

The Influence of Individual Motivation on Employee Performance at Tanah Grogot Ward Office

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ABSTRACT

Development planning in the Ward area cannot be separated from the implementation of the Ward Government which is the leading unit in providing services to the community and is a strategic milestone in the success of all development programs. The type of research used in this research is quantitative research. The population in this study were employees, totaling 35 employees, all of whom were samples. From the results of multiple linear regression analysis, we get the function equation $Y = 2.224 + 0.119X_1 + 0.141X_2 + 0.245X_3$. The regression coefficient (R), which describes the strong relationship between the independent variables and the dependent variable can be seen in the test, which is equal to 0.734. This means that there is a strong relationship between the independent variable and the dependent variable. Fcount value $> F_{table}$ or $12.088 > 2.9113$ and probability value $0.000 < 0.05$. Shows that individual motivation variables have a simultaneous (together) effect on employee performance. Of the individual motivational variables, the variable need for achievement gives a dominant influence, this is evidenced by the value of $t_{count} > t_{table}$ or $3.521 > 1.6955$ and the smallest probability value is $0.001 < 0.05$. Seeing the results of the discussion above, it is concluded that the initial hypothesis proposed is accepted, because the initial hypothesis states that the dominant variable is the variable need for achievement (X_1)

INTRODUCTION

At this time it cannot be denied that globalization has demanded many changes, improvements and improvements in various fields. If it is connected with human resources, there needs to be an increase in the quality and ability of the workforce so that it is able to be independent and competitive. One of the aspects relating to human resources that must be considered by the Ward office is the work motivation of employees, namely the willingness of employees to mobilize all their resources and efforts for the agency. The level of employee motivation will determine the level of competitive advantage for the agency. Employee motivation needs to be improved because it will affect employee performance. When employees are satisfied with their work, it is hoped that performance will increase and the goals of the Ward office can be achieved.

Republic of Indonesia Government Regulation No. 73 of 2005 concerning Ward Government which is the basis for developing a developing society, namely Ward is no longer an administrative level in the sense that it is not only a means for issuing certificates both for health services and for educational assistance, but also as a party that can determine whether or not whether or not they receive services and assistance from the Government, they are no longer subordinate to the region but become an independent community. So that every community in the Ward environment has the right to speak and express opinions according to their own interests. Here it must be understood that the Ward is a legal entity that has rights and powers in regulating and serving all the needs and interests of the community towards prosperity.

Since the reform movement was launched in order to change the structure of power towards democracy and decentralization, the community's need for excellent service from the government, in this case the village government, has become very important. It began with Law Number 22 of 1999 and was subsequently revised into Law Number 32 of 2004, then there was another revision, namely Law Number 23 of 2014 concerning which has been used as a juridical basis to shift the focus of constitutional politics, beginning with the decentralization of power from central government to the regions. And now it has become the Government Regulation of the Republic of Indonesia No. 73 of 2005 concerning Village Administration and Government Regulation of the Republic of Indonesia No. 72 of 2005 concerning Village Government.

The essence of these Laws and Government Regulations is the implementation of local governance that emphasizes the principles of democracy and community participation, equity and justice and pays attention to the potential and cultural diversity possessed by each region.

Development planning in the Ward area cannot be separated from the implementation of the Ward Government which is the leading unit in providing services to the community and is a strategic milestone in the success of all development programs. Therefore efforts to strengthen and empower the government at the Ward level are steps in accelerating the realization of welfare for the community as a goal in the Ward development program.

So motivation here is seen as the power that exists in an employee in expressing his desires. With individual motivation, it can result in better quality

of work and decreased absenteeism and turnover. Motivation arises from within the individual itself because the individual has awareness and an urge to act or act without being influenced by anything from outside himself. With this kind of awareness, it is possible for an employee to work according to the way they meet their needs and according to their abilities.

In this case what happened to the Tanah Grogot Village office, because the Ward office is an institution that is primarily service-based to the community, so it needs more motivation from a leader both overall and individually, if there is less motivation from a leader of course the employees will also less efficient at work and will result in weakened performance and less than optimal service to the community so that it will cause dissatisfaction for the community.

In carrying out his work, employees do not carry out all the work themselves, but sometimes it takes good cooperation between fellow employees in completing a job. In this case, leaders must be able to encourage and arouse the motivation (willingness to work) of their employees to carry out a job that is their obligation so that they are motivated to work as well as possible and can increase their work productivity. This needs to be considered because humans as workers are not humans who can be moved just like that, but as living beings who have their own feelings, needs, desires and mindsets.

LITERATURE REVIEW

1. Management

Every government apparatus in Indonesia, as well as other private organizations, has an arrangement in carrying out all their duties so that goals can be achieved. In order for this goal to be implemented properly, every government agency must have an effective and efficient office management arrangement. In addition, each agency must be able to organize or manage its employees so that employees want to work with a sense of responsibility and without coercion in carrying out their duties. The arrangement and management of human resources in this agency is known as Management.

Several views of the notion of management put forward by management experts are viewed from each point of view. The following definitions of management are:

According to Terry (2001: 8), Management is a distinctive process consisting of planning, organizing, directing, and controlling actions carried out to determine and achieve predetermined goals through the use of human resources and other sources. Furthermore, the notion of management is:

Management is working with people to define, interpret in achieving organizational goals by implementing organizational functions such as planning (planning), organizing (staffing), direction and leadership (leading) and supervision (controlling), (Martoyo, 2000: 23).

Siagian's opinion regarding the definition of management is as follows:

Management can be defined as the ability or skill to obtain a result in order to achieve the goals of other people's activities. Thus it can also be said that management is the essence of administration because indeed management is the main implementer of administration. (Siagian, 2001: 5)

Management comes from the word to manage which means to regulate. Questions arise about what is regulated, what is the purpose of regulation, why must it be regulated, who regulates it, and how to regulate it (Malay, 2001: 1).

1. Human Resources

The increasing problems faced by our country have resulted in many disturbances in all fields and to overcome them, it is necessary for government organizations to be in charge of dealing with every problem that exists and an organization or agency must have capable and skilled human resources in carrying out their duties. The human resource must be an expert in the field he will handle, to solve the problem.

The definition of human resources below is explained, namely:

"Human resources are one of the resources contained in the organization, including all people who carry out activities." (Gomez, 2001:2)

In general, the human resources contained in an organization are usually grouped into 2 types, namely:

- a) Human resources (human resources).
- b) Non-human resources (non-human resources), these resources include capital, machinery, technology, materials and others.

While Simanjuntak (1998: 1), provides a definition of Human Resources is: Human resources or human resources contain two meanings. First, Human Resources (HR) implies work or services that can be provided in the production process. In this case HR reflects the quality of effort given by someone in a certain time to produce goods and services. The second definition of HR concerns humans who are able to work to provide services or work effort. Being able to work means being able to carry out activities that have economic value, namely that these activities produce goods or services to meet the needs of society.

From the above opinion it can be concluded that human resources are the most important and very decisive because they are the main capital in carrying out the running of an organization or government agency, because human resources are a resource that has reason, feeling, desire, ability, skill, knowledge, encouragement, power, and work.

2. Human Resource Management

Another term for Human Resource Management is often referred to as "personnel". According to the author expressed his opinion about the notion of human resource management, namely:

"Human resource management is a collection of activities within all organizations that intend to influence the effectiveness of human resources and the organization." (Simamora, 1999:7)

The next definition of human resource management is as follows:

"Human Resource Management is the science and art of managing relationships and the role of the workforce so that it effectively and efficiently helps the realization of company, employee and community goals." (Hasibuan, 2003:10).

Human resources are the most important asset of an organization and make other organizational resources work, human resources are said to be important because they affect the efficiency and effectiveness of the organization, and are the main expenses of government agencies in carrying out their activities. Effective human resource management requires leaders to supervise in order to find the best way to employ people to achieve a goal and improve performance in a government organization.

Based on the opinion above, it can be concluded that human resource management is the activity of attracting, selecting, developing, maintaining, and using human resources effectively and efficiently to achieve individual goals and organizational goals.

The main objective of Human Resource Management is to increase the contribution of human resources (employees) to companies or government agencies in order to achieve the productivity of the company concerned. It can be understood that all company activities in achieving the mission and goals are very dependent on the people who manage the company or agency. Therefore these human resources must be managed so that they are efficient and effective in achieving the vision and mission and goals of the company or government agency

3. Motivation

Motivation comes from the Latin word *movere* which means encouragement or movement. Motivation in management is only aimed at human resources in general and subordinates in particular. Motivation questions how to direct the power and potential of subordinates, so that they want to work together productively to achieve and realize the goals that have been set.

The importance of motivation because motivation is something that causes, distributes and supports human behavior, so that they want to work hard and enthusiastically achieve optimal results. This motivation is increasingly important because the manager distributes his work to his subordinates to do well and be integrated towards the desired goals.

The following is the definition of motivation according to expert opinion, namely as follows:

"Motivation is the provision of driving force that creates the excitement of a person's work, so that they want to work together, work effectively and integrate with all their efforts to achieve satisfaction." (Hasibuan, 1999:158)

While work motivation according to Timpe is: "Motivation through enrichment includes adding meaningful tasks and eliminating tedious tasks." (Timpe, 2002:18)

According to Siswanto said that motivation is: "As a mental state and human mental attitude that provides energy, encourages activities, and directs or channels behavior towards achieving needs that give satisfaction or reduce imbalances." (Siswanto, 2005:119)

Based on some of the opinions stated above, the writer can conclude that motivation is an encouragement that can make people move to achieve

what they want. Motivation is energy that can make a person willing to achieve a goal.

So motivation here is seen as the power that exists in an individual in devoting his desires. With individual motivation, it can result in better quality of work and decreased absenteeism and turnover. Motivation arises from within the individual itself because the individual has awareness and an urge to act or act without being influenced by anything from outside himself. With this kind of awareness, it is possible for an employee to work according to the way they meet their needs and according to their abilities.

From the sequence above, individual motivation leads to non-material needs. Someone who is individually motivated to do volunteer work, may experience an event, where if he gets rewarded for the work it will reduce individual motivation.

From what the author put forward, it can be said that individual motivation is one of the supporters in achieving company or organizational goals.

4. Performance

Employee performance in general is a manifestation of the work done by employees which is usually used as the basis for evaluating employees or organizations. Good performance is one step towards achieving organizational goals, therefore performance is also a determining tool in achieving organizational goals so efforts need to be made to improve employee performance.

Performance is the achievement of certain job requirements which ultimately can be directly reflected in the output produced. To assess or measure a performance, it is necessary to have work standards that are set both volume and time.

Performance also shows the degree of task completion that accompanies an individual's work. Performance describes how well an individual fulfills the job. From this understanding it can be said that the more optimally a person carries out his duties, the higher his performance. The following is the definition of performance according to expert opinions, namely:

"Performance is the level of achievement of results on the implementation of certain tasks which are the overall activities carried out to improve the performance of agencies or organizations including the performance of each individual and work group within the agency."
(Simanjuntak, 2005: 1)

From this description it can be concluded that performance is the result of work achieved in carrying out duties or responsibility according to the standards or standards that apply to the work in question. Performance is the embodiment of work performed by employees which is usually used as the basis for evaluating employees or organizations. Good performance is a step towards achieving company or organizational goals.

The definition of performance appraisal is as follows:

"Performance appraisal is a process that measures employee performance, performance measurement generally includes both qualitative and quantitative aspects of job execution." (Simamora, 1999: 416).

While the assessment of work performance is:

"A system used to assess and find out whether employees have carried out their respective jobs as a whole." (Soeprihanto, 1998: 7)

The implementation of the work as a whole does not mean that it is only seen or assessed from the physical appearance, but includes various things such as abilities, work, discipline, work relationships, initiatives, leadership, and other special things according to the field and level of work held.

The work dimension includes all elements that will be evaluated in the work of each employee in a company. This dimension includes various criteria that are suitable for use in measuring the results of the work that has been adjusted.

Performance appraisal is the process of evaluating how well employees are doing their jobs when compared to a set of standards, and then communicating this to employees. This appraisal is also referred to as employee appraisal, employee evaluation, performance review, performance evaluation and results appraisal. Not all performance appraisals are positive, and discussing values with employees has two common uses in organizations, and the two can represent potential conflicts.

METHODOLOGY

1. Types of Research

The type of research used in this research is quantitative research with a quantitative approach.

2. Population and Sample

1) Population

The population in this study were 35 employees at the Ward Office in Tanah Grogot

2) Sample

The sample in this study were all employees, both Civil Servants (PNS) and Temporary Employees (PTT) of the Tanah Grogot Village Office. which totaled 35 people

3. Data Source

1) Primary Data

Primary data is data obtained directly from the source, namely data obtained directly from employees who work at the Ward Office in Tanah Grogot

2) Secondary Data

Secondary data is data obtained in a ready-made form, which has been collected and processed by other parties. Sources of research data obtained indirectly from this source can be through intermediary media. Such as literature books, newspapers, magazines and information related to the problem being studied

4. Data Collection Technique

1) Field Research

a) Observation

The activity of collecting data by making direct observations of objects or places of research.

b) Interview

Conduct question and answer with respondents to complete the information that has to do with this research.

c) Questionnaire

Data collection was carried out by using a sheet containing a series of questionnaires complete with instructions for filling in the respondents.

2) Library Research

Data collection techniques by conducting a review of books, literature, records, and various reports relating to the problem to be solved.

5. Data Analysis Technique

1) Multiple Regression Analysis

The analytical tool used in this study uses multiple linear regression analysis, because in this study the variables used consist of three independent variables:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e \text{ (Rangkuty, 1999: 153)}$$

Where:

Y: Dependent Variable

a: Constant

b_1, b_2, b_3 : Regression Coefficient

X_1, X_2, X_3 : Independent Variables

e: Standard Error

To calculate b_1, b_2, b_3 , and a use the following equation:

$$b = \frac{n(\sum XY) - (\sum X)(\sum Y)}{n(\sum X^2) - (\sum X)^2} \text{ (Rangkuty, 1999: 158)}$$

$$a = \frac{Y - b(X)}{n} \text{ (Rangkuty, 1999: 159)}$$

The Likert scale in this study is to measure the variables that are translated into indicators. The following is the score for each question:

1. Strongly agree/always/very positive 5
2. Agree/often/positive 4
3. Undecided/sometimes/neutral 3
4. Disagree/almost never/negative 2
5. Strongly disagree/never 1

2) Correlation Coefficient (R)

The correlation coefficient is denoted by the symbol "R". The correlation coefficient is to determine the strength of the relationship between the independent variables and the dependent variables, because the total independent variation can explain the dependent variables.

$$R = \sqrt{\frac{b_1 \sum x_1 y + b_2 \sum x_2 y + b_3 \sum x_3 y + b_4 \sum x_4 y \dots}{\sum y^2}}$$

3) Coefficient of Determination (R²)

The coefficient of determination is used to determine how much the variation of the dependent variable can be explained by the independent variables that are taken into account. The greater the value of R², the more precise the regression model used.

$$R^2 = \frac{SSR}{Total\ SS} \dots\dots\dots$$

Di mana:
 SSR : *Sum of Squares Regression*
 Total SS : *Total Sum of Squares*

F test (simultaneous test)

$$F \text{ hitung} = \frac{R^2 / (k - 1)}{(1 - R^2) (N - k)} \text{ (Rangkuti, 1999: 162)}$$

By using $df = n - k - 1$
 k: number of independent variables
 n: many samples
 R: multiple correlation

The F test is a hypothesis test to determine the effect of two or more variables together. With k denoting the number of independent variables and n = sample size, this F statistic distributes F with dk quantifier = k and dk denominator = (n-k-1).

H0: $b_1 - b_2 = 0$, meaning that there is no significant effect on employee performance.

H0: $b_1 = b_2 = 0$, meaning that there is a significant influence on employee performance.

H0: At least one parameter estimator $\neq 0$, means there is influence

4) t test (Partial)

Partial testing is used to test each independent variable regression coefficient on the dependent variable.

$$t \text{ count} = \frac{b}{Sb}$$

Where:

b: Parameter Estimation

Sb: Standard Error

H0: $b_1 = b_2 = 0$, meaning that there is no significant effect on employee performance.

Ha: $b_1 \neq 0$, meaning that there is a significant influence on employee performance.

Proof is carried out with a degree of freedom Degree of Freedom or a 95% confidence level with an alpha of 5%. While the hypothesis testing process can be seen as below:

- If $t_{count} > t_{table}$ means H0 is rejected, Ha is accepted
- If $t_{count} < t_{table}$ means H0 is accepted, Ha is rejected

RESULT

Tabel 1. Hasil Analisis Regresi Linear Berganda

Variabel	Coeffesient Regressions	t_{hitung}	Sig
Konstanta	2,224		
Kebutuhan Akan Prestasi (X_1)	0,119	3,521	0.001
Kebutuhan Akan Afiliasi (X_2)	0,141	2,445	0.020
Kebutuhan Akan Kekuasaan (X_3)	0,245	3,139	0.004
R^2 (Koefisien determinasi)	= 0,495		
R (Koefisien korelasi)	= 0,734		
F_{hitung}	= 12,088		
Sig F	= 0,000		
F_{tabel}	= 2,9113		
t_{tabel}	=1,6955		

Sumber Data: Diolah Kembali dari Hasil Perhitungan SPSS

DISCUSSION

1) Multiple Linear Regression Equation

- The number 2.224 is a constant, meaning that even though X_1 , X_2 and X_3 are equal to 0 (zero), the magnitude of the variable Y (employee performance) is 2.224.
- The number $0.119X_1$ is the magnitude of the regression coefficient for the variable need for achievement (X_1). Which means if there is a 1% increase in the need for achievement variable (X_1), then employee performance

(Y) will also increase by 0.119, and has a positive effect on employee performance (Y).

- c) The number 0.141X2 is the magnitude of the regression coefficient for the variable need for affiliation (X2). Which means if there is a 1% increase in the need for affiliation (X2), then employee performance (Y) will also increase by 0.141, and will have a positive effect on employee performance (Y).
- d) The number 0.245X3 is the magnitude of the regression coefficient for the variable need for power (X3). Which means if there is a 1% increase in the need for power (X3), then employee performance (Y) will also increase by .245, and have a positive effect on employee performance (Y)

2) Correlation Coefficient (R)

From the table above, it can be seen that the correlation coefficient is 0.734, which means that the relationship between variable X which consists of the need for achievement (X1), the need for affiliation (X2), and the need for power (X3) to variable Y, namely employee performance is at the level of 0.60-0.799. Where in Sugiyono's book (2010: 250), it can be seen that at that level, the relationship between the two variables, namely variable X and variable Y, is strong.

3) Coefficient of determination (R²)

The coefficient of determination (R²) is to determine the magnitude of the independent variable's contribution to the dependent variable. From table 18 above it can be seen that the coefficient of determination (R²) is 0.495 or 49.5% of the variables studied have contributed to employee performance. The remaining 50.5% is influenced by other variables not included in this study. Because actually there are many other factors that can improve employee performance

4) F test (simultaneous)

From the results of the SPSS calculations that have been shown in table 18, it can be seen that the results of the F or Fcount test are 12.088. And when compared with Ftable, which is equal to 2.9113, the result will be obtained, namely Fcount > Ftable or 12.088 > 2.9113, meaning that the individual motivation variable (X) jointly influences employee performance (Y). And it can be concluded that the first hypothesis can be accepted or H₀ is rejected and H_a is accepted.

5) t test (Alone)

The t test is a test conducted to determine the effect of each variable X (need for achievement, need for affiliation, and need for power) on variable Y (employee performance), while the results are:

- a) For the need for achievement (X1) a tcount of 3.521 is obtained with a significant level of 0.001, and when compared with a ttable of 1.6995, then tcount > ttable or 3.521 > 1.6995, which means that the variable need for achievement (X1) partially influence employee performance (Y).

- b) For the need for affiliation (X2) a tcount of 2.445 is obtained with a significant level of 0.020, and when compared to a ttable of 1.6955, then $tcount > ttable$ or $2.445 > 1.6955$, which means that the variable need for affiliation (X2) partially influence employee performance (Y).
- c) For the need for power (X3) a tcount of 3.139 is obtained with a significant level of 0.004, and when compared to a ttable of 1.6955, then $tcount > ttable$ or $3.139 > 1.6955$, which means that the variable need for power (X3) partially influence employee performance (Y).

From this explanation, the first hypothesis for the t test (partially) is also proven or H_0 is rejected and H_a is accepted. Meanwhile, for the dominant variable, the variable needs for achievement (X1) is proven by the highest tcount value, namely 3.521 and the lowest significant value, namely $0.001 < 0.05$, which means that the second hypothesis is also accepted or H_0 is rejected and H_a is accepted.

CONCLUSION AND RECOMMENDATION

1. Conclusion

Based on the description of data analysis and discussion regarding the Effect of Individual Motivation on Employee Performance at the Tanah Grogot Village Office, the following conclusions can be drawn:

- a) $Y = 2.224 + 0.119X_1 + 0.141X_2 + 0.245X_3$, from this equation it can be seen that individual motivation variables consisting of the need for prestige, the need for affiliation and the need for power jointly have a positive effect on employee performance at the Village office Grogot Land.
- b) With a coefficient of determination of 0.495%, which means that the variables studied have an influence of 49.5% on the performance of employees at the Tanah Grogot Village office, while the remaining 50.5% is influenced by other factors. The regression coefficient (R) is 0.734 which means that the relationship between the independent variables (need for achievement, need for affiliation, and need for power) and the dependent variable (employee performance) is strong because it is at 0.60-0.799.
- c) Fcount value $>$ Ftable or $12.088 > 2.9113$ and probability value $0.000 < 0.05$. Shows that individual motivational variables (need for achievement, need for affiliation, and need for power) have a simultaneous (together) influence on employee performance at the Tanah Grogot Village office.
- d) Of the three variables, the variable need for achievement gives the dominant influence. This is evidenced by the value of $tcount > ttable$, namely $3.521 > 1.6955$ and with the smallest probability value of $0.001 < 0.05$

SUGGESTION

Based on the conclusions that have been made, the suggestions that can be given in this study are as follows:

- a) It is better if the need for achievement is given to every employee so that they compete to produce good performance and will ultimately improve employee performance.
- b) The need for affiliation (feeling respected, accepted by the environment, feeling advanced and not failing and feeling involved) for every employee needs to be fulfilled so that they feel appreciated for all their work so far, and this can encourage increased employee performance.
- c) The need for power relates to the opportunity to demonstrate the ability of employees to compete in carrying out responsibilities, because it is necessary to be given equal opportunities in order to prove their ability to work.
- d) It is hoped that other researchers will be able to add variables in future research, because there are still 50.5% factors that can affect employee performance.

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