

FACTORS THAT INFLUENCE THE MOTIVATION OF THE WORK OF EMPLOYEES OF THE REGIONAL DISASTER MANAGEMENT AGENCY OF THE SOUTH COAST DISTRICT

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ABSTRACT

The purpose of this study is to analyze and test how organizational communication, training and work environment affect the work motivation of employees of the South Coast District Disaster Management Agency both partially and simultaneously. The population in this study was members of the Rapid Reaction Team (RRT) who served in posko in several sub-districts with a total of 46 people. Using questionnaires, then performed instrument tests namely validity tests, reliability tests and classic assumption tests. As for the hypothesis test using multiple linear regressions.

The results of the t test in this study, concluded that organizational communication variables have a positive and significant effect on employee work motivation. This is evidenced by the table's $t > t$ value of 3,567 > 2,018 and a significant value of 0.001. For training variables also have a positive and significant effect on employee work motivation with a t count value of $> t$ table which is 2,272 > 2,018 and a significant value of 0.028. Furthermore, for work environment variables also has a positive and significant effect on employee work motivation with a $> t$ table t value of 5,021 > 2,018 and a significant value of 0.000.

Meanwhile, for the F test, the results that the communication variables of the organization, training and the working environment together or simultaneously affect the work motivation of employees of the Regional Disaster Management Agency (BPBD) of South Coastal District. This is evidenced by the value of F calculate > F table which is 53,938 > 2.83. For the adjusted determination coefficient test or adjust R square is 0.779 which means that the contribution of all free variables namely organizational communication, training and work environment to employee work motivation is 77.9% , while the remaining 22.1% by other variables not included in this study.

Keywords: *Work Motivation, Organizational Communication, Training, Work environment*

1. INTRODUCTION

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South Coast Regional Disaster Management Agency. The South Coast District Disaster Management Agency was first established in 2010 with the publication of The South Coast District Regional Head Regulation No. 14 of 2014 on The Organization and Work Procedures (SOTK) of the South Coast District Disaster Management Agency and Regent Regulation No. 36/2010 on the Details of The Task Description of the South Coast District Disaster Management Agency. Then this rule was revised again to conform to the prevailing rules with Local Regulation No. 7 of 2014 dated September 15, 2014 on the Organizational Structure and Working Procedures of the South Coast District Disaster Management Agency and South Coast Regent Regulation No. 53 of 2015 on Working Procedures, Basic Duties, Functions and Details of Structural Duties of the South Coast Disaster Management Agency.

Then finally published a new rule governing the Organization of Regional Devices where previously the Field of Fire Fighting included the authority of the Regional Disaster Management Agency, but based on Government Regulation No. 18 of 2016 on Regional Devices and Local Regulations No. 8 of 2016 dated November 1, 2016 on the Establishment and Arrangement of Regional Devices and equipped with Regent Regulation Nomr 42 of 2016 dated November 25, 2016 on The Position of Regents Nomr 42 of 2016 dated November 25, 2016 on The Position of The District , Organizational Structure, Basic Duties, Working Function and Structural Department Task Description of Pamong Praja Police and Fire Department. So with the publication of this rule, one of the authority of the management of disaster related to the disaster is the fire department, is no longer part of the authority of the Regional Disaster Management Agency, but under the authority of Satpol PP and Fire Department.

Based on observations and observations on BPBD it appears that the motivation of the employees' work is in decline. This phenomenon can be observed when seen there are still employees who are late to come to the office and even after absenteeism with a face print pattern, many employees who are not in their workspace anymore and come back at the time they will do absenteeism in the afternoon with the face print application.

They are elsewhere for varying reasons. In addition, there are also many employees who arrive late to the office and return early as well as employees who often go in and out of the office irregularly during business hours. In addition, there are also some employees who work in the office who often delay the time of completion of work tasks given to them and are more preoccupied with their activities on social media.

In addition, based on the results of monitoring and evaluation of the Office of Communication and Informatics which has duties and functions as the Office of Information and Documentation Management Officer of the District issued the results of the recapitulation of the Public Information List of the Regional Disaster Management Agency during the period 2017 to June 2020 it turns out that BPBD cannot meet the minimum target of Documents and Public Information in accordance with the Letter of the South Coast Regent which is 100 (hundred) documents per year. It is also seen that the Regional Disaster Management Agency is ranked below in the positions of 15, 36, 36, 36 and 28 of the 46 OPD in South Coast Regency. And dip achievement only ranges below 50%. This means that the Regional Disaster Management Agency is experiencing a decrease in performance achievement, which is thought to be due to a decrease in employee work motivation there.

Through the initial survey, 60% of respondents or as many as 15 respondents stated that there was difficulty in communicating with the leadership. A total of 68% of respondents or 17 respondents stated that various organizational information is still a problem or not yet acceptable. In organizing communication

between leaders and subordinates should go well. Communication up and down is an important source of information in decision making, because with this communication the leadership will know what subordinates think about their boss, about their work, about colleagues and about his office.

In addition, joint decision-making in leadership decision-making should be able to hear aspirations from subordinates. Honesty and candor in organizing, staff can express what is in their minds, regardless of position, whether they speak to their direct superiors, or to the organization's leadership. So that the assignment to subordinates can be well received because it corresponds to the field of their respective duties.

The initial survey on training found that as many as 60% or 15 respondents stated that the training that had been attended by employees was still not in accordance with the field of duty in place. Then 72% or 18 people stated that the training that followed could not be applied to the maximum in supporting the implementation of the work. And as many as 68% or 17 respondents stated that the training materials are not in accordance with the facilities in the office. Ini berarti bahwa sebenarnya program pelatihan baik teknis maupun non teknis sangat expected by employees in an effort to improve their skills and knowledge of their duties and functions. This can increase their passion and spirit of work in the place of duty.

Meanwhile, the initial survey on the work environment showed that as many as 72% of respondents or 18 of the 25 respondents stated that the use of the color of the workspace affects the employee's work passion. Then as many as 64% of respondents or 16 people stated that security and work order had not been in line with expectations. In the 3rd statement seen as many as 60% of respondents or 15 people stated that the wiggle room of the workplace has not provided comfort in working. This means that the working environment affects the spirit and passion of employees at the South Coast Disaster Management Agency office.

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According to Katz and Kahn (in Arni, 2009), organizational communication is the flow of information, the exchange of information and the transfer of meaning within an organization. According to Katz and Kahn the organization is as an open system that receives energy from its environment into a product or service of the system and issues this product or service to the environment. While Zelko and Dance (in Arni, 2009) say that organizational communication is the most dependent system that includes internal communication and external communication.

According to Mangkunegara (2011) states that: *Training is short-term educational process utilizing a systematic and organized procedure by which nonmanagerial personal learn technical knowledge and skills for a definite purpose.* According to Sedarmayanti (2009) the definition of a working environment is the whole tool and material faced, the surrounding environment in which a person works, his work method, and his work arrangements both as an individual and as a group. Meanwhile, Edy Sutrisno (2009), provides a definition of the working environment that is the overall facilities and infrastructure of work around employees who are doing work that can affect the implementation of work including work, facilities, cleanliness, lighting, tranquility, as well as working relationships between people in the place. So that the work passion of the employees will increase.

Motivation is very important in an organization because motivation is the thing that causes, distributes, and supports human behavior, in order to be willing to work diligently and enthusiastically to achieve maximum results. It is increasingly important that a subordinate is motivated because the manager or leader of the

organization shares the work with his subordinates to be well done and integrated to the desired goal. The sense of motivation according to Edwin B. Flippo: *Direction or motivation is essence, it is a skill in aligning employee and organization interest so that behavior result in achievement of employee want simultaneously with attainment or organizational objectivess.* Merle J Moskowitz : *Motivation is usually refined the initiation and direction of behavior, and the study of motivation is in effect the study of course of behavior*

RESEARCH METHODS

This research is conducted with a quantitative approach with this type or type of research is a type of explanative research, because it is a study that seeks to explain the correlation between a social symptom (variable X) and other social symptoms (variable Y). In this study variable X_1 is Organizational Communication, variable X_2 is Training and variable X_3 is Work Environment. While variable Y is Work Motivation.

The sample in this study was a Member of the Rapid Reaction Team (TRC) of 46 people who served in posts placed in 5 posts in 5 sub-districts. Data analysis techniques conducted in this study such as descriptive analysis, instrument test through validity and reliability analysis, classic assumption test through normality test, multicholinerity test and heteroskedastity test, and hypothesis test through multiple linear regression test.

RESULTS AND DISCUSSIONS

Research using conceptual frameworks with SPSS. The results of data processing are as follows:

Summary of Regression Analysis Test Results Doubles The Influence of Organizational Communication, Training and Work Environment on Work Motivation

Bound Variables	Free Variables	Beta	Significance
Work Motivation (Y)	Konstanta	-4,347	0,285
	Organizational Communication (X_1)	0,407	0,001
	Training (X_2)	0,268	0,028
	Work Environment (X_3)	0,546	0,000
	F	53,938	0,000
	Adjusted R Square		0,779

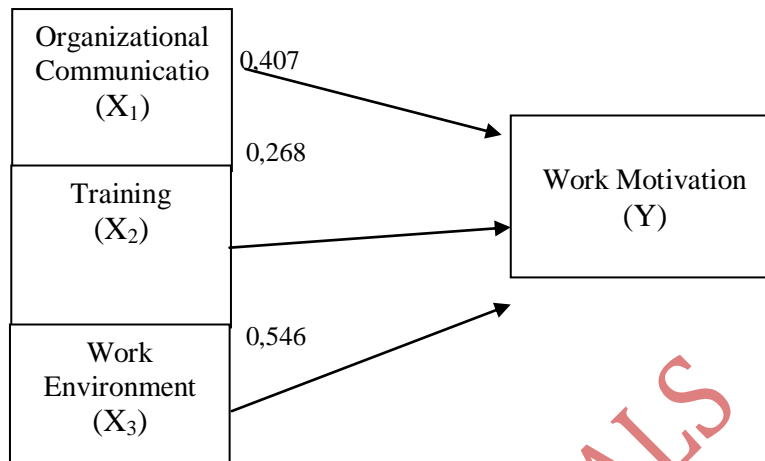
Data Source : Attachment Data Processing Results

Multiple linear regression analyses were used in this study with the aim of knowing whether the influence of free variables on variables was bound. Based on the table above obtained that the significance value of the organizational communication variable (X_1) = 0.001 < 0.05, this means that organizational communication (X_1) has a significant effect on work motivation(Y). While the training variable (X_2) = 0.028 < 0.05 which means training (X_2) has a significant effect on work motivation(Y), as well as the Work Environment variable (X_3) = 0.000 < 0.05 which means that the work environment (X_3) has a significant effect on work motivation(Y). While the Adjusted R^2 (R Square) value contained in the Model Summary table is 0.779 which means that the contribution of variables X_1, X_2 and X_3 to Y is 77.9% and the remaining 22.1% is the contribution of other variables not included in the study.

Based on the above results, structural equations are obtained, namely:

$$Y = - 4,347 + 0,407 X_1 + 0,268 X_2 + 0,546 X_3$$

From the above data processing, the Conceptual Framework Diagram can be obtained as follows:



Conceptual Outline Images

This section contains a discussion about the influence of each organizational communication variable (X_1), training (X_2) and work environment (X_3) on the work motivation of employees of the South Coast District Disaster Management Agency.

The Influence of Organizational Communication, Training and Work Environment on Work Motivation

In connection with the hypothesis that has been developed in which Organizational Communication, Training and Work Environment have a significant effect on the Work Motivation of Employees of the South Coast District Disaster Management Agency, the results of statistical analysis using multiple linear regressions show that the three free variables namely organizational communication (X_1), training (X_2) and work environment (X_3) have a significant influence on the work motivation of employees of the South Coast Regional Disaster Management Agency. The results of this study give an indication that organizational communication, training and the work environment have an impact on improving the work motivation of employees of the South Coast District Disaster Management Agency.

The results of this study are in line with the study conducted by Triono Prakoso, Yuliani Rachma Putri (2017) also examined about the influence of organizational communication on the work motivation of employees of the Regional Office of the Ministry of Law and Human Rights of West Java which also proves that organizational communication has a significant influence on work motivation. This is evidenced by a significant value of 0.000. Based on the determination coefficient, organizational communication exerts a 40.25 influence on work motivation.

This research is also in line with the results of previous research conducted by Rosita (2012) with the result that the training has a significant positive influence on the work motivation of employees of riau

provincial revenue office. The correlation coefficient value (r) is obtained at 0.659 or 69.5 %. This means that the ability of independent variables (training) explains the effect on dependents (employee work motivation) which means strong, whereas the rest are variables that are not revealed.

In addition, this research is also in line with research conducted by Rayka Dantyo Prakoso, Endang Siti Astuti, Ika Rohana (2014) who researched about the impact of the work environment on work motivation and employee performance (case study on employees of PT AXA Financial Indonesia Malang Branch) with the result of $Y1=0.343$, the direct influence of the work environment on work motivation with beta coefficient value on work environment variables of 0.734. This shows that the better the work environment the more motivated the work, meaning the greater the impact of the work environment, the higher the work motivation.

Therefore, in this study, organizational communication variables, training and work environment have a significant effect on the work motivation of employees of the South Coast Regional Disaster Management Agency. As stated in this study, in fact this study can reinforce some of the results of studies that have been done by previous researchers.

CONCLUSION

Based on the results of the tests and discussion of hypotheses that have been described in the previous chapters, it can be concluded a few things as follows:

1. The variable communication of the organization partially positively and significantly affects the work motivation of the office employees of the South Coast District Disaster Management Agency, so it can be concluded that the first hypothesis (H1) namely the communication of the organization affects the work motivation of the office employees of the South Coast District Disaster Management Agency is accepted, thus the first hypothesis (H1) is accepted.
2. The training variable partially has a positive and significant effect on the work motivation of office employees of the South Coast Regional Disaster Management Agency, so it can be concluded that the second hypothesis (H2) namely training affects the work motivation of office employees of the South Coast District Disaster Management Agency is accepted, thus the second hypothesis (H2) is accepted.
3. The variable work environment partially affects positive and significant work motivation of office employees of the South Coast District Disaster Management Agency, so it can be concluded that the third hypothesis (H3) namely the work environment affects the work motivation of office employees of the South Coast District Disaster Management Agency is accepted, hence the third hypothesis (H3) is accepted.
4. Based on the ANOVA test can be obtained results that the variable communication of the organization, training and working environment together (simultaneously) has a positive and significant effect on the work motivation of office employees of the South Coast Regional Disaster Management Agency.

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