

THE FUNCTION OF MOTIVATION IN IMPROVING THE WORK SPIRIT OF THE STATE CIVIL APPARATUS IN THE KASINTUWU LURAH OFFICE, POSO DISTRICT, UTARA KOTA, POSO REGENCY

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Abstract

The function of motivation in increasing the morale of the State Civil Apparatus at the Kasintuwu Village Head Office, Poso District, North City, Poso Regency. The purpose of the study was to determine the implementation of motivation in increasing the morale of the State Civil Apparatus at the Kasintuwu Village Head Office, Poso District, North City, Poso Regency. The method used is a survey with a descriptive research type. Data collection techniques through observation, interviews and documentation. The results of this study indicate that the motivation to increase the morale of the State Civil Apparatus at the Kasintuwu Village Head Office, Poso District, North City, Poso Regency is very influential. It is evident from the results of the study that the respondents gave very influential answers and the factors that influence motivation are human resources, facilities and infrastructure as well as employee placement.

Kata Kunci: Motivation, Work Spirit, Apparatus

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Keywords: Motivation, Work Spirit, Apparatus

INTRODUCTION

In organizations, both formal and informal, the role of humans as the driving force of the organization to achieve the goals that have been set is very dominant. Organization is any form of alliance between two or more people who work together to achieve a common goal and formally relate to each other as individuals or groups of people, or in a hierarchical relationship where the relationship is always between people called leaders and subordinates. Depending on the expected goals, the success or failure of an organization depends on the quality of its people as the driving force.

For members of official organizations such as civil servants, civil servants and civil servants who are full of loyalty and obedience to the Pancasila and the 1945 Constitution as elements of state institutions. National mass organizations must have enthusiasm, authority, efficiency, high quality and be aware of responsibility. They are responsible for carrying out their duties and are able to provide services to the community. One of the factors so that an organization or institution can improve work performance is the motivation of its employees. Institutions must be able to motivate devices to improve the performance of their equipment and ultimately improve organizational work performance. One of the factors that can increase device motivation is the imposition of incentives in the form of rewards, both material and immaterial. Important incentives are

in the form of money, and insignificant incentives for example in the form of career development of organizational tools. Incentives, both material and immaterial, increase the motivation of work equipment, which in the end is expected to achieve the goals of the institution or organization. This means that the work spirit of national civil society organizations is very much needed. This is because the duties and responsibilities carried out are very large and require optimal work abilities, so that if they are based on a good work ethic, motivated and motivated by a professional spirit, the duties and responsibilities of each unit will ensure the achievement of organizational goals.

Different policies to improve the implementation of motivation are applied in different families. Because the microtechnical policy considers that the problem of increasing work performance that is relatively small is a problem related to the limited carrying capacity of the tools, technology and technical capabilities of implementing tools, the technical engineering approach is the answer to this. problem. Therefore, the answer to the desire to improve the quality of the performance of local apparatus is a policy that gives the regions great flexibility in the government apparatus, including improving the performance of the apparatus. However, it will affect the morale of public service in society. This is indicated by the number of employees who enter and leave the office to find a life outside the office. There is a feeling of melancholy in a career, not distance, not enthusiasm and passion for work. This is in line with Nawawi (1997: 351) and "enthusiastic and enthusiastic, and conversely, workers are not enthusiastic or eager to get the job done. He is greatly influenced by the signs of a motivated employee that drives him to work.

Basically, in relation to the problem of low work motivation, of course it greatly affects the implementation of the work spirit displayed by public officials. It is understood that in the organizational life of members of the organization, including the device, it is impossible to live in isolation either from their colleagues or their environment. Goals to be achieved, and how to implement them. This all requires good relationships between individuals and between devices. In other words, the members of the organization simply do not need other people.

From the understanding of the motives above, it is clear that a person's motivation arises from or arises from a motive that channels, moves and supports, which is carried out by someone (activation or encouragement) that causes a person's behavior (existent encouragement/force). Among those who excel or achieve. Therefore, a person's motives depend on the strength of his motives.

In principle, work performance is only possible through a persistent innovation process of obedience. This review shows that we have discipline and a good work ethic that not only makes our material in accordance with the scope of our employee benefits, but also strives to achieve maximum performance or work results in the future or in the future. Kasintuwu lurah office equipment should be able to provide service standards that will satisfy the community, but in fact there is dissatisfaction with the services at the Kasintuwu Village Office, Poso District, North City, Poso Regency, such as problems handling employee absenteeism, lack of creativity and lack of innovation. This can be seen from the community's dissatisfaction that their work cannot be completed in a short time.

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Among experts, there are various opinions about motivation. Although each expert provides an understanding of motivation in different emphases, there are also similarities that tend to lead to the concept of motivation. Motivation is one of the factors that determine or influence human behavior. Motivation comes from English, namely "motivation". It means spiritual encouragement to people as individuals or members of groups depending on the events of society. According to Martoyo (2000: 147), motivation is defined as an employee will take action if a manager has something to do, inspire, encourage, and encourage others. Giving this encouragement is what they love, and the goal is to remind them to get the results they want from these people.

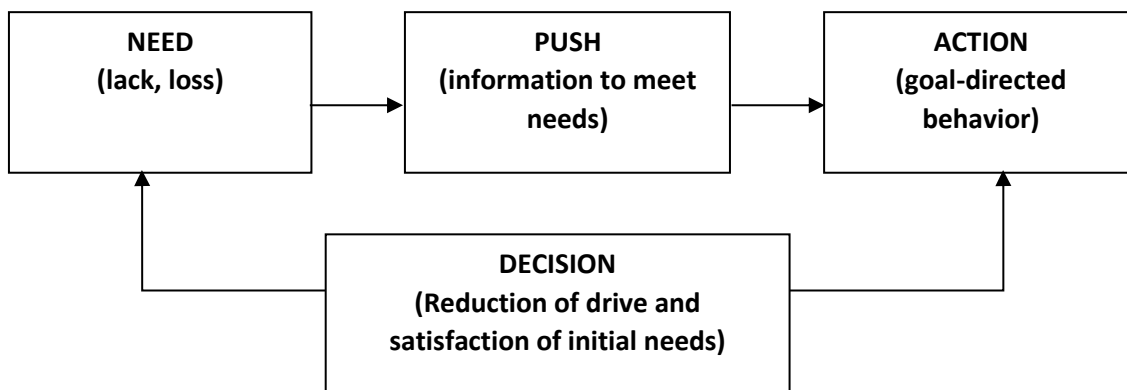
Aref and Tanjung (2003: 12), explain that motivation is the main thing that inspires someone to do something. Meanwhile, in the administrative dictionary, Liang Gie (1996: 87) provides a formula that motivates or encourages an activity. In some of the definitions above, the motive is basically an impulse, desire, or influence that comes from within a person, and causes a person to behave in a certain way. In other words, motivation is a mental state that facilitates the execution of actions and activities and results in an imbalance of power and energy. In this sense of motivation it can be said that work motivation is to stimulate the desire to work. The theory of motivation consists of the theory of expectations (expectations) rather than theory of achievement (achievements).

According to Macurerando that if a person's needs are strong, the influence is a person's motivation to use a behavior that will lead to the satisfaction of that person's needs. and encourage them to work hard and use their skills and abilities to achieve their goals. It is necessary to achieve it. Therefore, employees with high performance demands tend to be motivated by rewarding work. On the other hand, employees with low achievable demand tend to find themselves in highly competitive and difficult work situations.

Maslow in Chapman (2004) says that "Each of us is motivated by our needs, our most basic needs are inborn having evolved over tens of thousands of years". This means that each of us is motivated by a need. A basic need that we are born with that has increased over the years. Furthermore, Abraham Maslow stated that "Every human being has a hierarchy of needs which is formulated as the Hierarchy of Needs". Meanwhile, Maslow suggests the type of motivation. Based on needs, the discussion of which is focused on internal drives in the form of one's needs as the basis for doing work. Maslow's theory of this need is clear as described earlier. These clearly structured needs are interconnected with each other and arranged in a hierarchy where the more pressing a need is, the more it encourages a person to realize that need.

The theory of motivation which then becomes the rationale for this research is the theory of motivation which is classified as the theory of satisfaction. Since the Satisfaction Motivation Theory is based on the view that every individual has his own needs, it motivates them to fulfill those needs by reducing them. In other words, an individual behaves or behaves in a certain way that will lead to the satisfaction of his needs. The satisfaction theory view of motivation is as follows (Stoner & Wankel, 1986).

Satisfaction Theory Model on Motivation



Many theories of motivation are classified as satisfaction theory, four of which are the most discussed in the literature in the field of organizational behavior, namely: Maslow's hierarchy of needs theory, Alderfel's EGR theory, Herzberg's two-factor theory and McClelland's needs theory.

If viewed in terms of the scope of activity, what is meant by the State Civil Apparatus is people doing work by getting compensation for services in the form of salaries and government allowances. With the rewards received, they with all abilities carry out organizational tasks in order to achieve the goals set in the organization where they work.

In other words, the State Civil Apparatus are those who devote themselves to government institutions that work to provide services to the community. Viewed from Administrative Sciences, state apparatus or government employees are administrative aspects needed in administering government, and as a tool to achieve national goals. The administrative aspect can be in the form of institutions/organizations and can also be in the form of humans called Apparatus. The term State Civil Apparatus formerly known as employee, which means briefly is a person who does work by getting compensation for services in the form of salaries and allowances from the government or private business entities.

According to Parista (1999: 80), states the meaning of the State Civil Apparatus as "Elements of the State apparatus, state servants and public servants who are full of loyalty and obedience to Pancasila and the 1945 Constitution, the State and the government, carrying out the duties of the government and builders". Meanwhile, according to Moekijat (1999: 115), put forward the notion of State Civil Apparatus "Those who are appointed to central government positions by the authorities and are given a salary from the state budget, employee budget, everything according to applicable regulations.

Meanwhile, what is meant by State Civil Apparatus according to Law Number 5 of 2015 concerning Amendments to Law Number 8 of 1974 on the Principles of Employment and Law Number 43 of 1999, it is stated: "State Civil Apparatus is every citizen of the Republic of Indonesia. who have fulfilled the specified requirements, are appointed by the competent authority and assigned tasks in a state office, or assigned to other state duties, and are paid based on the applicable laws and regulations.

Based on this description, it is clear that the State Civil Apparatus as an element of the government apparatus is expected to be able to carry out their duties professionally and responsibly in carrying out government duties and development in their field of duty. consists of: Central State Civil Apparatus and Regional State Civil Apparatus.

RESEARCH METHOD

This study uses a descriptive qualitative approach. Through this approach, researchers can obtain a complete picture of the problems formulated by focusing on the process and search for meaning behind the phenomena that appear in the study, with the hope that the information studied is more comprehensive, in-depth, natural and what it is. While the data collection techniques are observation, interviews and documentation. The research location is the Kasintuwu Village Head Office, Poso District, North City, Poso Regency. The informants in this study are the State Civil Apparatus at the Kasintuwu Village Head Office, Poso District, North City, Poso Regency. Meanwhile, the key informant is the Head of Kasintuwu Village, Poso District, North City, Poso Regency.

RESULT AND DISCUSSION

Motivation is one of the most important aspects in utilizing civil servants who are efficient and effective, namely by giving encouragement or stimulation to civil servants or with the popular term now "giving enthusiasm for work", so that they can further increase their morale and work ability. , so as to produce maximum work.

The importance of motivation or driving force has a great influence on increasing one's morale. Because with motivation, a civil servant will feel that the desires or needs will be fulfilled so that they will be able to carry out certain activities to achieve organizational goals and react to the forces that drive their activities aimed at achieving organizational goals.

The virtue that can move a habit or can shape behavior is that the behavior is directed to achieve certain goals. They react to the forces that move and cooperate with all efforts so as to produce maximum work results or work performance as well. The work performance of a civil servant is influenced, among other things, by the skills, skills, experience, and sincerity in doing a job. Therefore, it can be said that in improving work performance it is necessary to pay attention to the motives and expectations of civil servants. From the description above, it can be said that the provision of motivation, civil servants will improve work performance as much as possible.

As it is known that motivation is one of the important and very decisive aspects in increasing the morale of a civil servant, therefore it is necessary to have motivation or provide encouragement or stimulation. Giving motivation or encouragement to civil servants can be in the form of giving instructions, praise for outstanding civil servants, awards in the form of material and so on. Factors that cause enthusiasm to work and further increase the morale that has been achieved. The feeling to increase the spirit that arises from within a civil servant, because it is based on the fulfillment of all the needs, both primary needs and secondary needs. With these needs, motivation is born.

So it can be assumed that the size of the increase in the morale of a civil servant depends on the provision of motivation, on the contrary, without the motivation given, a civil servant tends to show a low level of morale. So in this case there is a mutual influence between providing motivation and increasing employee discipline, this is because motivation is the basis for increasing morale.

In addition, to find out the effect of motivation on increasing the morale of civil servants at the Kasintuwu Village Head Office, Poso Utara District, Poso Regency, the reason is that basically the work spirit is due to the long working period of a civil servant, so that he can provide skills, abilities and skills. in his work. That a provision of motivation will not always be the basis for the morale of a civil servant. Because usually

by giving such encouragement in the form of material or praise from superiors, they assume that it is their right and the gift is an obligation and their leadership, so they are mediocre in carrying out their duties. A conceptual approach to reviewing various aspects related to motivation in increasing employee morale at the Kasintuwu Village Head Office, Poso Utara District, Poso Regency requires that the implementers absolutely know what to do effectively, namely Performance Allowances, Education and Training, Position Promotion, as in the following discussion:

First, performance allowances can be given to capable employees who work in such a way that the level of morale is exceeded in this case incentives in the form of bonuses. Bonuses are given to employees who are able to work in such a way that the level of production exceeds the level of morale, namely based on the production units produced in a certain period of time. If the number of units produced exceeds a predetermined amount, the employee receives a bonus for the excess amount produced. In addition, time savings occur, meaning that if employees complete work with satisfactory results in the shortest possible time, the employee concerned receives work allowances on the grounds that by saving time more work can be completed. and often give attention or praise so that civil servants are enthusiastic in carrying out their work. So it can be said that the increase in the morale of a civil servant depends on the provision of work benefits provided. On the other hand, without the work allowance provided, a civil servant will tend to show low morale. In addition, to determine the effect of work allowances on increasing the morale of civil servants. So if you want to excel, of course there is motivation from the leadership to provide work benefits.

Second, in general education and training is one of the efforts to develop Human Resources, especially in terms of knowledge (Knowledge), Ability (Ability) and expertise (Skill). The knowledge in question is about the knowledge that is mastered in a position. The ability in question is the ability to handle the tasks that are mandated, while for the expertise in question are some of the skills needed so that a job can be completed properly. As it is known that education and training is one of the important and very decisive aspects in increasing the morale of a civil servant, therefore education and training is needed. Providing education and training for civil servants at the Kasintuwu Lurah Office, Poso District, North City, Poso Regency in the form of instructions for outstanding civil servants, awards. Which causes the emergence of work performance that has been achieved, a feeling of increasing morale so that it can be assumed that the size of the increase in morale of a civil servant depends on the education and training provided will tend to a civil servant showing a low level of morale. So in this case there is a mutual influence between the provision of education and training with increasing work discipline, this is because education and training are the basis for increasing morale.

Third, promotion is when an employee is transferred from one job to another with greater responsibility, higher level in the hierarchy and higher income. Every employee wants a promotion, including the employees at the Kasintuwu Lurah Office, Poso District, North City, Poso Regency, because in view of the success of an award or someone's success, they show high morale in carrying out their obligations in the work and positions that are mandated now as well as recognition of their abilities and potential. concerned to occupy a technical position.

Organizations generally use two main criteria in considering someone to be promoted, namely morale and seniority. Promotions based on morale use the results of an assessment of excellent work in promotions or current positions. Thus the promotion can be seen as an organizational award for the work spirit of its members. However, such promotion must also be based on other considerations, namely a careful calculation of the potential ability of the person concerned to occupy a higher position. This means that it is necessary to realize that promoting someone is not without risk, in the sense that there is no full guarantee that the person being promoted will actually meet the expectations of

the organization. For this reason, a thorough analysis of the potential in question needs to be carried out.

Another promotion practice is that based on seniority. Promotion based on seniority means that the employee most entitled to be promoted is the one with the longest tenure. Many organizations take this method with three considerations, namely: a) As a reward for one's services at least in terms of loyalty to the organization, b) Assessment is usually objective because it is enough to compare the years of service of certain people who are considered for promotion. , c) Encouraging organizations to develop their employees because the employees who have worked the longest will eventually get a promotion.

The existence of promotions for employees at the Kasintuwu Village Head Office, Poso District North City, Poso Regency has a positive impact on the organization and overall employee morale, the most appropriate approach in terms of employee promotion at the Kasintuwu Village Head Office, Poso District North City, Poso Regency is to combine work performance and seniority. So it can be concluded that there is a relationship between job promotion and morale, because the description contains meaning in order to increase morale. Leaders in an organization need to pay attention to their subordinates in the hope that the employees at the Kasintuwu Village Office, Poso Utara District, Poso Regency can be used as a motivator for them to promote positions in increasing high morale, stating that they are not related, on the grounds that they do not understand the relationship. promotion and work performance.

While the factors that influence the motivation to increase morale at the Kasintuwu Village Head Office, Poso District North City, Poso Regency. However, there are several factors that influence the provision of motivation, including the following: First, Human Resources is the most important factor in an organization, which determines success in achieving the goals of an organization. Therefore, civil servants are the main element that needs to be addressed and directed in carrying out their duties as a whole. These factors greatly affect their duties and functions as civil servants. Several things that affect the provision of motivation. Second, if the facilities and infrastructure owned have met the standard in terms of quantity. But behind the quality is not optimal in supporting service activities. Third, the placement of employees who are not in accordance with their scientific discipline will affect their performance. Therefore, a leader must have the ability to pay attention and know the disciplines and abilities of subordinates before being placed. The placement of employees is still in accordance with the disciplines they have and has the ability to carry out the work given.

CONCLUSION

Motivation greatly affects the increase in employee morale at the Kasintuwu Village Head Office, Poso District, North City, Poso Regency. The factors that influence the provision of motivation in increasing the morale of civil servants at the Kasintuwu Lurah Office, Poso Utara District, Poso Regency are: human resources factors where increasing human resources through education and training levels to improve quality related to the performance of civil servants in providing service to the community. The addition of facilities and infrastructure to support the tasks of community services, besides that it is necessary to increase operational costs in the activity of providing public services. Placement of employees who are not in accordance with the discipline they have will affect their performance. Therefore, a leader must have the ability to pay attention and know the disciplines and abilities of subordinates before being placed.

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