

Working Motivation and Performance in Aceh and Youth and Sports Agency: Descriptive Studies

Mahlil Fajri¹, Razali¹, Sukardi Putra¹, Zulfikar¹, Yeni Marlina¹

¹Master's Program in Sport Education, Universitas Syiah Kuala, Indonesia

Abstract: Human resources with a strong motivation and high performance determines a success of an organization to reach its goals. The success depends on how the organization creates and maintains the motivation of its employees to stay in a good performance. The aim of this study is to analyze the level of the employee's motivation and performance of Aceh Youth and Sports Agency, as well as analyzing the correlation between the motivation and the working performance. The population of this research is the entire 117 employees of Aceh Youth and Sports Agency. There were 98 employees taken as the samples with purposive sampling technique. The samples were picked from each department in Aceh Youth and Sports Agency. The data analysis tools used include the calculation with the level scale and the correlation of both variables with simple correlation.

This study proves: (1) The average motivation score of the employees of Aceh Youth and Sports Agency is 152.74 (high) with these following details; 6 respondents (6.13%) having low motivation, 13 respondents (13.26%) having medium motivation, and 79 respondents (80.61%) having high motivation, (2) the average performance score of the employees is 97.03 (high) with these following details; 3 respondents (3.06%) having low performance, 18 respondents (18.37%) having medium performance, and 77 respondents (78.57%) having high performance, (3) The significant correlation is found between the motivation and the performance of the employees of Aceh Youth and Sports Agency ($r = 0.68$), where it means the motivation contributes 46.24% towards the performance, while the rests (53.76%) are affected by other factors.

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I. Introduction

Government, as an essential element in a country, is mandated to give the best service to the society in all sectors as stated in the law. Mangkunegara(2005) [1] states that society service is the most fundamental function of the government institution. The statement leads the researcher to assume that the civil servants should possess a self-quality and loyalty during the services, which lead to the maximal working performance.

The Ministry of Youth and Sports Affairs of Republic of Indonesia is one of the institutions that works to realize the prosperity and to give the extra services for Indonesian society, especially in the field of sports and youth. Due to its scope of work, it is important to evaluate the performance of each employee that works under the institution. It remains a main challenge of an institution to create human resources that could optimally work to achieve the institution's goals.

A high working motivation and performance are the determining factor of an organization in achieving its goal. In the previous study, it is found that the success of an organization is determined by a mean to attract the employee's motivation and maintain the high-performance state [2]. Besides, an employee must have a competence to support and perform their duties. Competencies is associated with the ability of an individual to succeed and perform the work efficiently. It also includes the knowledge and skills to perform a work with a high quality.

Many organizations or institutions are successful because of the highly-qualified individuals or employees they have. One of the factors affecting the success level of an organization if the working performance of its employee. As stated by Sudarmanto (2014) a success of an organization is supported by the human resources with good working performance [3]. The performance can be measure if an individual or a group of employees has working criteria or parameters that have been predetermined by the organization. One of which is through the assessment and the evaluation of working achievement. According to Moehriono (2014) the purpose of the evaluation is to give the score on the working contribution or the effectiveness of an activity [4].

Factors affecting a success of an institution, reported by many studies, include; motivation, performance, and competency. According to Spencer (in Moehriono (2014)) the correlation between competency and performance is significant and accurate. The pilot study was conducted to 10 employees with 5 competencies of Spencer's theory (motives, traits, self-concept, knowledge, skill) [4]. It is found that the

knowledge and skill give a percentage under 50%. The second variable was motivation. Each employee needs a motivation to perform their duty well. Darmayanti, et al. (2014) reports that an employee with a strong motivation has a tendency to work optimally [5].

We have observed that the service in the Aceh Youth and Sports Agency is still the state of development, which means the service is not yet optimal. It can be clearly seen that the performance of Aceh Youth and Sports has not yet obtained a recognition. This is ascribed to the unmeasured problems such as internal motivation and performance, whether they fall in qualified or not qualified category, which can be decided from the evaluation of the institution, in this case is Aceh Youth and Sports Agency.

Based on the recapitulation of the attendance list scanning, the absence percentage, from January to February 2019, reached over 50%, which indicates the questionable of the employees to work. Other than that, from the primary data of Aceh Youth and Sports Agency employees, several employees do not work accordingly with the educational merit, thus the working competencies of each employee are still unfulfilling the demand of the agency.

Sports and Youth Agency is a government institution with a role in public, social, and prosperity services, in which it has become a hope for the society, thus the working performance of each employees has to be a priority. This is due to the fact that the main challenge of an institution is on how to create the human resources that can work optimally to reach the goals of the institution. To make the performance in an institution to be optimal, it can be measured by the work performed divided by the standards implemented in the institution. Working performance is a result obtained by the employees according to their respective responsibilities.

Working performance is not independently does its function, however, it correlates with the ability and the motivation. Therefore, according to Keith (2005) there are 2 main factors affecting the individuals' performance; ability and motivation [6]. The theory purposed by Gomez (1999) states that performance = ability x motivation. The ability of an individual can be observed from the competency, knowledge, educational background and skills. Meanwhile motivation of an individual depends on attitude as a fundamental motivation and the environment affecting the motivation.

According to Moeheriono (2009) performance has a significant role because it is associated with the skills of the individuals in performing their works [4]. Meanwhile, according to Suswardji (2012), to achieve a success, it requires a strong fundamental of motivation and performance, leaders, and organization. Thus, motivation and performance are essential to achieve a goal in an organization successfully [8].

Motivation is a basic characteristic of the individuals that allows them to perform a superior work in their job. Motivation is required in an institution to support the success of the work implementation. Principally speaking, motivation is a fundamental required for the employees to create an efficient work, as well as to hon a better competency. Performance and motivation in an organization can emphasize the work and purpose standards, as well as communicate the values and things that should be the working focus of the employees. Moreover, nowadays there many government institutions filled with incompetent employees, proven by the low productivity and difficult measurement of the employee's performance [9]. Therefore, it is necessary to conduct an identification of relevant motivations to improve the performance of the human resources. The aim is to allow the organization to be sustainable in achieving its competitive success [10].

Working performance without being driven by motivation will not run well. An unmotivated person, will only give the minimum efforts in their work. Motivation concept is an important concept in a study of individual working performance. Hence, it can be understood that motivation is an administration of motives, emergence of motives, or things or situation that can give a drive. It can also be said that motivation is a factor driving a person to act with certain ways. Handoko (2001) states that motivation is a personal condition that incentivize an individual to commit on certain desires to achieve an objective [11].

Aceh Youth and Sports Agency is a working unit of a regional device with the responsibilities and authorities to perform a service in a field of youth and sports. These days, the attention should be given to the working standard of the employee, thus the performance of the organization can run well to support the objective of the organization as well as the Aceh government. One of which is by improving the employee's performance through the systematic increase of motivation. Besides, motivation trainings for the employees are important to increase the working spirit, thus can give the best service performance and achievement. The improvement of working ability is done as an effort to improve the fundamental aspects, including the individual knowledge and skills. To increase the working motivation, trainings on the individual mental attitude can also be given to push the satisfaction and the willingness. Therefore, this research aims to analyze the motivation and the performance of the employees of Aceh Youth and Sports Agency.

II. Material and Methods

This research is a descriptive study with a quantitative approach and discussed in a theoretical narrative. This research describes the level of motivation and performance of the employees in Aceh Youth and Sports Agency. According to Sugiyono (2015:53), a descriptive research is a research conducted to investigate

the independent variable, either only on 1 variable or more, without a comparative or a correlative study with the other variable [12]. Apart of descriptive analysis, an associative study is also conducted with the aim to see the correlation of two variables, which are motivation and performance.

The population in research is the entire employees of Aceh Youth and Sports Agency with a total number of 117. Then with a purposive sampling technique, the 98 samples were taken from the departments of youth, training and sports achievement upgrading, facilities and infrastructures, sports development, and secretariat.

Data collection process in this study was carried out through the distribution of questionnaire, directly given to the employees within 3 days. The questionnaire had been validated beforehand. The analysis was conducted in level scales with several calculations of the average and percentage of passion, correlation test, coefficient of determination, and hypothesis test.

III. Result and Discussion

Based on the results or findings of this research, which include the data analysis on motivation and performance of the employees in Aceh Youth and Sports Agency, where the calculation with level scales and simple correlation have been done, it is found that the variables fall have a good significance.

For motivation, the level scale is made with the following categories; low, medium, and high. The categories are indicated by the average of the total score of each questionnaire, in which, if the score is less than 91, it falls to a low motivation category; if the score is between 91-143, it falls in medium category; and if the score is above 143, it falls in high category. Meanwhile for performance, the categories are also the same (low, medium, and high), but has difference range of score to indicate the category. If the score is less than 56, the performance is considered low; if the score is between 56-88, it is considered medium; if the score is above 88, it is considered high.

Based on the range of score, it can be concluded that the average motivation level of the employees in Aceh Youth and Sports Agency falls in high category (152.74) with the following details: (1) 6 respondents (6.13%) give the total scores that fall in low category, (2) 13 respondents (13.36%) give the total scores that fall in medium category, and (3) the other 79 respondents (80.61%) contribute high category. It can be concluded that the motivation of the employees in Aceh Youth and Sports Agency still needs to be improved, observed from the indicators of achievement, self-development, recognition, incentive, and relationship between the coworkers.

The average level of performance of the employees in Aceh Youth and Sports Agency is in a high category (97.03), with the following details: (1) 3 respondents (3.06%) gives the average total score that falls in low category, (2) 18 respondents (18.37%) contributes for medium category, and (3) the other 77 respondents (78.57%) are in high category. Therefore, it can be concluded that the performance of the employees in Aceh Youth and Sports Agency still leaves rooms for improvements. The employees are expected to reach the level of superior performance, especially in term of the human resource ability, thus, each employee can perform the work professionally according to their respective professional backgrounds.

Based on the conclusions stated above, the level of motivation and performance of the employees in Aceh Youth and Sports Agency are in high category. Therefore, it is interesting to see the correlation between the two variables, to figure out whether or not there is a significant correlation between the motivation and the performance of the employees in Aceh Youth and Sports Agency working environment.

It is found that the motivation and the performance have strong correlation with each other with $r = 0.68$, where the motivation contributes 46.24% towards the performance, while the rests (53.76%) are affected by other factors. The results signify the importance of support and encouragement, either intrinsically or extrinsically, to increase the motivation and the performance of the employees in Aceh Youth and Sports Agency to the excellent level, especially when it comes to public services.

We conclude that the motivation is the first foundation that needs to be reinforced to induce the spirit of working, in order to realize the reliable workforce. We also notice that the performance is driven by the presence of internal motivation to obtain ones' goal or dream. Other than having a strong motivation, it is a must for the employee to have a self-competence and knowledge regarding their respective job descriptions. We also acknowledge the role of the institution head in scrutinizing the employee's performance, where it is also found to give a working motivation.

IV. Conclusion

Based on the data analysis carried out in this research, in which it has been formulated based on the hypothesis of this research using level scale calculation and simple correlation test, it can be concluded that: (1) The average level of motivation of the employees in Aceh Youth and Sports Agency is high (152.74), with the following details: (a) 6 respondents (6.13%) are in low category, (b) 13 respondents (13.26%) are in medium category. and the other 79 respondents (80.61%) are in high category; (2) The average level of performance of

the employees is high (97.03), with the following details: (a) 3 respondents (3.06%) are in low category, (b) 18 respondents (18.37%) are in medium category, and (c) the other 77 respondents (78.57%) are in high category; (3) Based on one-side simple correlation test, it is found that the motivation is significantly correlated with the performance with $r = 0.68$, which means the motivation contributes 46.24% on the performance.

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