

THE INFLUENCE OF WORK SPIRIT, MOTIVATION ON PERFORMANCE AT SEKUPANG PUSKESMAS

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Abstract

Abstract Purpose, - The purpose of this study is to provide an explanation of the effect of work spirit and motivation on employee performance at the Sekupang Health Center. **Design/Methodology/Approach** – The research method used is a quantitative research approach. Data collection is done by distributing questionnaires to 40 respondents from Sekupang Health Center employees. This study uses multiple linear regression analysis, the software used is SPSS 22. **Research findings** - These results indicate that morale and motivation have a positive and significant effect on employee performance.

Keywords: *Morale, Motivation, Employee Performance*

1.INTRODUCTION

An organization is highly dependent on the individual performance of its members for the success of an organization. The role of employees for the organization is very important, because employees are the driving force of an organization that works with passion and dedication. Every little thing that is done in the organization is carried out by employees who are at work. Performance is not only about what a person gets but also how to get it (Nanzushi, 2015). HR or its employees in an organization when they want to achieve their goals or not depends on their employees. With high morale and motivation, good performance will be born.

Morale is indispensable in work and employees should be treated very well. Organizational leaders who lead an organization are required to treat employees well and view them as human beings who have both material and non-material needs. Etymologically the word morale can be derived from the English word morale which means fighting spirit (Bafadal, 2006). Organizational leaders also need to understand, know, be aware of and continue to strive to meet the needs of their employees so that employees can work in accordance with the goals of the organization in order to achieve the vision and mission.

As for other factors that affect work results in addition to morale, namely the need for motivation. Motivation comes from the word motive which means "encouragement" or "stimulation" or "movement" that exists within a person. Motivation is a process to influence a person or group of people to want to carry out a business or work according to what has been set in the organization. Motivation is related to reasons or things that have pushed or moved someone to do something. Motivation can come from within or from outside the individual. Motivation can be said to be something that is very influential on us to achieve something we want.

Work spirit is the embodiment of self-motivation and work morale that is full of high dedication. High work spirit is the spirit and enthusiasm of work. Morale describes a feeling and shows the work climate and atmosphere.

Performance is a process carried out to achieve the desired and real mission that is displayed by everyone as work performance produced by employees in accordance with the tasks performed in an organization. In fact, employee performance is very important in the organization's efforts to achieve its mission or goals. This motivational factor has a direct relationship to the individual performance of the health center employees.

Many factors can affect employee performance, including morale and employee motivation. This study aims to analyze the effect of morale and motivation on employee performance. The results of the study are expected to be taken into consideration for the Puskesmas to continue to improve their performance even better, especially in increasing morale and employee motivation.

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Sekupang Public Health Center is one of the health centers located in Batam City. The possible consequence of poor work morale and motivation is a decrease in employee performance which will have an impact on decreasing the performance of the Puskesmas.

2.LITERATURE REVIEW

2.1. Work Spirit

Nawawi (2008:207) says that the factors that influence employee morale are interest or concern for work, wages/salaries, social status based on position, noble goals and dedication, work environment atmosphere, and human relations. As for morale, it requires regular attention, proper diagnosis and treatment as well as health. Morale is rather difficult to measure because of its abstract nature. Morale is a combination of physical conditions, attitudes, feelings, and employee sentiments. To find out the existence of low morale in the government, one can find out the factors causing it and try to take an earlier action.

1. Presence.
2. Work Discipline.
3. Cooperation.
4. Responsibility.
5. Work Productivity

According to Hasibuan (2014) morale is the desire, seriousness of a person doing his job well, disciplined to achieve maximum work performance, willingness, and deep pleasure in the work done.

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2.2. Motivation

According to Samsudin who was quoted again by Adelia (2021) motivation is the process of influencing or encouraging from outside a person or work group so that they want to carry out something that has been determined. According to Winardi (2016) motivation is a potential force that exists within a human being, which can be developed by itself or developed by a number of external forces which essentially revolve around monetary rewards and rewards, while Pinder (1998) defines work motivation as a series of external forces. and internal that give rise to work-related behavior and then determine the direction, form, duration, and intensity of performing a particular job.

Work motivation is one of the factors that determine a person's performance. Work motivation provides encouragement from within a person that makes us keep moving and thinking in doing something or an activity to produce something for himself or others. With the motivation to work will have a big influence on one's success. A person without motivation will not succeed, for that a strong motivation is needed and followed by a high determination to achieve whatever he wants to achieve.

2.3. Performance

According to Mangkunegara (2010), the notion of performance is the result of work both in quality and quantity achieved by human resources for a period of time in carrying out their duties in accordance with the responsibilities given to them. It is expected that the performance will result in a better quality of work and the amount of work that is in accordance with the standards.

According to Sutrisno (2012) performance is the result of work that has been achieved by someone from his work behavior in carrying out work activities

(Sudarmanto, 2009: 11-12), there are 4 (four) indicators that are used as benchmarks in conducting performance assessments, namely:

1. Quality, namely: error rate, damage, accuracy.
2. Quantity, namely the amount of work produced.

3. The use of time at work, namely the rate of absenteeism, delays in effective working time/lost working hours.
4. Cooperate with others at work.

3. RESEARCH METHOD

The method used in this study is a survey, where this study takes a sample from one population by using a questionnaire as a data collection tool. The design of this survey method is descriptive quantitative. Quantitative research with descriptive format aims to explain and summarize various conditions, various situations, or various variables that arise in the community that is the object of the research based on what happened. This study includes a quantitative research design because it is a concept development and data collection to examine the effect of the influence of work spirit and motivation in improving the performance of Sekupang Health Center employees. In this study, the Likert scale was used to determine how attitudes, opinions,

4. RESEARCH RESULT

Based on the results of multiple linear regression, it can be seen as follows:

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Based on the table of t statistical test coefficients, the t value for the variable morale (X1) is significant at $\alpha = 0.05$, because $t_{count} > t_{table}$ ($3.374 > 2.026$) or sig. $0.002 < 0.05$. So, it can be concluded that the morale has a significant effect on performance.

This is in accordance with the results of another study conducted by Adelia (2021) with the title The effect of motivation and morale on employee performance at the office of the tax and retribution management agency in the Kapuas district, namely the coefficient of work morale (X2) is significant at $\alpha = 0.05$, because $t_{count} > t_{table}$ ($2.429 > 2.063$) or sig. $0.021 < 0.05$. This means that the influence of the work spirit variable on employee performance is significant.

The Effect of Motivation on Employee Performance

Based on the table of t statistical test coefficients, the t-count value for the motivation variable (X2) is significant at $\alpha = 0.05$, because $t_{count} > t_{table}$ ($7.902 > 2.026$) or sig. $0.000 < 0.05$. So, it can be concluded that motivation has a significant effect on performance.

This is in accordance with the results of another study conducted by Adelia (2021) with the title The effect of motivation and work spirit on employee performance at the office of the tax and retribution management agency in the Kapuas district, namely the coefficient of the motivation variable (X1) is significant at $\alpha = 0.05$, because $t_{count} > t_{table}$ ($3.180 > 2.063$) or sig. $0.003 < 0.05$. This means that the influence of the motivation variable on employee performance is significant.

The calculated F value is used with the aim of proving whether the independent variables have a joint effect on the dependent variable. From the results of calculations through SPSS, it shows that the calculated F is 71.125 and $F_{table} = 3.24$ (using a significance level of 0.00% and degrees of freedom (df); $n - (k + 1)$; $35 - (2 + 1) = 38$). This states that $F_{count} (71.125) > (3.24) F_{table}$ so that the hypothesis is accepted, meaning that the independent variables consisting of work spirit (X1) and motivation (X2) simultaneously affect the performance of Sekupang Health Center employees.

The value of the coefficient of determination (R^2) of 0.794 indicates that the variation in employee performance is explained by the variables of Work Spirit (X1) and Motivation (X2) of 79.4% while 20.6% is explained by other variables not analyzed in the model.

5. CONCLUSION

It is known that based on the results of the analysis and discussion of Work Spirit and Motivation on the Performance of Sekupang Health Center Employees, it can be concluded as follows that Work Spirit (X1) has a Partial effect on the Performance of Sekupang Health Center Employees, Motivation (X2) has Partially influenced Sekupang Health Center, Work Spirit (X1) and Motivation (X2) have a simultaneous effect on the performance of employees of the Sekupang Health Center.

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