our attention. We apologize for any inconvenience caused. We can confirm that the article has not been submitted to any other journal. I have uploaded the revised article accordingly.

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Best regards,
Eko Budi

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4. Bukti konfirmasi review dan hasil review kedua (9 November 2023)

Dear Author's,

Thank you for submitting your revision to the Jurnal Ilmiah Manajemen dan Bisnis (JIMB). We have reviewed your revision and found that it is still not in compliance with JIMB's format, especially in the LITERATURE REVIEW section.

In the LITERATURE REVIEW section, we kindly request that you summarize it in the INTRODUCTION chapter. This is to make it easier for readers to understand the context and background of the study.

In addition, we also request that you review the points raised in the review, as well as the two attached files. These files contain feedback from JIMB reviewers for the improvement of your research paper.

Please revise your research paper to comply with JIMB's format and address the points raised in the review. The revised research paper can be submitted back to us by October, 13, 2023 .

Thank you for your attention and cooperation.

Sincerely,

JIMB EditorTeam

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5. Bukti konfirmasi submit revisi kedua, respon kepada reviewer, dan artikel yang diresubmit (11 November 2023)

Dear Editor,

I have made revisions according to the reviewer's suggestions, and the manuscript is now improved. Please re-evaluate the manuscript, and if further revisions are needed, kindly inform us.

Thank you for your consideration.

Sincerely,

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6. Bukti konfirmasi artikel accepted

(30 November 2023)

Messages

Note	From
Dear Author, Greetings, We are pleased to attach the LoA (Letter of Acceptance) for your article titled "Examining the Impact of Motivation on Employee Performance: A Comprehensive Analysis of Influential Factors ". Your article has been accepted for publication in the Jurnal Ilmiah Manajemen dan Bisnis (JIMB) Vol. [8] No. [2] Year [2023]. Thank you for entrusting JIMB to publish your scholarly work. We are confident that your article will make a valuable contribution to the advancement of science and technology. Thank you for your attention and cooperation. Sincerely, Luciana Spica Almilia 📄 almilia, JIMB_2023_LoA_007.pdf	almilia 2023-11-30 12:33 AM

LETTER OF ACCEPTANCE

October 16, 2023

Dear Authors,

On the behalf of the Call for Papers **Jurnal Ilmiah Manajemen dan Bisnis** December 2023, we are pleased to inform that your paper entitled:

Examining the Impact of Motivation on Employee Performance:
A Comprehensive Analysis of Influential Factors

Written by **Eko Budi Satoto**

Has been **ACCEPTED** and will be proceed to be published in **Jurnal Ilmiah Manajemen dan Bisnis** Volume 8 Number 2 2023.

We congratulate on your achievement. The technical issues about the publication will be informed later. Thank you very much h for participating in our journal.

Best Regards,
Head of Research and Journal Publication
Universitas Pendidikan Nasional

Ir. Adie Wahyudi Oktavia Gama S.T., M.T., I.P.M., ASEAN Eng.
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Examining the Impact of Motivation on Employee Performance: A Comprehensive Analysis of Influential Factors

Eko Budi Satoto
Universitas Muhammadiyah Jember

Keywords: Work Environment, Competency, Compensation, Motivation, Employee Performance

Abstract

Understanding the intricate factors influencing employee performance, encompassing the work environment, motivation, competencies, and compensation, is pivotal in effective human resource management. This comprehension aids companies in identifying areas for improvement, formulating robust human resource policies, fostering supportive work environments, and crafting compensation systems that optimally motivate employees, ensuring the organization's long-term success and sustainability. The primary objective of the study is a thorough investigation into the factors impacting employee performance, with motivation playing a key intermediary role. Employing a quantitative approach, the research utilizes Structural Equation Modelling (SEM) through Smart PLS version 3.0, focusing on personnel within the Public Relations Department of PT. XYZ. Findings reveal significant positive impacts of the work environment, competencies, and compensation on employee performance, with motivation exhibiting a significant negative influence. Interestingly, the study notes an insignificant negative impact of the work environment on motivation, contrasting with the positive effects of competencies and compensation on motivation. The study contributes theoretically by exploring motivation as an intervening factor in the real estate sector, offering practical insights for companies in the study location to make informed decisions about the work environment, competencies, compensation, and employee performance. Despite recognizing limitations, the study recommends future research to consider additional variables, enhancing the comprehensiveness of subsequent investigations.

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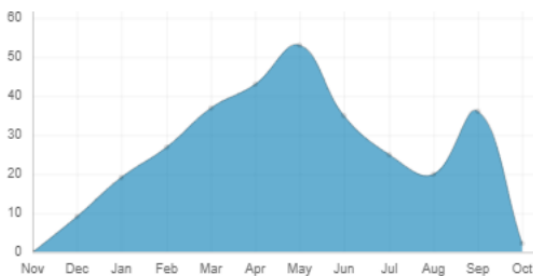
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