

**ANALYSIS OF WORK MOTIVATION IN IMPROVING EMPLOYEE
PERFORMANCE AT THE PRIVATE MADRASAH IBTIDAIYAH AL-
MUBARAKAH MOHIYOLO**

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ABSTRACT

This study aims to analyze Work Motivation in Improving Employee Performance at Madrasah Ibtidaiyah Swasta Al-Mubarakah Mohiyolo. The method in this study uses descriptive qualitative methods with data collection techniques with observation, interviews and documentation. The results showed that work motivation plays an important role for employees to support their performance. Achievement, motivation, work relationships, self-development, and power and leadership are interconnected in creating a productive work environment. Success is not only seen from the results, but also from the learning process and its impact on others. Good relationships among coworkers and a supportive environment increase motivation, comfort and productivity. In addition, self-development through collaboration and a commitment to continuous learning are important in supporting competence. Wise leadership, supported by trust within the team, encourages responsibility, collaboration and work effectiveness.

Keywords: Motivation, Performance, Employee

INTRODUCTION

Every employee in an organization, especially a public sector organization, is expected to have high work motivation so that later it will increase high performance as well. Work motivation is a very important thing to be considered by leaders in an organization, especially public sector organizations. This is if they want employees who will make a positive contribution to the achievement of organizational goals. The existence of work motivation, an employee will have enthusiasm in carrying out the tasks assigned to him. Without work motivation, an employee cannot fulfill his duties according to standard operating procedures because what motivates him to work is not fulfilled. In order to improve the performance of employees of Madrasah Ibtidaiyah Swasta Al-Mubarakah Mohiyolo, the organization is required to be able to combine the various knowledge possessed by employees with one another. This really takes a long time to be able to combine the human resources they have with the development of the current world of work.

The phenomenon that the author found when making observations at Madrasah Ibtidaiyah Swasta Al-Mubarakah Mohiyolo was that there were employees who still had low motivation to work, this could be seen from the existence of employees who lacked enthusiasm for work, this could be seen from some of the work that was still being postponed to be completed. There are still employees who do not arrive on time. The level of employee motivation to achieve in this case doing something better than before has decreased, even the encouragement to establish relationships with other employees in the form of cooperation is still lacking. This shows that the level of employee motivation at Madrasah Ibtidaiyah Swasta

Al-Mubarakah Mohiyolo can be said to be still not optimal. Based on the background description described above, the title of this research is Work Motivation Analysis in Improving Employee Performance at Madrasah Ibtidaiyah Swasta Al-Mubarakah Mohiyolo.

Management is very important for all aspects, with administration it will make it easier for an organization or company to achieve predetermined goals, to maintain a balance between conflicting goals, and to achieve continuity and efficiency. The success of an organization or company depends on the administration that has been made from the start. To achieve goals in accordance with the wishes, good and efficient governance must be realized [1]. Management is working with individuals to achieve organizational goals through the use of the capacity of setting, organizing, staffing, courses and leadership, and control. Management can be an ordinary preparation, which consists of setting, organizing, moving and controlling activities carried out to determine and achieve predetermined goals through the use of human resources and other assets [2]. management functions are actuating, organizing, planning, controlling [3]. The elements of management according to Hasibuan (2019) are people, materials, machines, techniques, money, and markets. Each of these elements has its purpose and explanation in management, therefore to understand that management consists of elements, it is necessary to use these components which are included in the management domain [4].

Human resource management is the activity of planning, organizing, directing, and controlling the procurement of employees as labor, development, compensation, integration, maintenance and termination of employee relations as human resources with the organization so that employee performance and behavior affect the achievement of organizational achievement targets [5]. Human resource management is a policy in practice that is needed by a manager to run other people as human resources from the position of a manager, including: recruitment, screening, training, return, assessment or evaluation of the work performance of employees who work for the organization [6].

Work motivation is a potential force that exists within a human being, which can be developed by himself or developed by a number of external forces, which can affect the results of his performance positively or negatively, which depends on the situations and conditions faced by the person concerned [7]. work motivation is a series of attitudes and values that influence individuals to achieve specific things in accordance with individual goals. These attitudes and values are invisible which provide the power to encourage individuals to behave in achieving goals [8]. there are several types of work motivation as follows [4]: A) Positive Motivation. Managers motivate subordinates by giving gifts to those who perform well. With this positive motivation, the morale of subordinates will increase, because in general humans like to receive good things. B) Negative Motivation. Managers motivate their subordinates by giving punishment to those whose work is not good (low achievement). With this negative motivation, the morale of subordinates will increase in the short term, because they are afraid of being punished; but in the long run it will be bad.

There are 5 factors that affect productivity, namely: 1) Physiological needs. Basic daily human needs, such as the need for food, drink, clothing, shelter, and other physical needs. This need is a need that must be fulfilled in order to survive. In this physiological need is divided into 3 main parts, namely clothing, food and shelter. As for employees, their needs are such as salaries, incentives and adequate facilities, both in the office and outside the office. With the

fulfillment of these things, employees will have a motive to work so that they can produce performance as expected by the organization. 2) The need for security. In this need such as obtaining security, safety, assurance and protection from something that endangers life from all aspects. In Maslow's theory this is a second level need. Everyone has the hope of being able to have a reasonable life. In this need what is desired is the guarantee of employees in their positions, the security and tranquility they must receive when they become employees. So that employees are able to work diligently so that their performance is good with the guarantees provided by the organization. 3) Social needs. In this need, namely the way a person chooses a friend. The company should organize ways such as vacations, sports matches and become one of the performers in a social activity. 4) Needs to be appreciated. In this need what is desired is recognition and status, such as giving awards or promotions. 5) Self-actualization needs. In this need, someone wants to increase their potential, this can be done by providing defensive training in addition to always implementing organizational learning so that employees can learn from each other.

Employee work motivation has indicators, namely the need for achievement, the need for affiliation, the need for competence, and the need for power. The need factor is a marker for determining indicators of employee work motivation [4]. 1) The need for achievement, which is a desire to progress and develop. 2) The need for affiliation, which is the desire to establish relationships with others. 3) The need for competence, which is the drive to complete quality work. 4) The need for power, which is an urge that can control a situation. In this case there is a tendency to take risks and destroy obstacles that occur.

RESEARCH METHOD

The research method that can be used is a qualitative approach. Qualitative research methods can be used in researchers do have some communication skills with interviews properly or broad interviews adapted to the social environment so that it does occur and develop [5]. So the type of research that can be used in research is descriptive research. Descriptive research is used in providing answers to research problems according to the position of variables independently or more than one [5]. Primary data is data that is directly provided so that in providing data through data collection. Primary data can indeed be used according to research is the provision of information and informants, namely the community as beneficiaries of the economic empowerment program, program implementers from the government, and other stakeholders involved [5]. Secondary data is used indirect data so that in providing data in collecting data. Secondary data can be used well as written either books, internet and documents, schools and relevant regulations [5].

This research can use in 3 models of research data analysis on Miles and Huberman includes data reduction that can be used through interviews with informants after the interview is conducted, then further analysis is carried out according to the transcript or interview results that will be written from the interview results. To be used as data reduction by recording and taking the core of the information based on the context in the research. So that qualitative research must be simplified in several ways such as summary description, classification and selection. Data presentation is carried out by compiling relevant data based on descriptions according to information on data sources arranged systematically. So it can be concluded

through research that is carried out according to the phenomena that are happening, then other planning is through to find out the problem and which is very immediately followed up according to the valid analysis of the data obtained. Drawing data conclusions and verifying answers from the formulation or main problem according to qualitative analysis either while developing until there is a real change in evidence in supporting data collection [5].

RESULTS AND DISCUSSION

Based on the results of research obtained from interviews, several results were found, among others:

The Need for Achievement

From the results of the interview above, it can be concluded that 1) A person's main drive to keep trying comes from the desire to provide benefits to others, learn from challenges, and create a positive impact on the surrounding environment, 2) Personal achievement is valued as a reward for oneself that can increase enthusiasm and motivation in dealing with various situations, 3) Performance can be improved through cooperation, positive attitudes, learning from mistakes, improving skills, and gratitude for achievements that have been achieved, 4) Focus on learning and applying skills from challenges faced becomes the foundation for future career development. Overall, achievement and motivation are interconnected, where success is not just about results, but also about the process of learning and impacting others.

Need for Affiliation

From the interviews above, it can be concluded that 1) Coworkers are an important part of motivating someone to work better in the work environment, 2) Harmonious, supportive, and motivating relationships between coworkers create comfort at work, 3) Open and respectful communication between coworkers helps reduce misunderstandings and strengthen cooperation, 4) A work environment that is clean, comfortable, and has positive working relationships increases employees' sense of home and productivity. In conclusion, good relationships with coworkers and a supportive work environment are important factors in creating motivation, comfort and productivity in the workplace.

The need for competence

From the interviews above, it can be concluded that 1) A positive work environment, appreciation from superiors, trust, and respect between employees are the main drivers to continue to improve competence, 2) Support from coworkers and knowledge sharing are effective ways to deal with challenging tasks, 3) Efforts to improve skills are carried out through training, seminars, and technical guidance (bimtek) to support job responsibilities, 4) Active learning is the key to improving relevant abilities to carry out tasks better. Overall, self-development in the workplace is influenced by a supportive environment, cooperation, and a commitment to continuous learning and improving competence.

The need for power

From the results of the interviews above, it can be concluded that 1) Power is considered important because the presence of leaders has a big influence in directing and managing an agency or work team, 2) Trust between leaders and team members is essential to maintain harmony, capitalize on the strengths, and overcome the weaknesses of each member, 3) Power brings great responsibility for the work done, both by the leader and each individual in the team, 4) Power in a team can be a force that drives collaboration and productivity, 5) Everyone

has authority over their work, which gives them a sense of ownership and responsibility. Overall, power and wise leadership, supported by trust within the team, are key to driving responsibility, collaboration and productivity.

CONCLUSIONS

From the results of the discussion regarding the analysis of employee work motivation at Madrasah Ibtidaiyah Swasta Al-Mubarakah Mohiyolo. it can be concluded that work motivation plays an important role for employees to support their performance. Achievement, motivation, work relationships, self-development, and power and leadership are interconnected in creating a productive work environment. Success is not only seen from the results, but also from the learning process and its impact on others. Good relationships among coworkers and a supportive environment increase motivation, comfort and productivity. In addition, self-development through collaboration and a commitment to continuous learning are important in supporting competence. Wise leadership, supported by trust within the team, encourages responsibility, collaboration and work effectiveness.

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