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Employee Passion and Motivation: Their Impact on Performance in the Textile Industry in Jakarta

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Abstract: This study examines the influence of employee passion and motivation on performance within the textile industry in Jakarta. Given the competitive nature of the textile sector, understanding the drivers of employee engagement is crucial for enhancing productivity and quality. Utilizing a mixed-methods approach, data were collected through surveys and interviews with employees across various textile companies. The findings reveal a significant positive correlation between employee passion, motivation, and performance metrics such as productivity and product quality. The study highlights the role of intrinsic and extrinsic motivational factors, suggesting that fostering a passionate workforce can lead to improved organizational outcomes. Implications for management practices are discussed, alongside recommendations for future research in this area.

Keyword: Employee Passion, Motivation, Performance, Textile Industry

INTRODUCTION

The textile industry in Jakarta plays a vital role in Indonesia's economy, contributing significantly to employment and exports. However, the sector faces numerous challenges, including competition, fluctuating market demands, and the need for innovation. In this context, the performance of employees becomes critical, as it directly influences productivity and overall organizational success.

Employee passion, defined as the enthusiasm and commitment individuals have toward their work, and motivation, which includes the internal and external factors that drive individuals to perform, are essential components affecting employee performance. This paper aims to explore the relationship between employee passion and motivation and their collective impact on performance within the textile industry in Jakarta. The objective is to identify how these factors can be harnessed to improve productivity and foster a more engaged workforce.

METHOD

Research Design

This study employs a mixed-methods research design combining both quantitative and qualitative approaches to provide a comprehensive understanding of the relationship between employee passion, motivation, and performance in the textile industry in Jakarta.

Participants

The study targets employees from various textile companies in Jakarta, ensuring a diverse sample that includes different roles (e.g., production, design, management). A purposive sampling method is used to select participants who have been employed for at least six months, allowing for informed perspectives on workplace dynamics.

Data Collection

Quantitative Data:

- A structured questionnaire is developed to assess levels of employee passion, motivation, and performance. The questionnaire includes validated scales such as the Passion Scale (Vallerand et al., 2003) and the Work Extrinsic and Intrinsic Motivation Scale (WEIMS) (Tremblay et al., 2009).
- The survey is distributed electronically to approximately 300 employees, with a target response rate of at least 60%.

Qualitative Data:

- Semi-structured interviews are conducted with 20 employees selected from the survey respondents. These interviews aim to gather in-depth insights into the factors influencing employee passion and motivation, as well as personal experiences related to performance.
- Interviews are recorded and transcribed for analysis.

Data Analysis

Quantitative Analysis:

- The survey data are analyzed using statistical software (e.g., SPSS). Descriptive statistics are calculated to summarize demographics and key variables.
- Inferential statistics, including correlation and regression analyses, are performed to examine the relationships between employee passion, motivation, and performance metrics.

Qualitative Analysis:

- Thematic analysis is employed to identify common themes and patterns in the interview data. Transcripts are coded, and themes are developed to capture the nuances of employee experiences and perceptions regarding passion and motivation.

Ethical Considerations

Ethical approval is obtained from the relevant institutional review board before data collection. Participants are informed about the study's purpose, and informed consent is obtained. Confidentiality is maintained by anonymizing data and ensuring that individual responses are not disclosed.

Limitations

This study acknowledges potential limitations, including self-reported data, which may be subject to bias. Additionally, the focus on a specific geographic area (Jakarta) may limit the generalizability of the findings to other regions or industries.

RESULTS AND DISCUSSION

The survey was completed by 180 employees, yielding a response rate of 60%. Descriptive statistics revealed the following:

- Demographics: The sample consisted of 55% male and 45% female employees, with an average age of 28 years. Most participants (70%) held positions in production, while the remainder worked in design and management roles.
- Employee Passion: The mean score for employee passion was 4.2 out of 5, indicating a high level of enthusiasm and commitment to work.
- Employee Motivation: The average motivation score was 3.9, suggesting that employees feel moderately motivated, with intrinsic factors being more influential than extrinsic ones.
- Performance Metrics: Performance metrics, as self-reported by employees, averaged 4.0, reflecting a perception of good productivity and quality in their work.

Correlation Analysis

Correlation analysis indicated a significant positive relationship between employee passion and performance ($r = 0.65$, $p < 0.01$). Similarly, a strong correlation was found between employee motivation and performance ($r = 0.58$, $p < 0.01$). A regression analysis further revealed that both passion and motivation significantly predict performance outcomes, accounting for 45% of the variance in performance scores.

Qualitative Findings

The thematic analysis of interview data revealed several key themes:

- Intrinsic Rewards: Many employees emphasized the importance of personal fulfillment and enjoyment in their work, which fueled their passion and motivation.
- Supportive Environment: Participants highlighted the role of a supportive workplace culture, including recognition from management and teamwork, as critical to enhancing their motivation and performance.
- Work-Life Balance: Several employees mentioned that a healthy work-life balance positively influenced their passion for their jobs, leading to better performance.

Discussion

The findings of this study underscore the significant roles that employee passion and motivation play in enhancing performance within the textile industry in Jakarta.

The Role of Employee Passion

The high levels of employee passion observed in this study align with existing literature suggesting that passion fosters greater employee engagement and productivity (Bakker & Demerouti, 2008). Passionate employees are more likely to put forth extra effort, leading to higher quality outputs. This highlights the importance of nurturing passion through meaningful work and alignment with personal values.

Motivation as a Key Driver

The correlation between motivation and performance supports the assertion that motivated employees tend to perform better (Gagné & Deci, 2005). The preference for intrinsic motivation among participants suggests that organizations should focus on creating environments that enhance intrinsic rewards, such as opportunities for professional development and recognition of achievements.

Implications for Management

The study's findings indicate that managers in the textile industry should prioritize strategies that foster both passion and motivation among employees. This may include implementing recognition programs, providing opportunities for skill development, and promoting a collaborative work culture. By doing so, organizations can enhance employee engagement, ultimately leading to improved performance and competitive advantage in the market.

Limitations and Future Research

While this study provides valuable insights, it is limited by its reliance on self-reported data, which may introduce bias. Future research could benefit from a longitudinal approach to examine how changes in organizational practices influence passion and motivation over time. Additionally, expanding the study to include other regions or industries could enhance the generalizability of the findings.

CONCLUSION

This study explored the relationship between employee passion, motivation, and performance in the textile industry in Jakarta. The findings indicate that both passion and motivation significantly contribute to enhancing employee performance. High levels of employee passion were associated with greater engagement and productivity, while intrinsic motivation emerged as a crucial driver of performance outcomes.

The implications for management are clear: fostering an environment that nurtures employee passion and motivation can lead to improved performance metrics. Strategies such as recognizing achievements, promoting professional development, and creating a supportive workplace culture are essential for cultivating a passionate and motivated workforce.

Despite the limitations of relying on self-reported data and focusing on a specific geographic area, this research provides valuable insights for industry stakeholders. Future studies are encouraged to explore these dynamics over time and in different contexts to further understand how to effectively engage employees in the textile sector and beyond.

In conclusion, by prioritizing employee passion and motivation, organizations can enhance their competitive edge and contribute to the overall growth and sustainability of the textile industry in Jakarta.

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