



The Analysis of Motivational Factors and Their Effects on Employee Performance Luwuk Banggai General Hospital

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Abstract :

The objective of the research is to find and factor analysis that influenced employee performance in Luwuk Banggai General Hospital - Central Sulawesi Indonesia. The research conducted at General Hospital Luwuk Banggai with the population and sample 36 respondent. Data analysis to use descriptive to explained respondent characteristic and descriptive research, to analysis kuantitative the data result is processed by regression double analysis.

This research to test influenced factor performance employee in Luwuk Banggai General Hospital. Whereas R, R^2 solid regression coefficient (β) disiplin 0,562 (X1), incentive 0,272 (X2), training -0,387 (X3), experience 0,314 (X4), facility support 0,469 (X5) influenced refer significant with probabiliitas $p = 0,000 < \alpha 0,05$ dominant factor influenced is disiplin (X1)

Based on the results of research on the analysis of motivational factors and their effects on employee performance Luwuk Banggai General Hospital, it was concluded that factors discipline, incentives, training, work experience and employment facilities simultaneously significantly affect the performance of employees Luwuk Banggai General Hospital. Training variables showed no direct influence. However, the role of these factors can not be ignored because the results of the analysis indicate that the loss of these factors result in reduced influence on the performance. Based on the results of the regression coefficient analysis data showed that the factors that affect the performance of a public hospital employee is disciplined

INTRODUCTION

A. Background

In this terakhir the theory and practice of management under the spotlight. Management has always been associated with success or failure in the construction and development. It should be recognized that the management is one area of human activity that is very important, because the task of all managers is to form and maintain an environment in which a number of people, who work together with a group, be able to complete tasks and achieve goals that have been set previously

Current challenges in the world of business competition is getting tougher. Characterized by rapid environmental change with the advancement of information



technology that requires sensitivity organization in response to the changes that will occur in order to continue to exist in the global competition. Only a flexible and adaptive organization that is able to compete in the global competition

The paradigm of competition that used to be a material and physical assets of competition has shifted towards the development of knowledge, thus demanding the efficiency and effectiveness of the use of human resources. Human resource development as the capital base must be followed by renewal of the capabilities and expertise of each member organization of workers that are able to respond and be sensitive to the direction of the change, so that every member of the organization to support the renewal of the organization

It is increasingly recognized that the source of competitive advantage that is most difficult to imitate and more sustainable is through the activities and practices of human resource management. In line with the shift in focus of human resources, organizational management required to fundamentally change the way we view human resources and labor relations. This means that efforts to achieve success realized by looking at human resources as a strategic advantage, not only as a source of cost to be minimized or even avoided

Companies need to develop practices that menjamain practice of investment in human resources. Qualified human resources and skilled and qualified are human beings who have the ability to both physical and non-physical which involves intelligence, mental attitude, ability to work, productive and creative, disciplined and innovative and future-oriented.

Management practices to understand the relationship between human resource management practices and competitive advantage will develop training and development programs, increased work commitments, the creation of a conducive working environment. Development of alternative work systems, performance-based reward systems, performance appraisal system and an effective system for employee motivation are some examples of the significant aspects of human resource management in the present and future.

Alignment of human resource management has long been the main attention of the management of the General Hospital in Banggai Luwuk Central Sulawesi Indonesia which is the object of research. It is intended that the foundation dibangun competitive human resources and adaptive as well as placing employees as the most valuable asset for the institution. Thus the assignment of employees to realize a more effective and efficient and responsible, then it is necessary that employees work harder and excel.



But the reality is that sometimes there are employees who do not have the motivation to work more creatively because of various factors. Several factors may be the main cause is the discipline factor, incentives, training, education, awards, work facilities and awards. Staff motivation will tend to increase the morale better. Based on the above description of the background, the authors chose the title Factors Analysis and Effect on Employee Performance in General Hospital Banggai Luwuk in Central Sulawesi Indonesia

B. Problem Formulation

From the above description, the problem is formulated in this study is as follows

Is Motivation factors consisting of discipline, incentives, training, experience kerja, working facilities affect the performance of employees

Motivational factors which are the most dominant influence on employee performance

C. Hypothesis

Based on the formulation of the problem, the hypothesis that the researcher is diajukan

1 Factor motivating factor discipline, incentives, training, work experience and employment proposition simultaneously significantly affect employee performance

Discipline is a more dominant factor and a significant influence on employee performance

D. Research Objectives

To identify and analyze the factors motivating factor consists of discipline, incentives, training, work experience, awards, working facilities and its influence on employee performance.

To identify and analyze the most dominant motivational factors affect the performance of employees

E. Benefits Research

As an input to the various stakeholders, especially policy makers.

As literatur materials and information for subsequent research studies related to employee performance

LITERATURE



A. Definition of Human Resources

The effectiveness of human resources is a strategic competitiveness possessed by any organization or company. Given human behavior differ between one and the other in the work environment. So intuk align individual goals and objectives of the company management techniques needed to organize and direct the execution of the work

Nawawi (2003 39) defines human resource is the human who has the potential to be used in generating a useful or profitable. So the man regarded as a source to produce something. Furthermore Cushway (1999 6) defines human resource as a series of strategies, processes and activities designed to support the company's goals by integrating the needs of companies and individuals

B. Motivation

The concept of Maslow's theory of motivation and Sutrisno (2002 13) states that every person has many needs and requirements according to the levels obtained from the presence of a strong motivation to make ends meet. The requirement in question is a discipline, remuneration, skills, awards and working facilities.

C. Performance

Employee's performance is influenced by each individual. In the development of a competitive and globalized, companies need employees who are high achievers. At the same time requiring employees feedback on their performance. According to Rival 2004 (310 311) stated performance assessment instruments can be used to review performance, performance rating, employee assessment employee evaluations as well so it can be known that the employee is able to carry out the job properly, efficiently, effectively and productively in accordance with the purpose of companies

1. Discipline

According Musenaf (2000 18) definition of discipline is a diligent attendance at work, in the timely execution of basic tasks, present a set work schedule, consider working hours in performing basic tasks and utilize to the maximum working hours

2. Incentives

According Hariandja (2002 265,267,268) said incentive is defined as a form of direct payments which are based or linked directly to performance and gain sharing

3. Training

In the opinion of Andrew E.Sikula in Mangkunagara (2002 44) that training is a short-term educational process that uses a systematic and organized



procedure where non-managerial personnel learn the knowledge and skills in limited purposes.

4. Work Experience

According Simanjuntak (1994 255) work experience will improve employee performance. This illustrates that the work experience a person can be expected to complete the tasks and responsibilities

5. Means Work

Means Work is the means of quiet work, the creation of comfort in performing services, creation of security for employees who work, harmony among employees and completeness of work tools

RESEARCH METHODOLOGY

A . Location and Time Research

This research was conducted at the General Hospital in Banggai Luwuk Central Sulawesi Indonesia on employee performance with the consideration that the data relevant to the subject matter which is the object of this research

B. Method of Data Collection

Observation 1 is to do direct observation of daily activities related to employee research variables

Interview, dialogue directly to employees are encouraged to obtain information from selected respondents in collecting information relevant to the research

Questionnaire, is a list of questions that have been prepared and distributed to the respondents in order to obtain the required answer in this study

C. Types and Sources of Data

1. Primary data is data from respondents
2. Secondary data is data obtained from the document or written report that is deemed relevant to this study is the discipline, salary, training, work experience, awards, work facilities

D. Population and Sample

The population of this study is the number of employees by 36 people. By looking at the amount that is not too large, sampling is not performed or in other words the researchers used census method

E. Methods of Analysis

To analyze the data, use the following method



1. Analysis by descriptive motivational factors that influence employee performance
2. Multiple regression analysis method with the formula

$$Y = B_0 + B_1X_1 + B_2X_2 + B_3X_3 + B_4X_4 + B_5X_5 + E$$

where Y is the performance of the employee; B₀ is a constant; B₁-B₅ are the regression coefficients; X₁ is discipline; X₂ is an incentive; X₃ is training; X₄ is work experience; X₅ is working facilities; E is the error factor. Hypothesis testing using the F test (Fisher) and t test (student)

F. Operational definitions

The independent variable (X) in this study is a discipline, incentives, training, work experience, awards, work facilities. The dependent variable (Y) is the employee's performance is the variable that emerged as a result of the independent variables

1. Employee performance (Y) is the work activities performed by an employee, which begins with the task of planning, execution of tasks. Indicator using a continuous measurement of the percentage of intervals is very realized quickly, accurately, fluently and quality (81% -100% per month), realized quickly, accurately and easily integrated (61% -80% per month), realized fairly quickly, accurately and integrated (41% -60% per month), less realized quickly and accurately (21% -40% per month) and not realized rapidly (1% -20% per month)
 2. Discipline (X₁) is the obedience of employees in implementing better regulation of working hours of employees and avoid a ban for an employee in carrying out its duties and responsibilities. Indicators of measurement based on the number of hours worked per week is very disciplined (40 hours / week), discipline (35 hours / week), enough discipline (30 hours / week), lack of discipline (25 hours / week) and undisciplined (20 hours / week)
 3. Incentives (X₂) is a service fee received by an employee outside the office as well as the salaries and allowances expressed in dollars. That is very appropriate measurement indicators (IDR500,000 / month), corresponding (IDR400,000 / month), fairly fit (IDR300,000 / month), less fit (IDR 200,000 / month), do not fit (IDR 100,000 / month)
 4. Training (X₃) is a technical training relevant to the duties as an employee. Measurement indicator is very often attended training (5 times / year), frequent training (4 times / year), quite often training (3 times / year), less frequent training (2 times / year), never follow the training (0 times / year)
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5. Work experience (X4) is the length of the respondents with the task of working in the field as well as the position, and is expressed in years. Measurement indicator is very long (> 20 years), old (16-20 years), for a long time (11-15 years), lack of time (6-10 years), not long (0-5 years)
6. Means of Work (X5) is a completeness that is used by employees to improve performance. Indicator measuring the percentage completeness continuously available per year is very satisfied (100%), satisfied (80%), fairly satisfied (60%), less satisfied (40%) and not satisfied (20%)

RESULTS

A. Testing Significant overall effect of the variable

The results obtained show the multiple correlation coefficient (multiple R) is equal to 0.906. This means that the correlation between the variable Y on variable X that is disciplined five times (X1), incentives (X2), training (X3), work experience (X4) and working facilities (X5) is very strong. While the coefficient of determination R² is equal to 0.791. This means that 79.1% of the dependent variable (Y) is explained by the five independent variables, namely the discipline of time (X1), incentives (X2), training (X3), work experience (X4) and working facilities (X5). While the rest (100% - 79.1% = 20.9%) is explained by other factors

ANOVA (analysis of variants) or obtained F-F test count of 27,536 with a significant level of 0.000 is much smaller than 0.05. Regression model can then be used to predict the performance of the employee or it can be said that the discipline of the time variable (X1), incentives (X2), training (X3), work experience (X4) and working facilities (X5) simultaneously affect the performance of employees. To prove it can be compared using the F-table 2.53. By comparison, it is known that the F-table $2.53 < F\text{-count } 27,536$, which means a significant effect

Table : Summary of the results of statistical analysis

Variable	Effects	regression coefficients	correlation coefficients,	T -test	P (Sig)	description
Discipline	+	0,562	0,651	4,693	0,000	significant
Incentive	+	0,272	0,474	2,947	0,006	significant
Training	-	0,387	0,461	2,844	0,008	significant
Work experience	+	0,314	0,358	2,098	0,044	significant
Means of work	+	0,469	0,455	2,801	0,009	significant
R=0,906						
R ² =0,791						
F -test=27,536						

Source of statistical processing result 2014



From the table above, the first hypothesis which states that the factors motivating factor in the form of discipline, incentives, training, work experience and employment facilities simultaneously significantly affect employee performance can be statistically proven

B. Correlation Regression Testing

The results of the calculation of the statistical test indicates that the regression coefficient for the independent variable time discipline (X1) 0.562, variable incentives (X2) 0.272, the training variable (X3) -0.387, variable work experience (X4) 0.314 and variable working facilities (X5) 0.469. Constant regression coefficient of 0.311. When included in the regression equation will be obtained as a result of the following regression equation coefficients

$$Y=0,311+0,562X1+0,272X2-0,387X3+0,314X4+0,469X5$$

Hypothesis test is then performed by t-test (student) to determine the degree of probability that can determine the significance of the regression coefficients of variables

T test is to make conclusions about the effect of each independent variable on the dependent variable, by comparing the t-value calculated by the t-table as well as the level of degrees of freedom (df = 95%) or $\alpha = 0.05$. If the t-test is greater than t-table means that the independent variable influences the value of the dependent variable.

Statistical calculation of the regression coefficients indicate that the variable time discipline is the dominant variable affecting significantly by $\beta = 0.562$ by t-test = 4.693 at the significant level of 0.000. This means that the probability $\alpha = 0.05$ indicates $p < 0.05$ or less than 0.05 probability.. The second hypothesis states that the discipline is the dominant factor and a significant influence on employee performance proven

CONCLUSION

Based on the results it can be concluded that

1. Factors discipline, incentives, training, work experience and employment facilities are signifikan simultaneous influence on employee performance. Training variables showed no direct influence. However, these factors can not be ignored because the results of the analysis indicate that the loss of these factors result in reduced influence on the performance
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2. Based on the results of the regression coefficient analysis data showed that the factors that affect the performance of the employee is disciplined. This suggests that the discipline of time plays an important role in improving the performance of the employee in performing the task quickly, accurately and quality
3. Increased incentives as compensation for services on the workload impact is quite good for improving employee performance, tailored to the type of work done and expenses of employees
4. workaroud that support, is absolutely necessary. Because General Hospital is a public service effort

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