



EMPLOYEE RESPONSE AGAINST MOTIVATION PROVISION TO EMPLOYMENT AGENCY EDUCATION AND TRAINING OF NORTH TORAJA DISTRICT

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ABSTRACT: Civil Servants domiciled as an element of the State apparatus in charge of providing services to the community professionally, honestly, equitably and evenly in the implementation of the duties of the State, the successful implementation of these tasks is dependent on the availability of various resources, among which the most important is the human resources because of the support of resources human power has a very strategic support. Therefore, human resources act as planners, and simultaneously as a supervisor of the implementation of activities. To be able to carry out the task properly, the development of employees directed to improve the quality of human resources in order to have attitudes and behaviors that , honesty, responsibility, disciplibased on dedication and prestige so as to provide services in accordance with the demands of development community. The purpose of research in is to determine the response of employees to the provision of motivation at the Personnel Board Education and Training District of North Toraja Thus it can be said that the motivation of the employees at the North Sulawesi Education and Training Personnel Board has been satisfactory.From the calculation of the above table shows the number 0.84, it appears that the provision of motivation at the Personnel Board of Education and Training District of North Toraja can be categorized as very strong or have satisfactory employees

Keyword : Employee, motivation, education, training

INTRODUCTION

Civil Servants domiciled as an element of the State apparatus in charge of providing services to the community professionally, honestly, equitably and evenly in the implementation of the duties of the State, the successful implementation of these tasks is dependent on the availability of various resources, among which the most important is the human resources because of the support of resources human power has a very strategic support. Therefore, human resources act as planners, and simultaneously as a supervisor of the implementation of activities. To be able to carry out the task properly, the development of employees directed to improve the quality of human resources in order to have attitudes and behaviors that , honesty, responsibility, disciplibased on dedicationne and prestige so as to provide services in accordance with the demands of development community. One agency efforts in maintaining the performance of employees by paying attention to employee motivation which is one important factor to get optimal result of work. Employees are one of the most important factors of production. Motivation is an important thing because it provides a positive energy that can spur a person's spirit in completing a job. With high motivation agencies have had assets.Motivation is important in carrying out the task so that employees are more enthusiastic in bekerjatermasuk in the Personnel Board Education and Training District of North Toraja. Therefore, employee motivation needs to be considered with baik.Based on above Employee Response Against Giving Motivation on Employment Agency Education and Training District Toraja Utara 1.

Research Purposes

The purpose of research in is to determine the response of employees to the provision of motivation at the Personnel Board Education and Training District of North Toraja

Literature review

Understanding Motivation

According to Rivai (2005: 455) states: "Motivation is a set of attitudes and values affecting individuals to achieve specific things according to individual goals.

According Mulyasa (2003: 112) "Motivation is the driving force or puller that causes the behavior towards a particular goal."According to McClelland, in Prabu (2011: 94) that: "Motivation is a condition of the soul that encourages a person in achieving maximum achievement."

Rivai (2011: 837) that: "Motivation is a set of attitudes and values that influence the individual to achieve specific things according to individual goals." willing to work hard to achieve goals.

Principles In Motivation

Anwar Prabu Mangkunegara (2009: 61) are:

1. Principle of participation
In an effort to motivate work, employees need to be given the opportunity to participate in determining the goals to be achieved by the leader.
2. The principle of communication
Leaders communicate everything associated with the effort of achieving the task, with clear information, employees will be more easily motivated work.
3. The principle recognizes subordinate share
Leaders recognize that the employees (employees) have a share in the effort to achieve goals. With such recognition, employees will be more easily motivated.
4. Principle of delegation of authority
Leaders who give authority or authority to subordinate employees to at any time to take decisions on the work it does, will make the relevant employees become motivated to achieve the goals expected by the leader.
5. The principle of paying attention
Leaders pay attention to what the subordinate employees want, will motivate employees to work what the leader expects.

Motivation Theory According to Experts

1. Maslow's Theory in Prabu (2009: 63).
Needs can be defined as a gap or contradiction experienced between a reality with an inner impulse. Needs are fundamental underlying employee behavior. We will not be able to motivate employees if the needs of employees can not be fulfilled by the company. Fulfillment of motivation must be in accordance with the needs desired by employees.
2. The Theory of Two Factors Herzberg in Prabu (2009: 67)
This theory was developed by Frederic Herzberg, this theory also uses Maslow's theory as a reference point. Herzberg conducts research by conducting interviews. Each respondent is asked to tell something that is happening whether it is fun (giving satisfaction) or unpleasant. Or that does not give satisfaction. Then the result of the interview is analyzed by using content analysis to determine which factors give satisfaction or which do not give satisfaction.
3. Theory X and Theory Y by Douglas Mc Gregor in Christine Campbell (1994: 246):
 - a. Theory X is a traditional view of the various things humans have a natural tendency to avoid work and will avoid it if they can. Therefore they must be forced and threatened to do their duty.
 - b. Theory Y of this theory says that man naturally considers satisfying work, and that a management system built on this assumption will give individuals the responsibility and freedom to achieve company goals with their own level of ability. Once analyzed it can be categorized into two factors, in Siagian (2011: 290), which is quoted from Herzberg, the theory of two factors that is motivational factors and hygiene factors.

Motivational factors are things that encourage achievement that is intrinsic, which means sourced from within a person, while the meaning of hygiene or maintenance factors are factors that are extrinsic meaning that comes from outside the person, for example from the organization, but also determine a person's behavior in his life.

Herzberg in Hasibuan (2006: 108), states there are three important things that must be considered in motivating employees are:

1. The things that drive employees are "challenging jobs that include feelings for achievement, responsibility, progress to enjoy the job itself and recognition of it all.
2. The things that disappoint employees is especially the factors that are just frills on the job, job regulations, lighting, rest, job title, rights, salary, benefits, and others
3. Employee disappointed, if the opportunity for achievement is limited. They will become sensitive to their environment and start looking for faults.

Elements of Motivation

1. There are three elements determining the power of motivation in carrying out a job, namely motives, expectations and incentives. For more details described the following elements of motivation:

1. Motive (motive)

Motives can be interpreted as a motion that includes the encouragement, reason and willingness that arise from within a person that causes him to do something (Onang Uchjana, 1985: 74).



- a. This motif can be grouped in accordance with the basic desires satisfied that is:
 - a. Motive mastery / superiority
This motive is a strong human nature. People always try to be free, under control to overcome obstacles. Feeling very satisfied because it can complete the task, solve the problem or happy to compete shows the motive force.
 - b. The motive for a sense of security
This motive is closely related to a person's need to defend himself from the attitude othreat to human needs. This is manifested in an attempt to avoid danger to threaten him.
- b. Motives to be acknowledged and accepted by others This motive is a desire to be different people in groups and communities.

2. Hope

A person's desire to produce or produce depends on the specific objectives to be achieved, and the prescriptions or actions to achieve them. (Wahjosumudjo, 1985: 192). This motivating manager must realize that people will work hard, hoping that they will be able to fulfill their needs and wants from their work. These wishes include:

- a. The desire to live, meaning the desire to live is the main desire of every person, because every human being works to be able to eat and can continue his life.
- b. The desire for position, meaning the desire to have something is a second human desire and this is one reason why people want to work.
- c. The desire for resognition, meaning the desire for recognition is the last kind of need and also encourages one to work.

3. Incentive (incentive)

Insentive is an object or thing that is immaterial interesting or can cause excitement to get and have (As Moernir, 1987: 209). The forms of these incentives include:

- a. Material incentives
Is a motivational tool provided in the form of money or goods that have market value, such as giving honorarium, job allowances and private facilities such as official vehicles
- b. Non-material incentives
Is a motivational tool provided in the form of goods or objects that are not valuable. So just give satisfaction, spiritual pride only, such as trophies, awards charter.
- c. Combination of material and non material incentives.
Is a motivational tool provided in the form of material (money and goods) and non-material. So meet the needs of economics and spiritual satisfaction

Framework of thinking

With the frame of mind depicted in the scheme as follows:

Figure2.1.



Thinking Framework Think Operational Definition

Response is the response or reply to the employee motivation given to the North Sulawesi Education and Training Personnel Board.

Motivation is a series of motivators to employees in performing their duties well in accordance with the duties and responsibilities given by the Head of the North Maluku Education and Training Agency. Such motivation includes giving incentives in the form of honorarium and overtime pay.

RESEARCH METHODS

Type of research used is Descriptive research. The data were analyzed descriptively that describe or explain about giving motivation of employee at Personnel Board of Education and Training of North Toraja District.

To get the value of motivation, can be calculated by using the formula Frequency:

$$F = "X" / "n" \times 100\%$$

Where:

F = Frequency

X = Motivation

N = Number of Respondents



To know the level of motivation used guidelines based on Sugiyono (2011: 231) as follows:

Tabel 3.1.

Categorization Score Answer

Interval	Tingkat
0,00 – 0,19	Sangat Rendah
0,20 – 0,39	Rendah
0,40 – 0,59	Sedang
0,60 – 0,79	Kuat
0,80 – 1,00	Sangat Kuat

(Sumber : Sugiyono 2011:231)

Furthermore, to know the level of motivation is done through qualitative descriptive approach, the method of approach that uses dependence through the numbers, so that the symptoms in the study is measured by using a scale.

The scale used is Likert scale. Determination of the score of respondents with Likert scale consists of five levels of grading scoring for each respondent's alternative answers are:

Answer a with a score of 5, answer b with a score of 4, answer c with score 3, answer d with a score of 2 and answers e with a score of 1

Picture the situation or condition, then do problem analysis and problem solving descriptively. The source of reference for analyzing problem and problem solving is based on the observation of general phenomena and regulation within the North Toraja District Education and Training Personnel Boar

1. Data Analysis and Discussion of Research Problems

Data analysis

Giving motivation in the form of honor money and overtime pay.

The following description of the motivation in the form of giving incentives in the form of honor and overtime at the Agency for Personnel Education and Training District of North Toraja can be seen in the table as follows

Tabel 4.1. Budget Implementation Document
based on Honor and Overtime 2017

No.	Activities	Budget	
		Paid	Overtime
1.	Planning and Preparation of RKA	Rp. 4.400.000,-	Rp. 3.996.000,-
2.	Preparation of Financial Reporting	Rp. 4.400.000,-	Rp. 5.000.000,-
3.	Preparation of Year End Financial Reporting	Rp. 4.400.000,-	Rp. 5.000.000,-
4.	Administration System Administration Enhancement	Rp. 32.700.000,-	Rp. 3.010.000,-
5.	Development / Development of Regional Personnel Information	Rp. 10.300.000,-	Rp. 5.225.000,-
Jumlah		Rp. 56.200.000,-	Rp. 22.231.000,-

Sumber data : BKPP based on DPA 2017

Based on Table 4.1. above it can be seen that the incentives in the Toraja Personnel Education and Training Agency in the year 2014 is quite large. Based on the information obtained from the North Maluku Province Education and Training Personnel Board, the granting of such incentives is given based on the performance of employees at the North Maluku Province Education and Training Personnel Board.

Respondents Distribution

This study was conducted on a number of Civil Servants at the Employment Agency Education and Training District Toraja Utara with a population of 44 people. Samples were taken using the Slovin formula (Sugiono, 2006: 57).

$$n = \frac{N}{1 + N(e)^2}$$

Where:

n = Number of Samples

N = Total Population

e^2 = Limit of Accuracy desired

So to get the number of samples then used Slovin formula.

n = 44

$e^2 = 10\% = 0.1$

$$n = "44" / ("44." [(0,1)] ^ 2 + 1)$$

$$= "44" / "1,4"$$

$$= 30.55 \text{ rounded to } 30 \text{ people / sample}$$

So as to get the number of samples as many as 30 orang.Sampel taken by considering the categorization in this study, such as class, position, employment, age and education level. Sampling is done according to the grouping of existing Fields at the North Maluku Province Education and Training Personnel Board as follows:

Table 4.2.
Sample by Grouping Field

No.	Kelompok Bidang	Jumlah Responden	Presentase dari Populasi (%)
1.	Sekretariat BKPP	9	30
2.	Bidang Informasi & Pengadaan Pegawai	6	20
3.	Bidang Mutasi & Kepangkatan	6	20
4.	Bidang Pengembangan Pegawai	3	10
5.	Bidang Pendidikan & Pelatihan	6	20
Total		30	100

Sumber : BKPP Kabupaten Toraja Utara Tahun 2014

Based on data in Table 4.2. It appears that from 30 respondents, 5 (17%) respondents have education level of Starata 2 (S2), Bachelor degree (S1) 16 people (53%), 2 graduates of Bachelor degree (DIII) , at the level of SMA 7 people (23%).

Table 4.3.
Distribution of Respondents by Education

No.	Tingkat Pendidikan	Frekuensi	Presentase (%)
1.	Strata 2/S2	5	17
2.	Strata 1/S1	16	53
3.	Sarmud/DIII	2	7
4.	SMA	7	23
5.	SMP	-	0
6.	SD	-	0
Total		30	100

Source : BKPP Kabupaten Toraja Utara Tahun 2017

Discussion of Research Problems

a. Employee Responses Regarding Motivation

Description of data to be presented from the results of this study is to provide a general description or explanation of the distribution of data obtained in the field. The data presented in the form of raw data is processed using statistical description technique. The description in this data is presented in the form of frequency distribution.

Table 4.5.

Response of respondents about boss always pay attention to employees

No	Alternatif Answer	Frekuensi	Presentase
1	Strongly agree	25	0,83%
2	Agree	4	0,13%
3	Less Agree	1	0,03%
4	Disagree	0	0,00%
5	Stonglly Disagree	0	0,00%
Amount		30	1,00%

Source : Kuesioner Penelitian, diolah 2017

Table 4.5. above shows that the boss is always paying attention to the employee.This shows that the leadership of attention to employees. This is evidenced by the results of respondents who answered most strongly agree that amounted to 25 people (0.83%) of 30 respondents

Table 4.6.

Response of respondents regarding awarding
for employees who excel will give motivation to work employees.

No	Alternatif Jawaban	Frekuensi	Presentase
1	Strongly agree	26	0,87%
2	Agree	4	0,13%

3	Less Agree	0	0,00%
4	Disagree	0	0,00%
5	Stonglly Disagree	0	0,00%
Amount		30	1,00%

Table 4.6. above shows that rewarding employees with achievement will motivate the employee's work. This indicates that the boss is paying attention to the award-winning employee. This is evidenced by the results of respondents who answered most strongly agree that amounted to 26 people (0.87%) of 30 Respondent

Table 4.7.

Response respondents superiors provide training to employees to improve skills and skills..

No	Alternatif Jawaban	Frekuensi	Presentase
1	Strongly agree	25	0,83%
2	Agree	4	0,13%
3	Less Agree	1	0,03%
4	Disagree	0	0,00%
5	Stonglly Disagree	0	0,00%
Amount		30	1,00%

Source : Kuesioner Penelitian, diolah 2017

Table 4.7. above shows that employers provide training to employees to improve skills and skills. This shows that employers pay attention to employees to improve skills and skills through training. This is evidenced by the results of respondents who answered most strongly agree that amounted to 25 people (0.83%) of 30 respondents

Tabel 4.8.

Respondents' responses to superiors are always communicated with subordinate everything related with the effort of achieving the task.

No	Alternatif Answer	Frekuensi	Presentase
1	Strongly agree	27	0,90%
2	Agree	3	0,10%
3	Less Agree	0	0,00%
4	Disagree	0	0,00%
5	Stonglly Disagree	0	0,00%
Amount		30	1,00%

Sumber : Kuesioner Penelitian, diolah 2017

Table 4.8. above shows that communications always communicate with subordinates everything that is related to the effort of the achievement of the task. This shows that the boss has good communication with employees. This is evidenced by the results of respondents who answered most strongly agree that amounted to 27 people (0.90%) of 30 respondents.

Table 4.9.

Response of respondents about superiors always give praise if there are employees who perform job duties with satisfactory

No	Alternatif Answer	Frekuensi	Presentase
1	Strongly agree	25	0,83%
2	Agree	4	0,13%
3	Less Agree	1	0,03%
4	Disagree	0	0,00%
5	Stonglly Disagree	0	0,00%
Amount		30	1,00%

Source : Kuesioner Penelitian, diolah 2017

Table 4.9. above shows that superiors always give praise when there are employees who perform job duties satisfactory. This indicates that the employer attention to the employee. This is evidenced by the results of respondents who answered most strongly agree that amounted to 25 people (0.83%) of 30 respondents.

Table 4.10.

Response of respondents regarding the amount of salary earned in accordance with the work undertaken

No	Alternatif Answer	Frekuensi	Presentase
1	Strongly agree	25	0,83%
2	Agree	4	0,13%
3	Less Agree	1	0,03%
4	Disagree	0	0,00%
5	Stonglly Disagree	0	0,00%
Amount		30	1,00%

Source : Kuesioner Penelitian, diolah 2017

Table 4.10. above shows that the amount of salary earned in accordance with the work done. Hal indicates that the employer pay attention to the salary. This is evidenced by the results of respondents who answered most strongly agree that amounted to 25 people (0.83%) of 30 respondents. Based on the results of the responses of respondents above, then if dirata-align all indicators obtained results as follows:

$$\frac{0,83 + 0,87 + 0,83 + 0,90 + 0,83 + 0,83}{6} = 0,84$$

this figure is in the "very strong" category. Thus it can be said that the motivation of the employees at the North Sulawesi Education and Training Personnel Board has been satisfactory. From the calculation of the above table shows the number 0.84, it appears that the provision of motivation at the Personnel Board of Education and Training District of North Toraja can be categorized as very strong or have satisfactory employees.

Conclusion

1. Motivation of Employees of Employment Agency of Education and Training of North Toraja District, it has been seen that it has been satisfactory. Thus it can be said that the motivation of the employees at the North Sulawesi Education and Training Personnel Board has been satisfactory. From the calculation of the above table shows the number 0.84, it appears that the provision of motivation at the Personnel Board of Education and Training District of North Toraja can be categorized as very strong or have satisfactory employees.
2. Motivation of Employees Employment Agency Education and Training District North Toraja, has given a very strong response to employees.

Suggestions

Based on the above conclusions, the suggestions that the author can submit are as follows:

1. The head of the agency should be more motivated employees so that employees are more responsibly responsible for the work they do so that what is expected to work well in the agency environment.
3. Leadership Agencies should be able to encourage employees to be able to perform tasks with better and more accurate in doing the tasks so that it will achieve the purpose of agency and agency leaders should be able to encourage employees to perform cooperation in completing the work.

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