Analysis of Factors Affecting Morale Spririt of Work

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ABSTRACT
This study aims to see what factors affect employee morale in Medan City during the COVID-19 pandemic. The population in this study were all private employees in the city of Medan with the sampling technique using accidental samples, where the sample in this study was conducted by 100 people. The research method used is descriptive quantitative using factor analysis techniques. Where from the results of the research conducted there were only 4 (four) dominant factors that influenced morale during the Covid 19 pandemic, namely Compensation, Ability, Motivation, and Leadership.

Keywords : Spirit of Work, Compensation, Ability, Motivation, and Leadership.

INTRODUCTION

The Covid-19 pandemic that occurred in early 2020 has paralyzed almost all activities, including offices. Covid-19 forces us to switch to digital in order to be able to survive (doing work from home). Today, Indonesia is entering a new era, where work outside the home is carried out under a very strict health protocol known as the 5M (wearing a mask, maintaining distance, washing hands, avoiding crowds, and reducing mobility). Based on data from the Ministry of Manpower (Kemnaker) as of April 7, 2020, due to the Covid-19 pandemic, there were 39,977 companies in the formal sector that chose to lay off and lay off their workers. In total there are 1,010,579 workers affected by this. In detail, 873,090 workers out of 17,224 were laid off, while 137,489 workers were laid off from 22,753 companies. Meanwhile, the number of companies and workers affected in the informal sector was 34,453 companies and 189,452 workers (Rizal, 2020).

Reduction of employees and pandemic conditions have an impact on employee morale. Morale is a group or individual situation that shows a passion for working more actively which is within the goal. There are many factors that affect morale, whether it is a job, opportunities for advancement, pleasant working conditions, good leaders, and compensation (Handoko, 2010). Research conducted by (Putri, Palinggi, & Akbar, 2019) states that the factors that influence morale are discipline, cooperation and responsibility. High morale will affect employee performance which in turn will benefit the company as well. With high work morale is a positive reaction in other words being able to complete work with better results, then work morale has an influence on office activities, so that the office or organization wants employees who have high work morale (Hasibuan, 2017).

LITERATURE REVIEW
Spirit of Work

Spirit of Work is a work atmosphere in the form of mental attitude of individuals and groups in a company that shows a sense of enthusiasm in doing their work more

actively, better, and more productively, in achieving common goals. High morale is indicated by doing work with high abilities as well. Employees with high morale will try to do and get a job with maximum results (Putri et al., 2019). The spirit of work is to do work more actively so that the work done is expected to be completed faster and better (Nitisemito, 2015). Another understanding that morale is an attitude of willingness to feel that allows an employee to produce more work which causes employees to enthusiastically participate in other activities within the company. There are several factors that affect morale both internally and externally from employees and their jobs. According to (Nawawi, 2011), factors that influence employee morale are as follows: 1) A person's interest in the work being performed; 2) Compensation; 3) Social status of work; 4) Work atmosphere and work relations; 5) Purpose of work. Meanwhile, according to Maier in (Bintoro, 2017) there are several aspects of work spirit, namely: 1) excitement; 2) strength against frustration; 3) quality to last; and 4) group spirit.

Motivation

Motivation is needed in doing all activities, including work. With high motivation, the enthusiasm for work will also be high. Motivation is a way of encouraging someone to do activities that lead to the achievement of certain goals. Successful goals will satisfy these needs, the more appropriate the effort to offer motivation is carried out, the more profitable it will be for the company and employees (Ira Rahmaditha, 2013). Another definition of motivation is the driving force that makes organizational members willing to exert their abilities in the form of skills to carry out various activities and which are their responsibility in order to achieve organizational goals (Siagian, 2012). Motivation is an important factor for employee morale, with high motivation someone will work with high morale as well. High morale will be very beneficial for both employees and the company. In addition, high morale will also have an impact on high performance as well. So it can be denied that motivation is one of the important factors to create employee morale. High motivation will lead to high morale, so that by motivating employees, the company will get the performance of its employees.

Compensation

Compensation is remuneration provided to employees both in financial and non-financial forms for their performance in achieving company goals. Compensation is all income in the form of money, direct or indirect goods received by employees in return for services provided to the company (Hasibuan, 2013). In addition, compensation is what employees receive in exchange for their contribution to the organization (Simamora, 2004). Compensation is divided into 2 major groups, including financial and non-financial compensation. Financial compensation is anything related to money given to employees in the form of wages or salaries. Non-financial compensation is something that is not in the form of money, where this compensation can be in the form of old age security, health insurance, cars and official housing, and awards given to employees. Compensation is a major factor in a company that can support employee morale. By getting appropriate compensation, employees will be more enthusiastic at work.

Ability

Ability is everything that is related to the knowledge and skills possessed by employees that are obtained from education, training, and an experience. Ability is an individual capacity to do various tasks in a job (Robbins, 2007). (Hasibuan, 2013) states that work ability is a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity, and time. In conclusion, the ability is the potential that exists in each individual to do something that can produce and benefit that individual. Ability is one of the factors that can affect morale, because with the ability a person can do a job well.

Leadership

Organizational leadership in influencing others so that they can work according to our wishes. Ardana, et al (Komang, Mujiati, & Srihati, 2009) state that leadership is the total activity in order to influence people to work together to achieve a desired goal together. The leadership applied by the company is one of the factors that affect employee morale. The leader's ability to influence others motivates employees to do work to achieve the desired goals (Gorda, 2004).

METHODS

This research was conducted using descriptive and quantitative research methods, namely by providing an explanation or explanation of the theories related to the research title with a systematic quantitative method of parts and phenomena and their relationships and testing the correctness of the data obtained. Factor analysis aims to determine which factors are dominant in influencing employee performance. The population in this study were all employees in the city of Medan. By determining non-probability sampling to determine the sample the author uses accidental sampling technique, namely the determination of the sample based on chance. Where, the questionnaire was distributed via a Google form.

The data collection techniques used in this study were questionnaires and documentation studies. The data collection method is carried out through books and previous research related to the research to be carried out as well as being a supporting reference material for researchers. Meanwhile, the data analysis technique used in the Principal Component Analysis statistical test is a method used to extract the original variables. This method was chosen because it has the main objective of determining the minimum number of variables to be extracted (as few as possible) but absorbs most of the information contained in all the original variables.

RESULTS AND DISCUSSION
Results
Factor Analysis

Factor analysis is a technique used to reduce and summarize data. Each variable is expressed as a linear combination of the underlying factors. Principal Component Analysis is a method used to extract the original variables. This method was chosen because it has

the main objective of determining the minimum number of variables to be extracted (as few as possible) but absorbs most of the information contained in all the original variables.

Table 1. Factor Analysis Results

Communalities		
	Initial	Extraction
Compensation	1,000	,785
Ability	1,000	,583
Motivation	1,000	,744
Leadership	1,000	,498
Work Environtment	1,000	,621
Cost of Living	1,000	,363
Sense of security	1,000	,628
Family Demands	1,000	,666

Extraction Method: Principal Component Analysis.

The table above shows how much the variables can explain the following factors:
1. The value of the variable X1 is 0.785, meaning that the variable X1 (compensation) can explain the factor of 78.5%.
2. The X2 variable is 0.583, meaning that the X2 variable (ability) can explain the factor of 58.3%.
3. The X3 variable is 0.744, meaning that the X3 variable (motivation) can explain the factor of 74.4%.
4. The X4 variable is 0.498, meaning that the X4 variable (leadership) can explain the factor of 49.8%.
5. The variable X5 has a value of 0.621, meaning that the variable X5 (work environment) can explain the factor of 62.1%.
6. The variable X5 has a value of 0.363, meaning that the variable X5 (cost of living) can explain the factor of 36.3%.
7. Variable X6 has a value of 0.628, meaning that the variable X6 (sense of security) can explain the factor of 62.8%.
8. Variable X6 has a value of 0.666, meaning that the variable X6 (family demands) is able to explain the factor of 66.6%.

From the results of the above processing, it can be denied that only 6 (six) factors can explain the factors that affect employee morale during the COVID 19 pandemic. This is indicated by the extraction value of each variable above 50%.

Formable Factors
To determine how many factors might be formed. Can be seen in the following table:

Table 2. Results of Explanation of Variants
Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1,934	22,275	22,275	1,934	22,275	22,275
2	1,466	15,821	38,096	1,466	15,821	38,096
3	1,182	14,296	52,392	1,182	14,296	52,392
4	1,086	13,437	63,829	1,086	13,437	63,829
5	,982	11,982	77,811			
6	,884	7,557	85,368			
7	,575	8,821	94,189			
8	,535	5,811	100,000			

Extraction Method: Principal Component Analysis.

Based on the table above, the variance can be expressed by 3 (three) factors as follows:

1. 1.934 / 8 x 100% = 24.18%. So the total factor of 1 (one) will explain the variable by 24.18%, because the eigenvalues value is above 1, then the total value taken is> 1 which is component 1. The total value of the first variable being the first factor is compensation. Because the total value of eigenvalues is 1.934> 1.

2. 1,466 / 8 x 100% = 18.33%. So the total factor of 2 (two) will explain the variable by 18.33%, because the eigenvalues value is above 1, then the total value taken is> 1, namely component 1. The total value of the two variables being the second factor is ability. Because the total value of eigenvalues is 1.466> 1.

3. 1,182 / 8 x 100% = 14.78%. So the total factor of 3 (three) will explain the variable 14.78%, because the eigenvalues value is above 1, then the total value taken is> 1 which is component 1. The total value of the third value being the third factor is motivation. Because the total value of initial eigenvalues is 1.182> 1.

4. 1.086 / 8 x 100% = 13.58%. So the total factor of 4 (four) will explain the variable 113.58%, because the eigenvalues value is above 1, then the total value taken is> 1 which is component 1. The total value of the value The third variable being the fourth factor is leadership. Because the total value of initial eigenvalues is 1.086> 1.

Based on this description, the factors that form 4 (four) factors, namely compensation, motivation, and leadership factors. The total variance if extracted from 8 variables into 4 factors is: 24.18% + 18.33% + 14.78% + 13.58% = 70.87%

DISCUSSION

Based on the results of the study, it can be seen that the factors that affect employee morale are compensation, ability, motivation and leadership. This is indicated by the total eigenvalue of each variable > 1. Compensation is the remuneration received by employees for their contribution to achieving company goals. The greater and fairer the compensation received by the employee, the more enthusiastic the employee will be at work. Research conducted by (Putra & Putra, 2013) stated that direct compensation has a significant effect on employee morale. So it can be said that compensation has an effect on employee morale.

Second, the factor that influences employee morale is work ability. Employee

ability shows the ability possessed by employees in using their skills, intelligence, and expertise in completing tasks and responsibilities as well as problems in the workplace. Ability is closely related to the physical and mental abilities that a person has in carrying out work. The absence of such a thing can affect the increase in employment (Robbins, 2007). This is in line with research conducted by (Sasongko, Zaika, & Suharyanto, 2017) which states that it has an effect on employee performance. Subsequent research conducted by (Sulistiyono, Paramita, & Hasiholan, 2016) stated that work ability affects employee morale. Good work ability will also increase good morale, so that employee performance will also increase.

Third, the factor that influences employee morale is motivation. Motivation is an impulse that arises from within a person who is influenced by internal or external individuals. Every employee who works has their own motivation in carrying out their work. The stronger the motivation in the employee, the more enthusiastic the employee will be in carrying out his work. The results of research conducted by (Artama, 2015) stated that motivation is one of the factors that affect employee morale.

Fourth, the factor that influences work morale is leadership. is a way how someone is able to influence others, so they want to do what they are told. This research is in line with research conducted by (Anteja, 2006) which states that leadership is one of the dominant factors that affect employee morale.

CONCLUSION

From the discussion above, it can be seen that of the 8 (eight) factors that influence employee morale, namely compensation, ability, motivation, leadership, work environment, cost of living, sense of security, and family factors that affect work morale, namely compensation, ability, motivation and leadership. Many factors can affect employee morale both internally and externally, such as the work environment, colleagues, organizational culture and others, therefore it is hoped that further researchers can conduct research on these factors.

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