



## Relationship between Employee Development and Work Motivation of Solider Rural Bank Employees

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### ABSTRACT

Solider Rural Credit Bank is a company engaged in people's credit (savings / loans). Employee development with efforts to improve skills and general knowledge for Solider Rural Credit Bank employees is a part that encourages them to work harder in the future with the desire to prepare themselves for new positions. Based on preliminary research that has been done, the problems faced by the company are as follows: "Is there a relationship between employee development and employee work motivation?". The hypothesis put forward in connection with the problem is: "employee development is related to employee work motivation". Data analysis method used by two methods, namely: Descriptive method; namely collecting, classifying and interpreting data according to the actual and Deductive Method; is a drawing of special conclusions based on theories that are accepted as general truths about observed facts. From the results of the analysis and evaluation the following conclusions are obtained: 1. The development of the Solider Rural Bank Bank employees has made employees able to develop themselves in such a way. This means that a lot of employee development that is followed by employees or carried out by the company is more general in nature than specific or specified. 2. There is a significant relationship between employee development with employee motivation at the Solider Rural Credit Bank. This means that increasing the quality of the implementation of employee work development in the company will increase work motivation. From this study it can also be concluded that this is a dominant factor affecting employee work motivation.

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### 1. Introduction

The organization consists of a collection of people who unite and form groups to achieve organizational goals. Each individual who joins the company certainly has different goals and interests.

By working in a company, they expect a reward that they can use to meet the needs of their lives or others who are their dependents. That expectation is what makes an employee have motivation to work.

Motivation why someone is willing to devote their energy and time to do a job which of course for each person the reason is different. However, the greater the sacrifice that is given to work it is said to have more motivation. In reality, a condition that we often encounter is that the motivation is not uniform for everyone, some people are willing to work hard, while others do not. The reasons for the difference in people's willingness to devote energy and enthusiasm to work cannot be separated from the existence of a motive regarding what is to be achieved and the extent to which the achievement is directed. Each person also has a different motive and a different level of satisfaction with achievement.

The difference in achievement is often difficult to measure, so it is very difficult to know how much the person's willingness to make sacrifices in the form of energy or interest in working. Among the many factors that influence motivation and individual satisfaction are work design and ability development.

Work design is the company's strategy to compile the company's work patterns based on work groups intended to make a job more specialized, this part covers the type of work and who will do it. With the design of work arranged by the company for each member of the organization will increasingly motivate them to work harder.

Solider Rural Credit Bank is a company engaged in savings and loan funds. Employees at Solider People's Credit Bank are always developed so that employee motivation increases to achieve the company's goals and objectives.

Employee development with efforts to improve skills and general knowledge for employees becomes a part that encourages them to work harder in the future with the desire to prepare themselves to occupy new positions higher. By giving employees the opportunity to participate in an employee development program, employees will feel included, their existence is recognized and there is attention from the leadership of the company. If an employee is included in the development program, this can motivate other employees to participate in the same program.

With the explanation above we can see how the relationship between company goals, human resource management, motivation, work design and employee development. The description also shows that humans are not easy machines to control. They have different motivations at work, and that is influenced by many factors. Therefore the management of human resources as a vital asset of the company becomes a very difficult task for the leaders of the company during this very complex competition.

Motivation is about the reasons why someone is willing to devote his energy and time to do a job, of course, for each person the reasons are different. However, the greater the sacrifice that is given to work it is said to have more motivation.

The author identifies several problems regarding motivation in relation to work design and employee development carried out by the Solider Rural Credit Bank. The problems identified in connection with this are.



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- a) Motivation why someone is willing to devote their energy and time to do a job which of course for each person the reason is different. In reality, a condition that we often encounter is that the motivation is not uniform for everyone, some people are willing to work hard, while others do not. The reasons for the difference in people's willingness to devote energy and enthusiasm to work cannot be separated from the existence of a motive regarding what is to be achieved and the extent to which the achievement is directed. Each person also has a different motive and a different level of satisfaction with achievement.
- b) The difference in achievement is often difficult to measure, so it is very difficult to know how much the person's willingness to make sacrifices in the form of energy or interest in working. Among the many factors that influence motivation and individual satisfaction are work design and ability development.
- c) Jobs or positions in an organization have heterogeneous demands or requirements, so it is difficult to make a detailed record of every job requirement that can be met by employees with certain levels of knowledge, abilities, and skills.
- d) the complexity of the problems of work design, employee development and motivation makes many organizations not too keen to take them seriously, even by the employment department. So the result is not achieving a good result in the management of these three things.

Based on the description stated above, the authors feel interested in choosing the title of the thesis: "The relationship between employee development with employee work motivation at the Solider Rural Credit Bank".

The objectives of this research are as follows:

- a) To give a clear picture of employee development at Solider Rural Credit Bank
- b) To find out the work motivation of employees at Solider Rural Credit Bank.
- c) To determine the relationship between employee development with employee work motivation at Solider Rural Credit Bank.
- d) To provide input to all those who need it, especially the Solider Rural Credit Bank regarding real conditions that occur in terms of employee perceptions about work design and employee development according to their employees, as well as the employee's work motivation conditions that have been measured by the company.

## 2. Research Methodology

### 2.1. Hypothesis

To discuss the problem above, a hypothetical or temporary answer is made that must be verified in analysis through research. This hypothesis will be rejected if it conflicts with the facts studied at the company and will be accepted if the facts studied support.

Based on the formulation of the problem above, the following hypothesis is put forward: "employee development is related to employee work motivation".

### 2.2. Employee Development Bank Solider People's Credit Bank

The object of research is all employees of the general & personnel section at the Solider Rural Credit Bank totaling 37 people. In general, all general & personnel employees in the company must have basic skills, namely computer operations, filing systems and correspondence. Specifically, employees in each department have special abilities and specifications in the job requirements for each department, namely:

- a) General employees & personnel in the credit department are required to have insight and basic knowledge of marketing, have a high level of speed of work, and have extensive relationships with business partners.
- b) General employees & personnel in the administration department are required to have knowledge of services for employees of other departments have a good attitude in integrating with employees, superiors, and partners. And some employees in the company must be able to do the work of recording and analyzing the company's cash flow, and others.
- c) General employees & personnel in department operations are required to know also product specifications.

From the three job requirements groups in the departments in the company certainly make the basic conditions, demands of knowledge, abilities and skills, as well as employee qualifications that are relatively different between employees in one department with other department employees. The formation of employee qualifications in a department is obtained through sufficient work period in the department. Employees who successfully carry out work in one department will not necessarily succeed if placed in another department. Therefore, to place an employee in a department, it is necessary to analyze the position and analyze the basic capacity of the employee to be placed.

## 3. Analysis of Research Results

To find out whether the development of employees at the Solider People's Credit Bank has met employee expectations, the author has conducted field observations by distributing questionnaires to 26 employees who are willing to fill in, but 6 of them did not return the questionnaire or the answers were incomplete. With this, the number of returned and correct questionnaires is 20.

For the employee development variable at Solider Rural Bank the writer submits 10 questions on the questionnaire.

Recap of the Level of Employee Development Achievement Levels as shown in table 1 below:

**Table 1.** Recap of Level of Achievement of Employee Development Value

Number	1	2	3	4	5	6	7	8	9	10
Achievement Level	66	60	65	50	70	65	70	66	64	60
Average Level										63

With the standard calculation that is very low (> 20), low (21-40), moderate (41-60), high (61-80), and very high (81-100), the achievement rate of employee perception towards employee development in the Solider Rural Credit Bank is included in the high category.



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The author estimates that a quality employee development will be able to make the company have employees who excel. This is because in accordance with the knowledge of the capabilities and skills possessed, the rich man will be able to use his potential so as to produce an optimal work. As for employee development, it is known that the technology is dynamic. With that, the development of qualified employees will produce a high achievement.

**Table 2.** Recap of Tested Variable data

N	Work design	Employee development	Work motivation
1	42	36	41
2	35	35	38
3	32	34	36
4	38	35	37
5	41	38	41
6	44	46	42
7	32	29	32
8	30	33	34
9	28	30	33
10	42	39	46
11	43	45	47
12	45	42	44
13	32	29	36
14	38	40	42
15	35	38	39
16	41	45	46
17	42	44	46
18	38	35	38
19	38	40	42
20	35	37	39

Then to achieve employee motivation to work the authors submit a questionnaire to be filled by direct constraints and partners of the respondents assessed.

The results obtained by each employee are an average number from the Assessment of 4 appraisers, namely 1 supervisor and 3 associates. As for the 20 employees who responded were listed in the recap of the values together with the values of the two previous variables in table 5 above.

The data above is processed through the SPSS version 17 statistical data processing software to determine the correlation between the two variables. From the results of data processing, the output is as shown in table 6.

In table 4 the output model summary correlation is listed which can explain how much the independent variable in this study can explain the dependent variable. In this case the number used is the coefficient of determination.

**Table 4.** Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of The Estimate
1	.824a	.652	.631	3.35

The independent variable tested was employee development, so the benchmark to measure the coefficient of determination is the R Square in table 6 is 0.824. this means that 82.4% of the work motivation values of employees at Solider Rural Credit Bank can be explained by the employee development variable. While the rest (100% -82.4 = 11.6%) is explained by other variables not tested in this study.

Then to answer the hypothesis regarding whether there is a relationship of employee development together with employee work motivation at the Solider Rural Credit Bank, an analysis of the SPSS data processing output in the form of ANOVA table is conducted. If the FUJI number is greater than the F Table or the significance number is more than 0.1 or 0.05 then H0 is rejected and H1 is accepted or there is a significant relationship between employee development and employee work motivation at the Solider Rural Credit Bank.

**Table 5.** ANNOVA

Model		Sum of Squares	Df	Mean Square	F	Sig
1	Regresion	1215,487	2	52,847	3,938	.035b
	Residual	79,513	21	3,457		
	Total	1295,000	23			

From the ANOVA or Ftest test, it was obtained FUji 3.938 with a significance level of 0.035. because the probability (0.035) is smaller than 0.05 which is used as a reference for the level of significance, the regression model can be used to predict the value of employee work motivation at the Solider Rural Credit Bank. Or it can be said that employee development has a significant relationship with the work motivation of the Solider Rural Bank employees.

It can also be seen that the number of t-Tests of the relationship between employee development and work motivation (5,026) is high. This means that work has a more significant relationship with employee development in influencing employee motivation at the Solider Rural Credit Bank.



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## 4. Conclusion

From the discussion in chapter V, the author can conclude about the presence or absence of a relationship between employee development with employee motivation at the Solider Rural Bank employees. As follows :

- 1) The development of Bank Solidarity People's Bank employees has made employees able to develop themselves in such a way. This means that a lot of employee development that is followed by employees or carried out by the company is more general in nature than specific or specified.
- 2) There is a significant relationship between employee development and employee work motivation at Solider Rural Credit Bank. This means that increasing the quality of the implementation of employee work development in the company will increase work motivation. From this study it can also be concluded that this is a dominant factor affecting employee work motivation.

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