

The Effect of Motivation on the Effectiveness of the Employee Performance at Search and Help Posts Basarnas Central Tapanuli District

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Abstract

The purpose of this study was to determine the effect of motivation on the effectiveness of the employee performance at the "Search and Rescue Post BASARNAS" Central Tapanuli Regency. In the Line with the era of globalization and disruption, companies and organizations are required to always work optimally. Especially for agencies engaged in the field of leading humanitarian services, such as BASARNAS, responsive performance is a must. However, there are internal and external factors as well as other factors causing disruption to employee performance. The low level of employee performance can be driven by work motivation. The increasing of work motivation, it is expected that the performance of the employee will be increase. Based on the research, there was the effect of motivation on the effectiveness of employee performance at the "Search and Rescue Post BASARNAS" Central Tapanuli Regency. This research was conducted with descriptive correlations research design, which describes and provides an explanation of the relationship between the X (independent) variable as the Y (dependent) variable as the dependent variable that is affected, where the independent variable is the influence of motivation and the dependent variable is work affectively

Keywords: Work Motivation, Performance Effectiveness, Human Resources

Date of Submission: 08-06-2022

Date of Acceptance: 24-06-2022

I. Introduction

The success of good organization, private organization or the government organization most determined by the employees' performance in the organization. In operational system of organization, potential of human resource in essence is one of the important assets and holds the important role in reaching success of organization. So that, the organization needs to manage the human resource. To enhancement performance in an organization absolute should be achieved, because with enhancement of the performance the various objectives of organization easily realized. The demands of enhancement in performance of course it will not be done without supported by factor supporters, such as gift the motivation to all employees. In activity of organization, problem of motivation is an important action, because concerning with the management of organization.

Motivation is a move from one's bottom of the heart to reach the goal. Someone who has motivation is a person who has have strength to get success in her job. So is Post search and help BASARNAS Tapanuli Tengah which is one of the agency governments that in charge in coaching, coordinating and controlling SAR potential in need the right motivation so that employee carry out profession with spirit high work. Based on the observation, known that leader to do approach to employee with method To do communication with employee, then give trust in complete task. If you pay attention from environment work as well as facilities and infrastructure work, can said enough adequate. The problem of the research is: "Is there is influence of motivation to the effectiveness of employees' performance at post search and help BASARNAS Tapanuli Tengah?" and the objective of the study is to investigate whether there is any influence of motivation or not on the effectiveness employee's performance at post search and help BASARNAS Tapanuli Tengah."

II. Review of Literature

According to Hasibuan (2013: 92) motivation is a method to push excitement performance of the employees, so that they want to work hard with deploy whole their abilities and skills to reach the objective of organization. According to Hasibuan (2009: 146-147), indicator motivation consists of principle include, principal communication, principal confession, principle delegated authority and principles reciprocal attention. According to Sutarto, (2008: 95), effectiveness work is something state where activity physically and spiritually carried out by humans could reach results consequence as desired. One influencing factors performance is motivation.

Motivation is something condition where employee need appreciation full on work, get good atmosphere in work, security in good job, good salary, interesting job and wise leader as well as discipline. Motivation is very important. Important in give spirit work to employees sothat employees could carry out his job with good so that achievement results could obtained by effective and efficient. Based on the Thing, then assumed that motivation play an important role in effectiveness of employees' performance.

III. Method

Research design used in study this is design study descriptive correlational, which describes and gives explanation about connection among variable X (independent) as variable independent that affects and variable Y (dependent) as variable bound to be affected, where becomes variable free is influence motivation and variables bound is effectiveness work. The population and Sample of

The study was, totally 30 (three twenty) employees Post Search and Help BASARNASTapanuli Tengah, and who became sample whole employee as much as 30 (three twenty) employees.

Based on objective research and hypotheses put forward before, then method analysis used for testing and proof hypothesis with method descriptive approach qualitative with use *statistical software package for social sciences (SPSS) Version 21 Windows* with a number of Step for analyze data as following:

IV. RESULT AND DISCUSSION

Validity Test

Item score is valid if the correlation is 0.3 then item instrument the declared valid or own validity a good construct (Azwar, 2007: 36).

Reliability Test

Index showing to what extent is a tool gauge could trust or could reliable. Measurement reliability with method *Internal Consistency Reability* that is containing about the extent to which the instrument items character homogeneous and reflect the same construct in accordance with which it is based. Something constructs or variables said reliable if give mark cronbach alpha > 0.8 very good reliability, high/convincing / 0.7 < cronbach alpha > 0.8 reliability good and cronbach alpha < 0.7 less convincing (Situmorang and Lutfi, 2012: 82).

Normality Test

If the significance number bigger than of 0.05 then the data has normal distribution and if number significance more small of 0.05 then the data is not have normal distribution.

Correlation Test

For prove existence correlation declared with coefficient calculated correlation with use product moment formula, namely:

$$r_{xy} = \frac{n \sum XY - (\sum X)(\sum Y)}{[n \sum X^2 - (\sum X)^2][n \sum Y^2 - (\sum Y)^2]}$$

Explanation :

r_{xy} = Koefisien relation

n = Sample

x = Independent variable

Y = Dependent variable

Hypothesis Test

After is known mark coefficient regression Among variable X and Variable Y, then need done testing hypothesis with T test formula. According to Sugiyono (2012:250) the t test formula is as following:

$$t = R \frac{\sqrt{(n-2)}}{\sqrt{(1-r^2)}}$$

Df = 2

Explanation :

r = Korelation of X and Yn = Sample

t = tcount which is then consulted with ttable with a significant level of 0.05%two-party test with dk = n-2

With conditions:

Ha : Accepted, if t is calculated t table and Ho is rejectedHo : Accepted, if t count t table and Ha is rejected

Simple Linear Regression

For see the linear line between influence variable X with variable Y, used simplelinear regression with use formula as following:

Y = a + bx Description:

Y = Variable effectiveness work

a = Constant

b = coefficient (beta)

X = variable influence motivation

Where:

$$a = \frac{\Sigma y - b \cdot \Sigma X}{n}$$

Data Testing Analysis

$$b = \frac{n \cdot \Sigma XY - (\Sigma X) \cdot (\Sigma Y)}{n \cdot \Sigma X^2 - (\Sigma X)^2}$$

Test Instrument (questionnaire test)

Validation Test Variable motivationand effectiveness work employee

Validation test in study this done with count correlation pearson product moment (r) with method collaborating Among score item question with score in total or see *corrected item total correction program SPSS 22 for Windows*. It is said to be valid if the calculated r value (*corrected item total correction*) is more big from r table or 0.300for sample big, then item the declared valid or own validity good construct (Helmi and Lufti , 2012: 79). According to him this thing is conventions based on assumptions distribution score from group number of big subjects .

Table 1. Validity Item Question Motivation

	<i>Corrected Item- Total Correlation</i>	r table	Validity
VAR00001	,834	0.300	Valid
VAR00002	,812	0.300	Valid
VAR00003	,699	0.300	Valid
VAR00004	,622	0.300	Valid
VAR00005	,834	0.300	Valid
VAR00006	,717	0.300	Valid
VAR00007	,812	0.300	Valid
VAR00008	,717	0.300	Valid
VAR00009	,751	0.300	Valid
VAR00010	,496	0.300	Valid

Source: SPSS22 Processed Results

Based on the data table it could seen each question item (VAR1VAR 10), *corrected item* from value of r count more big from 0.300 and for see validity externalso mark *corrected item total correction* should more big from r table ie 0.300. With thus whole item question on variable on declared valid and meet condition as tool measuring variable motivation.

Table 2. Validity Item Question Effectiveness Work

	<i>Corrected Item-TotalCorrelation</i>	r table	Validity
VAR00001	,339	0.300	Valid
VAR00002	,715	0.300	Valid

VAR00003	,536	0.300	Valid
VAR00004	,341	0.300	Valid
VAR00005	,584	0.300	Valid
VAR00006	,580	0.300	Valid
VAR00007	,611	0.300	Valid
VAR00008	,580	0.300	Valid
	Corrected Item-TotalCorrelation	r table	Validity
VAR00009	,584	0.300	Valid
VAR00010	,422	0.300	Valid

Source: SPSS22 Processed Results

Based on data table above that could be seen each question item (VAR1VAR10), *corrected item* from value of r count bigger than 0.300 and to see the external validity the mark *corrected item total correction* should bigger than r table (0.300). Thus, the whole valid question variables are declared and meet condition as measuring variable work performance.

Reliability Test Variable Motivation and Effectiveness Work Employee

After know the whole valid question, then will tested reliability from questionnaire that. Answer by the respondent and it was reliable if each question answered consistently. Reliability test the use coefficient *Cronbach Alpha*. The construct or variable was reliable if give cronbach Alpha > 0.6 reliability good /convincing (Imam Ghozali , 2001: 107).

The results of the reliability test on the variable of motivation with effectiveness work could seen in the following table:

Table 3. Reliability test variable motivation and effectiveness work

No.	Items	Cronbach's Alpha	N of Items	Information
1	Motivation (X)	0.925	10	Reliable
2	Effectiveness Work (Y)	0.833	10	Reliable

Source: SPSS22 Processed Results

Based on results of reliability on the variables of motivation and effectiveness work the whole shows the result mark *Cronbach Alpha* is at above 0.8. The reliability is very good. This result means measuring tools used fulfil reliable terms.

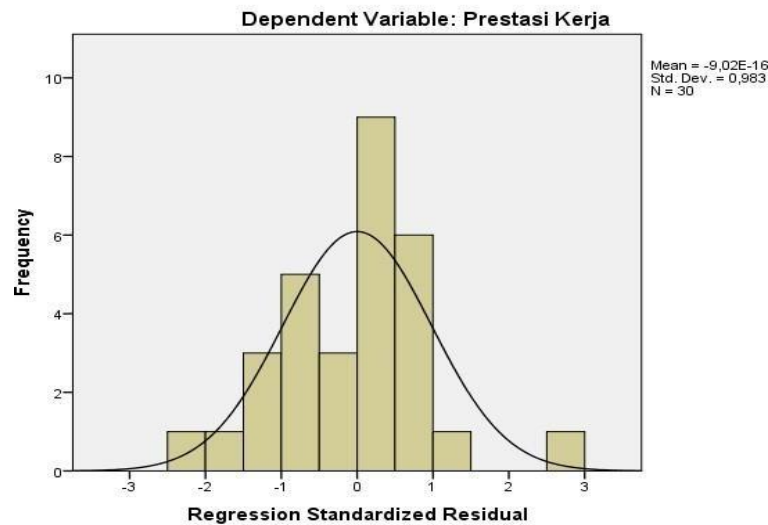
Normality Test

There are two ways to detect the residual distributed normally or not, that is by analysis graphs and statistical tests. This research used two method that is:

Graphic Analysis

Author 's chart analysis use in study this is analysis histogram graph. On the histogram graph, the data that follows or approach normal distribution is data distribution in the form of bells. On this research that the data on the histogram graph in the form of bell so that could conclude the distribution of data is normal. It Could be seen in the following picture:

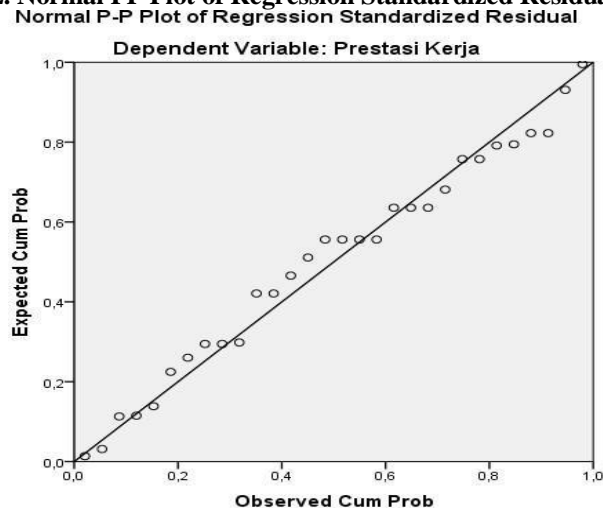
Figure 1. Variable Histogram Graph Motivation and Effectiveness Work



Source: SPSS22 Processed Results

In figure-1 it can be seen variable normally distributed, it is indicated by the distribution of data that does not deviated to the left or right.

Figure 2. Normal PP Plot of Regression Standardized Residual Graph



Source: SPSS22 Processed Results

Based on picture and chart above (histogram graph) shows that distribution of data from variable motivation and effectiveness work close to normal, this showed dot, dot, dot on the scatter plot seen Follow the data along the diagonal line.

Statistical analysis

One statistical test for normality test is a statistical test Kolmogorov Smirnov (KS). This Test done by making hypothesis: If the probability (*Asymp. Sig*) is below

0.05 and the KS Z value is above Z value for 0.05 is 1.97, then H_a is rejected it means that the residual data is not normally distributed, if probability above 0.05 and KS Z value below Z value for 0.05 which is 1.97, means that the residual data is normally distributed. Kolmogorov Smirnov test results can be seen in the table following this:

Table 4. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters a,b	mean	,0000000
	Std. Deviation	1.46519621
Most Extreme Differences	Absolute	,107
	Positive	,107
	negative	,090,107
Test Statistics		
asymp . Sig. (2-tailed)		,200 c,d

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source: SPSS22 Processed Results

From table above its known that asymp.sig as big as 0.200 above mark probability of 0.05 and Kolmorov Smirnov 's Z value of 0.107 more small from Z valuefor sig 5% is 1.97 which means both variable data normally distributed.

Analysis Correlation

To know whether there is a correlation between motivation (X variable) and effectiveness of work (variable Y), then values from table then entered to the WindowsSPSS Version 22 program, with the output as following:

Table 5. Output Coefficient Correlation

		Motivation	EffectivenessWork
Motivation		1	,910 **
	Pearson CorrelationSig. (2-tailed)		,000
	N	30	30
EffectivenessWork		,910 **	1
	Pearson CorrelationSig. (2-tailed)	,000	
	N	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS22 Processed Results

From Table 5 above its known that there is a positive relationship among Motivation with Effectiveness Work of 0.910.

Coefficient Determiration

Next to know big influence of motivation to the effectiveness work at the Searchand Rescue POS (BASARNAS) Tapanuli Tengah could seen from Windows SPSS 22output result as following:

Table 6. Output Coefficient Determiration

Model Summary^b

Model	R	R Square	Adjusted RSquare	Std. Error of theEstimate
1	,910 ^a	,828	,822	1,491

- a. Predictors: (Constant), Motivation
- b. Dependent Variable: Effectiveness Work

Source: SPSS22 Processed Results

From data calculation that obtained coefficient determination as big as 82.8%, p this means that what happens to the variation of bound variable (effectiveness work)82.8% is determined by the free variable (motivation) and the rest of 17.2% is determined by other factors that do not discussed by the author.

Simple Linear Regression

Next for know influence among variables X and Y, done with calculation simplelinear regression with using the Windows SPSS 22 program output as following:

Table 7. Output Coefficient Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	1 (Constant)	5.561	2,745		
Motivation	.831	.072	.910	11,608	.000

a. Dependent Variable: Effectiveness Work

Source : SPSS Processed 25

From calculation that obtained equality regression as following: $Y = 5.561 + 0.637 X$, p this means that happened influence on bound variables (effectiveness work) is determined by the variable free (motivation) with coefficient regression of 0.831 or 83.1%, where if added one unit X variable (motivation) or certain mark so will add enhancement Y variable (work effectiveness) of coefficient regression 0.831.

T test (Hypothesis Test)

After mark coefficient regression is known, then the next step is to find out the value of t count and the objective is to know the proposed hypothesis rejected or accepted could known by the following ways:

- a. Compare Among value of t count with value of t table with conditions:
- b. When t count more big from t table or mark significant under value 5% then hypothesis alternative (Ha) is accepted and the hypothesis O (Ho) is rejected.
- c. If value of t count more small from t table mark significant on value 5% then hypothesis alternative (Ha) is rejected and Hypothesis (Ho) is accepted.
 1. Look for mark level freedom (dk), i.e. $dk = 2$, in Thing this is $n = 28$, then $dk = 30 - 2 = 28$.
 2. After dk value is known so value of t table (value has is known in table t) for dk28 at level significant 0.05 is as big as 2,04841.

Next value of t count compared with t table value. After compared got results that value of t count bigger from t table value or $11.608 > 2.04841$ and value 0.000 significance below 5%, then hypothesis alternative (Ha) accepted.

From the calculation that obtained equality regression as following: $Y = 5.561 + 0.637 X$, p this means that happened influence on bound variables (effectiveness work) is determined by the free variable (motivation) with coefficient regression of 0.831 or 83.1%, where if added one unit variable X (motivation) or mark certain so will add enhancement variable Y (effectiveness of work) of coefficient regression 0.831or multiplied with certain mark certain.

V. Conclusion

Based on the description the results of the study about Influence of Motivation to the Effectiveness of Employees' performance at the Search and Rescue POS (BASARNAS) Tapanuli Tengah, could concluded as following:

1. The results of test (questionnaire test) conducted show mark *corrected item total correlation* on the value of r table is 0.300, which means all questions of the second variable declared valid its means fulfil the condition as measuring variable of motivation and effectiveness work.
2. Test results reliability show Cronbach Alpha value obtained above 0.6, that is of 0.925 for the actualization variable self and 0.833 for the achievement variable work employee so that all tool measure used declared very good reliability and meet reliable conditions.
3. Test results normality with a histogram in the form of Bells and normal *graph PP Standardized*

residual plot show that all point residual point of consciousness data payments by consumers and water tariffs on the scatter plot follow the data along the diagonal line, as well as the Kolmogorov Smirnov statistical test where Z value obtained is 0.107 smaller from Z value for The significance of 5% is 1.97 and the value of probability is 0.066 above 0.05 so that could concluded both variable data normally distributed.

4. Based on coefficient obtained correlation is 0.910, then could said that there is sufficient and positive relationship of 0.910 between motivation and effectiveness work at the Search and Rescue POS (BASARNAS) Tapanuli Tengah.

5. Equality the regression obtained $Y = 5.561 + 0.637 X$ which shows influence motivation in upgrade effectiveness work employee will increase as big as coefficient (0.637) if variable motivation added with one unit.

6. Based on analysis Coefficient Determination obtained of 0.828=82.8%, p this mean that deep modeling ability explain variation effectiveness work by motivation variable 82.8% at the Search and Rescue POS (BASARNAS) Central Tapanuli while the rest explained other variables that are not entered in the model by 17.2%.

Based on the hypothesis test conducted by comparing Among value of t count with t table got that value of t count bigger from t table namely $5.561 > 2.04841$ and the value of 0.000 significance below 5%. Because t count bigger from t table so there is a significant influence of motivation _ to effectiveness employees performance at the Search and Rescue POS (BASARNAS) Tapanuli Tengah and the proposed hypothesis was accepted.

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Kaharuddin, et. al. "The Effect of Motivation on the Effectiveness of the Employee Performance at Search and Help Posts Basarnas Central Tapanuli District." *IOSR Journal of Business and Management (IOSR-JBM)*, 24(06), 2022, pp. 57-64.