



The Effect of Quality of Work Life (QWL) and Motivation on Employee Performance at PT. Vulkatama Core

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Abstract, *The purpose of this study is to examine the influence of quality of work life variables and motivation on employee performance at PT. Inti Vulkatama Padang. The type in this study uses a quantitative method, data collection through the distribution of questionnaires to 51 respondents using total sampling, namely non-random sampling techniques. By using instrument test tests (validity test and reliability test), classical assumption test (normality test, multicollinearity test and heteroscedasticity test) then multiple linear regression and hypothesis test with the help of the SPSS application. The results of the study show that the quality of work life has a positive and significant effect on employee performance, motivation does not have a positive and significant effect on employee performance.*

Keywords: *employee motivation , performance, Quality of work life*

1. INTRODUCTION

Human Resources (HR) are valuable assets or investments that will be the main factor in determining the goals of an organization or company. Proper human resource management for an organization or company is the main factor and can bring maximum success. A superior company has strong HR and is able to compete in the global world, making the company more successful. (Mara Andra Pulungan, 2023)

This shows that HR management is the art of managing the relationship and role of the workforce in order to realize the goals of the company/educational institution effectively and efficiently. From the definition above, it can be concluded that human resource management is the art of managing or regulating the relationship between the workforce and its role through planning, recruitment, selection, development, maintenance, compensation, career, safety, health, and maintaining industrial relations until termination of employment and the use of human resources for humans to achieve individual, organizational and community goals. (Sidabutar et al., 2023)

Performance or commonly called performance, namely the result of what has been done or work achievements. But actually performance has a broader meaning, not only the results of what has been done, but also how the work process runs. Employee performance is influenced by many factors, factors from within themselves and from outside. Factors from within themselves are knowledge, skills, and competencies possessed, work motivation, personality, attitudes, and behaviors that have an influence on performance. Factors from outside themselves include the leadership style of superiors, relationships between employees,

and the quality of work life, the work environment where employees work. (Caissar et al., 2022)

Quality of work life is one of the factors that influences employee performance in a company. Quality of work life can increase the role and contribution of employee members to the organization. Therefore, serious attention is needed by organizational leaders in realizing quality of work life, because it will help organizations retain their best employees and can improve organizational performance. Quality of work life not only has an impact on employee performance, but also affects intrinsic motivation and job satisfaction. (Farmi et al., 2021)

Motivation is a concept that explains the strengths that exist within an individual to initiate and direct behavior where enthusiastic behavior is the result of a high level of motivation. Motivation does not only arise from external stimuli or encouragement, but can also arise from within a person which is called intrinsic motivation. (Farmi et al., 2021)

Motivation can be explained as the drive to have someone do well and high-performance traits. High needs are the drive that drives someone to strive towards predetermined goals, work hard to achieve success, and aspire to do something better than before. (Syahputra et al., 2023)

PT Inti Vulkatama, which is engaged in tire retreading, is located on Jalan Adinegoro No. 81 Padang, precisely in the Lubuk Buaya area. PT Inti Vulkatama was established in the form of a Limited Liability Company (PT) with deed of establishment No. 32 dated May 22, 1995 by Yani Indrawati Wibawa. SH who works as a notary in Padang City. Retreading is a process where bald tires are fitted with new treads through several procedures so that they can be reused. PT Inti Vulkatama uses a First In First Out (FIFO) processing system where the goods that come in first will be processed first.

Related to the importance of quality of work life and motivation on employee work performance, the researcher is interested and wants to conduct a study. Therefore, the researcher is interested and will conduct research at PT Inti Vulkatama Padang City with the title *The Influence of Quality of Work Life and Motivation on Employee Performance at PT Inti Vulkatama Padang City*

Hypothesis Development

The Effect of Quality of Work Life on Employee Performance at PT Inti Vulkatama, Padang City

Working relationships create a conducive quality of work life for the sake of organizational goals. Improving the quality of a person's work life can have a positive impact on increasing organizational job satisfaction, such as the level of absenteeism and employee performance. (Suriyana et al., 2020)

Quality of work life is a form of employee perception before getting to know life in the work environment that reflects the level of well-being, relatively satisfied and has the opportunity to grow and develop humanly. (Mardiansyah & Rusdiah, 2022)

Quality of work life has a positive and significant effect on employee performance, so that if the quality of employee work life is higher, the employee performance will also increase, and vice versa, if the quality of employee work life is low, the employee performance will decrease. (Hefni, 2022)

H1: Quality of work life has a positive and significant effect on employee performance at PT Inti Vulkatama, Padang City

The Effect of Motivation on Employee Performance at PT Inti Vulkatama, Padang City

Motivation is a power that arises from within a person and outside himself in raising all and perseverance to achieve something desired, if he has a strong drive from within himself and drives him outside himself (for example from the company), then he will be motivated to do something in return. The more motivation to work in a company, the more performance it will increase. (Falah & Ayuningtias, 2020)

Work motivation has a positive and significant effect on the performance of a company, the success of the company depends on the company's efforts to achieve effective and efficient sales goals. Every organization must carry out its duties in accordance with the needs of its employees, namely by providing the necessary workers to improve their work performance, providing the necessary work, fulfilling the needs, providing motivation, providing opportunities for employees to work together (Falah & Ayuningtias, 2020)

H2: Motivation has a positive and significant effect on employee performance at PT Inti Vulkatama, Padang City

2. RESEARCH METHODS

The research conducted is included in quantitative research, in this study the object is PT Inti Vulkatama Padang City. This study analyzes the effect of Quality Of Work Life (X1), Motivation (X2), on Employee Performance (Y). The population in this study were employees at PT Inti Vulkatama Padang City whose population was taken in 2023 as many as 51 people. In determining the sample in this study using the total sampling method, where the entire population, namely 51 employees, were used as samples.

To collect the information used in this study is in the form of primary data, namely data or information collected by researchers directly from the objects studied (Sugiyono, 2017). The questionnaire was given directly to employees of PT Inti Vulkatama Padang City or direct

interviews were conducted at the location of the object being studied. The research instruments used were validity and reliability tests. The data obtained were analyzed descriptively. Before conducting the hypothesis test, normality, heteroscedasticity, multicollinearity, and multiple linear regression analysis were tested. The hypothesis test in this study used the T Test.

3. RESULTS AND DISCUSSION

Results

The respondents in the study were employees of PT Inti Vulkatama. The questionnaire was distributed to 51 respondents. The profile of respondents in this study was based on gender, age and last education of each respondent.

Table 1 Description of Respondents Based on Gender

Jenis Kelamin	Jumlah Responden	Persentase
Laki-laki	46 Responden	90%
Perempuan	5 Responden	10%
Jumlah	51 Responden	100%

Sumber : Data Primer Diolah (2025)

Based on Table 1 above, the respondent profile can be seen based on gender. Based on this category, the most respondents are male, which is 46 people with a percentage of 90%, while the most are female, which is 5 people with a percentage of 5%. So it can be concluded that the employees working at PT. Inti Vulkatama Padang are mostly male. This is because men are more alert in doing their jobs.

Table 2 Description of Respondents by Age

Usia	Jumlah Responden	Persentase (%)
20-30 Tahun	0	0%
31-45 Tahun	23	45%
> 46 Tahun	28	55%
Jumlah	51	100%

Sumber : Data Primer Diolah (2025)

Based on Table 2 above, the respondent profile can be seen based on age. Based on this category, the most respondents are those aged >46 years, as many as 28 people, followed by respondents aged between 31 and 45 years, as many as 23 people. And there are no respondents aged between 20 and 30 years. This shows that at that age, the majority work at PT. Inti

Vulkatama Padang. Because these employees are permanent employees/senior workers at PT. Ini Vulkatama Padang.

Table 3 Description of Respondents Based on Education

Penndidikan	Jumlah Responden	Persentase (%)
SLTA	28	55%
D3	13	25%
S1	10	20%
S2	0	0%
Jumlah	51	100.0

Sumber : Data Primer Diolah (2025)

Based on table 3, it can be seen that employees working at PT. Sucofindo (Persero) Padang, have a high school/equivalent education of 28 people (55%), DIII (Diploma 111) education of 13 people (25%), Literature I (S1) education of 10 people (20%), and Literature II (S2) none (0%). It can be concluded that the majority of employees of PT. Sucofindo (Persero) Padang are high school/equivalent graduates.

1. Validity Test

The validity test aims to prove whether the questions in the questionnaire are able to measure the research variables accurately and precisely. The basis for making decisions for the validity test can be seen from the sig and R count values, if the sig value is greater ($>$) than 0.05 and the R count is greater than R table, then the processed data can be declared valid

Table 4 Validity Test of Employee Performance Variables (Y)

Item	Nilai <i>Corrected Item Total Correction</i>	Standar Pengukuran	Kesimpulan
Y1	0.733	0,3	Valid
Y2	0.659	0,3	Valid
Y3	0.730	0,3	Valid
Y4	0.708	0,3	Valid
Y5	0.734	0,3	Valid
Y6	0.712	0,3	Valid

Sumber : Data SPSS 27 (Data diolah tahun 2025)

Based on the results of the validity test in table 4 above, it can be explained or known that all items of each employee performance variable have a Corrected Item-Total Correlation

value ≥ 0.30 for each variable, so it can be concluded or interpreted that all items in the employee performance variable indicator are declared valid.

Table 5 Validity Test of Quality of Work Life Variable (X1)

Item	Nilai <i>Corrected Item Total Correction</i>	Standar Pengukuran	Kesimpulan
X1.1	0.763	0,3	Valid
X1.2	0.799	0,3	Valid
X1.3	0.760	0,3	Valid
X1.4	0.774	0,3	Valid
X1.5	0.792	0,3	Valid
X1.6	0.806	0,3	Valid
X1.7	0.800	0,3	Valid
X1.8	0.754	0,3	Valid
X1.9	0.765	0,3	Valid
X1.10	0.797	0,3	Valid

Sumber : Data SPSS 27 (Data diolah tahun 2025)

Based on the results of the validity test in table 4.5 above, it can be explained or known that all items of each leadership variable have a Corrected Item-Total Correlation value ≥ 0.30 for each variable, so it can be concluded or interpreted that all items in the Quality of work life variable indicator are declared valid.

Table 6 Validity Test of Work Motivation Variable (X2)

Item	Nilai <i>Corrected Item Total Correction</i>	Standar Pengukuran	Kesimpulan
X2.1	0.699	0,3	Valid
X2.2	0.756	0,3	Valid
X2.3	0.704	0,3	Valid
X2.4	0.746	0,3	Valid
X2.5	0.810	0,3	Valid
X2.6	0.684	0,3	Valid

Sumber : Data SPSS 27 (Data diolah tahun 2025)

Based on the results of the validity test in table 6 above, it can be explained or known that all items of each motivation variable have a Corrected Item-Total Correlation value of \geq

0.30 for each variable, so it can be concluded or interpreted that all items in the Motivation variable indicator are declared valid.

2. Reliability Test

The reliability test is intended to determine the extent to which the measurement results remain consistent which will be carried out statistically. The reliability test in this study uses the Cronbach's alpha technique. If the Cronbach's alpha value is > 0.60 , then the questionnaire can be said to be reliable, conversely if the Cronbach's alpha is < 0.60 , then the questionnaire in this study is not reliable.

Table 7 Reliability Test Results

Variabel	Cronbach's Alpha	Standart Nilai	Kesimpulan
<i>Quality of work life</i>	0.948	0,600	Realiablel
Motivasi Kerja	0.902	0,600	Realiablel
Kinerja Karyawan	0.892	0,600	Realiablel

Sumber : Data SPSS 27 (Data diolah tahun 2025)

For the reliability test, it can be seen that the Employee Performance variable has a Cronbach Alpha number of $0.892 >$ than 0.60 , so it can be said to be reliable. Quality Of Work Life has a Cronbach Alpha number of $0.948 >$ from 0.60 , so it can be said to be reliable. Motivation has a Cronbach Alpha number of $0.902 >$ from 0.60 , so it can be said to be reliable. This indicates that the employee performance variable, Quality Of Work Life and motivation, have a reliable questionnaire.

3. Normality Test

The normality test is carried out to provide data values in a group of data or variables, in explaining whether the distribution of the data is distributed or not. The normality test is made in the form of a Kolmogorov-Smirnov test with the aim of determining the normal distribution. A data can be called normally distributed if the result is ≥ 0.05 and if it is not normal then the result states ≤ 0.5 .

Table 8 Normality Test

Asymp. Sig. (2-tailed)	Alpha	Ket.
0.156	0,05	Terdistribusi Normal

Sumber : Data SPSS 27 (Data diolah tahun 2025)

From Table 8 In the table above with the One-Sample Kolmogorov-Smirnov Test, the results of the test show asymp. Sig Standardized residual is 0.156. It can be concluded that the

significance value is greater than alpha 0.05, thus indicating that the data is normally distributed.

4. Multicollinearity Test

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. If there is a correlation, then it is called a multicollinearity problem.

Table 9 Multicollinearity Test Results

Variabel Independen	Collinearity Statistics		Kesimpulan
	Tolerance	VIF	
<i>Quality of work life</i> (X1)	0.513	1.948	Tidak Terjadi Multikolinearitas
Motivasi Kerja (X2)	0.513	1.948	Tidak Terjadi Multikolinearitas

Sumber : Data SPSS 27 (Data diolah tahun 2025)

Based on the results of the multicollinearity test in the table, the tolerance value is >0.10 and the FIV value is <10 for the variables Quality of work life and Motivation. This shows that there is no multicollinearity in the regression model so that the data is said to be good and can be used for further testing.

5. Heteroscedasticity test

This test aims to test whether in the regression model there is inequality of variance from residuals from one observer to another. In this section, the method of detecting the presence or absence of heteroscedasticity symptoms is carried out using the Park test. If the relationship value in the standard residual square between times is not significant ($P > 0.05$) then it can be said that heteroscedasticity does not occur.

Table 10 Heteroscedasticity Test Results

Variabel	Sig.	Alpha	Keterangan
<i>Quality of work life</i> (X1)	0.814	0,05	Tidak terjadi heteroskedastisitas
Motivasi Kerja (X2)	0.471	0,05	Tidak terjadi heteroskedastisitas

Sumber : Data SPSS 27 (Data diolah tahun 2025)

Based on the heteroscedasticity test, it can be seen in the table above that the sig. value for all independent variables shows a number greater than 0.05, so it can be concluded that all independent variables in this study do not experience heteroscedasticity.

1. Multiple Regression Analysis Test

Multiple linear regression analysis can be used or functioned to determine the relationship between independent variables (free variables) and dependent variables.

Table 11 Multiple Linear Regression Test Results Coefficients^a

Keterangan	Coefficient
Constant	2.757
<i>Quality Of Work Life</i> (X1)	0.461
Motivasi (X2)	0.138

Sumber : Data SPSS 27 (Data diolah tahun 2025)

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

$$Y = 2.757 + 0.461 (X_1) + 0.138 (X_2) + e$$

The multiple linear regression equation above has the following meaning:

Based on the regression equation above, it can be interpreted as follows:

1. The constant of 2,757 units indicates that without the independent variables, namely Quality Of Work Life and Motivation, Employee Performance is constant at 2,757 units.
2. The regression coefficient value (b) of Quality Of Work Life (X1) obtained is positive, namely 0.461 units, indicating that every increase in the Quality Of Work Life variable by one unit will result in an increase in employee Performance of 0.461 units. This shows that if Quality Of Work Life increases, employee Performance will also increase.
3. The regression coefficient value (b) of motivation (X2) obtained is positive, namely 0.138 units, indicating that every increase in the Motivation variable by one unit will result in an increase in employee Performance of 0.138 units. This shows that if Motivation is increased, employee Performance will also increase.

6. Hypothesis Test (T-Test)

This test is used to determine whether or not the independent variable has a significant effect on the deeper variable partially or individually. In this study, the independent variables consisting of Wages and Incentives are said to have a significant effect or not on the deeper variable, namely Work Productivity (Y).

Table 12 Results of Regression Coefficient Calculation (T-Test)

Variabel Bebas	T Tabel	T hitung	Sig.	Kesimpulan
<i>Quality of work life</i> (X1)	2,010	8.376	.000	H ₁ diterima
Motivasi Kerja (X2)	2,010	1.501	.140	H ₂ ditolak

Sumber : Data SPSS 27 (Data diolah tahun (2025))

Based on the results of the partial t-test table above, the following can be done:

- a. The impact of the Quality of Work Life variable on Employee Performance (H1). The leadership variable (X1) has a positive and significant impact on employee performance at PT. Inti Vulkatama Padang. Therefore, the first hypothesis (H1) in this study is declared accepted.
- b. The impact of the Work Motivation variable on Employee Performance (H2). The work motivation variable (X2) has a negative and insignificant impact on employee performance at PT Inti Vulkatama Padang. Therefore, the second hypothesis (H2) in this study is declared rejected.

Discussion

The Influence of Quality of Work Life on Employee Performance at PT Inti Vulkatama Padang City

Based on the results of the first hypothesis test (H1), it was found that the Quality Of Work Life variable on Employee Performance at PT. Inti Vulkatama Padang. Where the t-count value is greater than the t table ($8.376 > 2.010$) and the significance value is smaller than the alpha value ($0.000 < 0.05$) So, in this study the first hypothesis (H1) in this study is accepted.

Regarding the relationship between Quality Of Work Life and employee performance, the statements above are in line with research conducted by (Hefni, 2022) that good Quality Of Work Life factor support can make employees feel appreciated both as humans and professionals, so that this has an impact on improving performance. Quality Of Work Life has a positive effect on employee performance so that if the implications of employee Quality Of Work Life are further improved, employee performance will also increase, and vice versa if the implications of employee Quality Of Work Life are low, employee performance will decrease.

The Influence of Motivation on Employee Performance at PT Inti Vulkatama Padang City

Based on the results of the second hypothesis test (H2), it was found that the work motivation variable on employee performance at PT. Inti Vulkatama Padang City. Where the t-count value is smaller than the t table ($1.501 < 2.010$) and the significance value is smaller than the alpha value ($0.002 < 0.05$). Therefore, in this study the second hypothesis (H2) in this study is rejected.

The results of this study are in accordance with the results of the study conducted (Nurhalizah & Oktiani, 2024) namely Work motivation does not have a positive and significant effect on employee performance. This means that motivation is not one of the variables that influences employee performance. Work motivation is a variety of encouragement in an effort to expand employees that affect efficiency and quality. The results of the study showed that work motivation has no positive and significant effect on employee performance at PT. Syncrum Logistics. Each motivation is not affected. Thus it can be concluded that work performance can provide benefits for the company and for the employees themselves. The benefits for employees of work performance can create a sense of satisfaction in themselves. For organizations, work performance can provide enormous benefits, because this method can provide convenience to the company, especially matters relating to organizational decision making in the process of achieving goals.

4. CONCLUSION

Based on the results of data analysis and discussion in the previous chapter, several things can be concluded, including:

1. Quality Of Work Life (X1) has a positive and significant effect on Employee Performance at PT. Inti Vulkatama Padang, so the conclusion is that the first hypothesis is accepted.
2. Motivation (X2) does not have a positive and significant effect on Employee Performance at PT. Inti Vulkatama Padang, so the conclusion is that the second hypothesis is rejected.

Suggestion

Based on the conclusions that the author has described and the implications that have been put forward previously, the efforts that the author can suggest so that the performance of PT. Inti Vulkatama Padang employees should be better in the future are:

1. Quality of Work Life at PT. Inti Vulkatama Padang should be given more attention to the work environment aspect in order to be able to increase the role and contribution of employee members to the organization. Therefore, serious attention is needed by organizational leaders in realizing the quality of work life, because it will help the organization in retaining their best employees and can improve organizational performance.
2. Work motivation at PT. Inti Vulkatama Padang is considered good and will be even better if motivation is increased again. Such as providing an explanation of the work done by employees.
3. For researchers who are interested in conducting similar research, it is expected to observe and explore further the problems that exist at PT. Inti Vulkatama Padang in particular and other objects in general by adding other variables that affect employee performance.

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