



FACTORS THAT CAN AFFECT EMPLOYEE WORK MOTIVATION

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Abstract: Human resources in a company organization can not be separated to achieve the organization's goal. The negative impact of work motivation has become a severe problem for a company. The negative impacts that can be felt are the lack of performance provided by the employee and reduced curiosity about the regulations that exist in the company and consider work as unimportant or the lack of incentives provided by an organization that reduces work motivation. Work motivation is expected to provide more value to carry out work properly and correctly, which aims to benefit a company organization that is being run. In this study, the number of resource persons who participated was three consisting of the Head, Leader, and Staff employees within the company. The purpose of this study is to provide an overview of the company to find out what factors affect the work motivation of employees and are expected to be implemented within the company. The method used in this research is qualitative by using interview techniques. The results show that work motivation can be increased by providing rewards or bonuses to employees so that they can motivate them to provide excellent and maximum work results.

Keywords: Human Resources; Work Motivation

INTRODUCTION

Humans are one of the most important elements in an organization. Whatever the activities of an organization, humans must always play an important role in advancing and developing a company. To support this, competence is needed. The competence in question includes knowledge, experience, skills, and expertise that must be possessed by humans and their behavior, human behavior in question is the attitude and behavior of service providers (Hermanto, 2019). A company needs encouragement at work, including motivation at work. When someone has got motivation at work, he will be passionate about work and always do the job. Based on that, the company gets that every employee can get good motivation from the leadership or co-workers in their work.

Human resource development is an increase in work motivation that reflects the ability of organizational members to work, meaning that the motivation of each employee is assessed and measured according to the organization's criteria. Efforts to develop employee performance are significant because they are useful for the organization's interests and employees' interests. For organizations, work motivation can increase employee professionalism which can encourage the achievement of sales targets and organizational goals effectively and efficiently. As for the employees themselves, they can increase their knowledge, skills & attitude changes. As a result, the employee's workload will be lighter, and the employee performance will be better in the future (Bragas et al., 2020).

Human Resource Management (Human Resource Management) aims to utilize, develop, and research existing HR (human resources) and SDA (natural resources) so that they can be managed effectively and efficiently. Management is an effort to manage resources. Resources to achieve organizational or company goals. a process to achieve this requires careful planning Resources can be defined as a tool to achieve a goal or the ability to take advantage of existing opportunities. Whoever manages the organization will manage various resources to achieve organizational goals. A person's performance can be influenced by several factors, including work facilities, work

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discipline, and, work motivation. Facilities are defined as one of the factors supporting the work of an employee in carrying out the tasks assigned by a company, good work facilities with appropriate tools support more conducive employee performance thereby making work more effective and efficient. In addition to work facilities, other factors affect performance, namely work discipline that is managed properly can result in employee compliance with various organizational regulations that aim to produce performance. For this reason, company leaders need to supervise every behavior and action taken by all employees at work. Discipline is the awareness and willingness of a person to obey all company, agency, or organization regulations and applicable social norms. There is a level of Good work discipline that reflects the credibility of employees to achieve optimal work results for the success of the company (Jufrizen, 2021).

The important thing that employees at the company pay attention to is the case of wages and salaries. Wages or salaries are money given to someone, whether an employee or an employee, as a reward for the effort or work he has done for a company where this is sensitive and clean to influence employee attitudes and behavior on all matters relating to the survival of the company. Employees are the driving asset that causes the company to carry out its activities to achieve its goals. Even if the existence of employees has decreased their performance, it is very dangerous for the company's survival (Yuwono, 2021). In giving salary, every company has a different way. The salaries given to employees also differ according to the position and level of the group. Employees will give loyalty to the company if they feel the work environment is comfortable. Working calmly and without a toxic environment will have an impact on employee performance. Companies are also known to be able to motivate employees to foster an enthusiasm that affects work productivity (Rizki & Hendri, 2021).

In supporting the success of achieving company goals, all aspects of the company will be utilized to a large extent so that consumers can feel the benefits of the form of services provided by the company. This is of great value, especially for financial institutions or banks. Therefore, motivation can be a driving force for encouraging employees to work and will improve their performance of these employees (Riyanto et al., 2017). Work motivation is the basis for an organization to develop government agencies and private institutions because of the desire to realize goals and efforts that are carried out systematically and in planning.

Riyanto et al. (2017) state that Motivation is aimed only at managing human resources in general and subordinates in particular. Based on the above understanding, it can be concluded that work motivation encourages organizational employees to work together and use their abilities to achieve organizational goals. So the function of motivation, in general, is as the driving force that drives someone to perform certain actions so that has a good spirit and desire in carrying out activities for ease of reaching the desired goal expected. because work motivation is integrated into a business and maintains the behavior of someone who can make the person motivated to work and act to do something well to achieve results or goals are achieved effectively (Budi et al., 2019).

Motivation is a set of attitudes and values that influence individuals to achieve specific things according to individual goals. These attitudes and values are a force to encourage individuals to behave in achieving goals. The urge consists of two components, namely: the direction of work behavior (work to achieve goals), and behavioral strength (the strength of individual efforts at work). Motivation includes unique feelings, thoughts, and past experiences that are part of the company's internal and external relationships.

Work motivation is an impulse that looks in a man or woman consciously or unconsciously to demand motion with a selected goal. It may be an important



component, be it in paintings, education, or lifestyle. Motivational electricity can pass any process more simpler and faster. The work motivation principle is normally related to justification, now no longer ability; that is, a few humans while in comparison to others can get the process done well. Motivation is normally a characteristic of fairness in social exchange primarily based totally on the fairness principle. With an understanding of organizational truth, personnel may be actively concerned withinside the corporation. Meanwhile, with the injustice they get, personnel lessen their involvement. As a result, personnel at paintings want the corporation to repair stability between their contribution and the paintings situation (Riyanto et al., 2021)

Work motivation is an impulse that arises in someone consciously or unconsciously to call for movement with a particular purpose. This may be very important in work, education, and lifestyle. Work motivation theory is usually associated with justification, not ability; that is, some people, when compared to others, can complete a good job, according to Dal Forno & Merlone (2010) in Rinaldi & Riyanto (2021). Motivation for change can be challenging, and there is often a significant gap between intention and action. Achieving the right balance between intrinsic and extrinsic motivators can help (Rinaldi & Riyanto, 2021).

Providing motivation is very important for a company. Because the motivation of the company can have goals that can have an impact, both positive effects for employees and for the company itself. The positive effect of motivation is that the company can increase sales targets, and employee work productivity will increase. According to Siswanto & Darus (2020). The objectives of providing work motivation to employees are: (1) Change the behavior of company employees as desired. (2) Increase morale and work ethic; (3) Improve work discipline; (4) Improve work performance; (5) Increase the sense of responsibility; (6) Increase productivity and efficiency; (7) Growing loyal employees in the company. Companies that realize the importance of understanding employee motivation will always consider the factors that can improve it. Motivation can be said to be successful if the employee concerned raises high morale to improve performance within the company (Thamrin & Riyanto, 2020).

METHODS

The method used in this study is a qualitative approach using interviews & observations. According to Sugiyono (2016), a qualitative approach is a research using a narrative or descriptive form. The qualitative method is used in research where researchers want to collect feedback based on informants so that researchers use observation & interview methods to get more detailed information. The researcher chose a qualitative approach because of the need to obtain the informants' views regarding the factors that can affect the work motivation of employees in the company. In this study, researchers conducted interviews with informants who had different levels. Interviews were used as the primary data source in this study, while the secondary data used were journals, books, articles, and the internet. Secondary data sources are applied to help support the arguments made by the researcher. Interviews conducted by researchers are semi-structured.

This is done so that researchers can establish a close relationship with the resource person. In addition, resource persons can also openly provide answers. The data used in this study are primary data, where the data source is obtained directly from the source (not through intermediary media). Data The primary also takes the form of an individual subject's opinion. In this study, the research instrument is the human instrument or the researcher himself, who begins to determine the focus of the research, selecting informants as data sources, collecting data, assessing data quality, analyzing data, and interpreting data to conclude research findings. In addition, the instrument used



is an interview guide with problem formulation guidelines. In this study, the number of resource persons who participated was three consisting of the Head, Leader, and Staff employees within the company.

RESULTS AND DISCUSSION

In an organization, in-depth attention must be paid to the factors that can affect employee motivation. It is necessary to know that with work motivation, employees will have a sense of care and enthusiasm for what they are doing so that employees can provide value and development of an organization. The following characteristics of the respondents can be seen in the table.

Employee career development efforts are very important, because not only beneficial for the interests of the organization, but are also useful for the personal interests of employees themselves. For organizations, career development can improve employee professionalism that can encourage the achievement of program goals and organizational goals effectively and efficiently. As for the employees themselves, they can increase their knowledge, and skills and change their attitudes, so that the workload is felt lighter, with more open career opportunities and more assignment experience opportunities variative (Sutoro M, 2019).

Table 1. Respondent Description

| No | Informant | Position | Gender |
|----|-----------|-------------|--------|
| 1 | A | Unit Head | Male |
| 2 | B | Team Leader | Male |
| 3 | C | Staff | Male |

Source: Research results (2022)

The results of research conducted by informant A about the factors that affect work motivation show that he has problems with bonuses and health claims given by the company. The company has given and calculated according to the work given. For resource A to claim bonuses and health is still lacking in the position he currently occupies. So that they feel that the company is not aware of the bonuses and health claims that were given to them, thus making these employees unable to give their best to the company's performance. The employee health center is the main factor that the agency wants to consider. Employees equipped with a health center will feel their painting experience more enthusiastic. Agencies must offer workers health coverage to ensure that every worker is in proper health. Therefore, work motivation may be essential to help personnel paint more difficult and be enthusiastic about accomplishing excessive productivity. Leaders have a significant influence in motivating each worker by presenting the possibility to paint and giving each worker the right to make choices to influence the results that each worker gives.. so that motivating every employee will have an impact such as high morale and inspiration to consistently produce the best what the leadership hopes can be realized optimally. A good result can be obtained if employees get satisfaction in conducting experiments. As a leader, it is necessary to have support to increase productivity, one of which is by providing such motivation.

There are many motivating ways to be able to provide a comfortable work scope, such as the importance of employee welfare, the existence of an award, a supportive internal and external work environment, the length of the employee's tenure, and work training in the same goal in the industry. The resource person also emphasized that many employees are still jealous of the competition for the incentives provided. In comparison, the incentive compensation is given based on several criteria so that there are differences between one employee and another. The career path is also very



important for employees so that employees can get the opportunity to develop their skills from year to year. If there is no Career Path, this will certainly make employees feel less comfortable when they are going to do work. Employees also know that through career paths, the responsibilities given will become difficult for employees to hold.

Based on the results of research conducted by informant B about the factors that influence work motivation, it shows that the informant feels that the lack of allowances and incentives provided is the main factor because that is felt and expected by all employees. According to sources, the company can provide the expected incentives and bonuses so that employees feel that the company knows the work and the employees themselves feel more cared for by the company. Then an unattractive workspace that makes it difficult to find innovation is also an obstacle experienced by resource B, the need for companies to provide a place to find and exchange ideas with other employees so that they provide innovation and work motivation again, which makes the employee's desire resolved by communicating with other employees. Similar to what was stated by Arifudin (2019) Among the differences in their compensation are; a. Expertise stated by education level, b. Length of work in the company, c. Position allowances that are burdened. The cost of placement in a branch office or assigned by the company.

According to the source, the health of employees is the main thing that needs to be considered for the company. Healthy employees will be more interested in doing work with more enthusiasm. employees experience a decline in health, then employees will find it difficult to provide productivity in doing work at any time. The company is obliged to provide an employee health policy to ensure that every employee obtains good health. It is known that employees struggle over the incentives that the company provides to employees. In this case, it is known that the employee does not feel appreciated for the known work. Although the company provides incentives that match the workload and penalties, for some employees it would be better if the incentives could be increased by the company. Based on the opinions given, employees feel that they also provide surprise therapy to employees through incentive rewards.

Based on the results of research conducted by informant C about the factors that influence work motivation, it shows that informant C has problems with bonuses and incentives because they think what they are doing is not comparable to what they get. Hence, employees tend to be disappointed, and there is no motivation. Obtained, in addition to the welfare that is in the company, is also not by their wishes. Just like the opinion of Azkiya & Riyanto (2020), bonuses are one of the basic needs to show that the company appreciates employee performance. The appreciation given by the company proves that the work of employees can provide growth and development to the company. The career path that they get is also felt to be lacking, so they are more likely to look for a new job that is better than the current one. Employees need motivation from the leadership to support better and maximum performance. Motivation can give an impetus to move to achieve the desired goal. The size of motivation is very influential in determining the results. The greater the motivation, the greater the results employees give, and vice versa. The smaller the leader gives motivation, the smaller the results. For the employees, motivation is significant because it can encourage morale, increase job satisfaction, and increase various aspects such as productivity, loyalty, and creativity; so that employees will get their welfare. Informants stated that colleagues in the company may not be able to work together so in this case, the work is more difficult to complete. Employees will work more for work when the company ensures that each employee can contribute well. The right contribution, in this case, is in situations where employees can complete work on time. As is known, each division has duties and responsibilities that must be completed on time. in group work there is no supportive cooperation, then other



work will be created if and cannot be completed. This will have an impact on the performance conditions provided by the company's employees.

In the work environment factor, the company can implement actions in the form of providing facilities that can provide support to employees when doing work. In addition, the company can also provide identification of career paths that are more comfortable for employees in carrying out their work. The division of positions must also be adjusted so that there is no discomfort when employees are at work. The role of the work environment is very important to be able to improve employee performance. The better the work environment and the provision of motivation will make work motivation also increases. The importance of motivating all employees is so that they all get a better point of view from their superiors. learned lessons they did not understand from their superiors. Bosses are also always motivated to appreciate what they do.

CONCLUSION

Based on the results of the research conducted, it can be concluded that work motivation can be increased through the provision of rewards or bonuses if they make maximum achievements every week, month, or year. So employees will feel very appreciated for what they do. So that in the future employees will provide the best value for the progress of the company and can provide benefits for the company. The facilities provided by the company can also encourage employee work motivation so that employees will give their best to the company. Therefore, the company must also provide what employees want so that they will provide positive feedback to the company. It is hoped that work motivation can provide benefits for the company so that both parties feel benefited. In the long term, the company can implement or create programs to increase employee motivation because motivation is needed by employees so that employees can provide maximum work.

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