

Original Article

Motivation and Productivity of Employees at the Awayan Sub-district Office of Balangan Regency in Society 5.0

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Received Date: 06 December 2023

Revised Date: 14 December 2023

Accepted Date: 18 December 2023

Published Date: 19 December 2023

Abstract: *Motivation is a condition that drives organisms (people) to achieve a goal or several goals of a certain level. Activities to achieve the goal are always a factor that drives the achievement of the goal. The factor that drives it is the motive; the goal is to make ends meet and to maintain its existence. Labor productivity is the ability to produce goods/services using various sources of production in accordance with the quality and a predetermined time period of the organization. The purpose of this study was to determine how employee motivation and productivity kantor Awayan in Society 5.0. Metode District of descriptive qualitative research. The results showed that work motivation was 79.32 % and productivity was 90.11 %, which falls in either category.*

Keywords: *Motivation, Productivity, Society 5.0.*

I. INTRODUCTION

Based on the position, duties and functions of the Public Prosecutor's Office, in order to be realized and implemented properly, it is necessary to have a professional and qualified human resources and a high spirit of work. Must have a high level of loyalty, dedication, integrity, honesty, skill ability and motivation in carrying out the duties assigned by the state. Besides, the perception of a society that may be less impressed can be treated even more than that, which is precisely the connotation of a state official, no longer as a preacher but as an abbot of the state and of the community. Therefore, one's success in development depends heavily on how the country's executives have a good motivation and productivity of work in society 5.0 (Shaddiq et al., 2021).

Support that can trigger performance is also one of the essential aspects that influence the progress and success of the organization. The definition of the spirit of work is the great little effort shown by the various parties to motivate when doing their work. The components contained in motivation include bosses, coworkers, work facilities, organizational wisdom and regulations and so on. Generally speaking, human beings within organizations need to maintain their survival to thrive and profit. In order to meet these conditions, it is necessary to have the support and the spirit of work to carry out the work process.

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While according to the National Productivity Council, factors that influence productivity include education, discipline, skills, attitudes and work ethics, spirit, management, income levels, nutrition and health, social security, environmental and working conditions, means of production, technology, and performance opportunities. The definition of productivity has two different dimensions: efficiency and efficiency. The efficiency aspect relates to the achievement of optimum work targets, i.e. achieving targets that cover quality, quantity and time.

Observations in the Public Service Department of Balangan District, related to the motivation and productivity of the work of the staff as the initial information that can be the basis of this research is by seeing some of the employees indicating still low level of loyalty in obeying, performing and optimizing the tasks and responsibilities given. This can be recognized by the tendency of a friendly working climate and the priority of personal needs over work needs.

Some employees still feel incapable of achieving optimum productivity in their various tasks. In many ways, the officials said they still lacked the skills and experience to support their work. Many jobs are often neglected and new to work at the time of the approaching inspection of the relevant authorities or requested by specific parties concerned.



There is a tendency for various activities to be carried out only by a group of officials. This is influenced by the presence of subordinate obedience that appears to be still weak, obedience that exists only when the leader is in the office, but when the head is not in place, the tendency that occurs in a number of other apparatus that is accompanied by leaving the office for various reasons.

Regarding the initiative of the officers in carrying out the various tasks and solving the problems of the work, for most of the employees, the condition is quite good, but on the other hand, there are also indications of low tendency in a small number of officers. A lot of work is delayed when there are obstacles, and it can only be resumed if there is a solution from the superior.

The identification of the problems found included the employee's unoptimal work spirit in carrying out his duties or functions as a civil state official. The limit of the problem is that motivation and productivity of work are external and internal urges to have good work outcomes.

This research was carried out to find out the motivation and productivity of the staff at the Public Service Department of the Balangan district.

The results of the research are expected to provide information and empirical benchmarks to dig into some of the strategies taken by policymakers in the field of human resources, as seen from the motivation and productivity of the staff concerned.

II. THEORETICAL BASIS

There are many concepts of motivation, according to some experts. Sarwoto (2006) stated that motivation can be the process of giving motivation or motivating subordinates to work in such a way that they want to work sincerely in order to achieve the goals of the organization effectively.

Good motivation does not require external rewards; it encourages people to reflect on the ratio in their behavior and to master themselves so that they show self-discipline. Therefore, good discipline requires a high awareness of the officers. Besides, not all devices are willing to do the job given. It requires routine motivation from the boss. If the organization is unable to motivate its people, all the activities, instructions, suggestions, and so on cannot be done wholeheartedly or may be done but not in accordance with the expected plan as Robbins and Judge (2007) presented motivation as a process that describes the intensity, purpose and perseverance of efforts to a goal. Subsequently, Samsudin (2005) defined motivation as a stage of influencing or externally pushing a person or a group of people to realize a determined activity. Such motivation can also be interpreted as a planned urge to become a genuine urge so as to satisfy and maintain the continuity of life.

Productivity is a very central mental attitude and is influenced by various factors such as education and skills, discipline and attitudes and work ethos, motivation, nutrition and health, employment systems, industrial relationships and work environments, technology, means of production, management, performance opportunities and various government wisdom.

A person who is motivated to succeed then has the best performance in his work with a moderate level of difficulty, and this means that a person is pleased with a goal that is the same as his ability. So, motivation has a close relationship with work productivity.

Mangkunegara (2003) mentions that the aspects affecting productivity are relatively complex, possibly intrinsic (education, knowledge, skills, motivation, health and experience) and then extrinsic aspects (wage/wage) of the workplace, leadership or employment facilities and social relations.

Simanjuntak (2009) stated that the factors affecting labour productivity are the quality and physical abilities of employees, which are also influenced by the level of education, training, work motivation, and mental and physical ability of the employees concerned. Supporting means for improving the productivity of employees are classified into 3 (three), i.e. 1) enforcing the working environment, including the means and equipment used, the technology and methods of production, the level of safety, and (2) The health of employees is reflected in the system of employment and social security as well as job security guarantees. (3) What happens within the organization is also influenced by what happens outside it, such as the sources of productive factors that will be used, such as prospects of marketing, taxation, licensing, etc.

Everyone who works wants to get satisfaction. Winardi (2007) says that satisfaction is closely related to achievements. Many people believe that a high salary is an incentive, which is not entirely true because there are still many factors that influence motivation for work, one of which is motivation to perform.

The measure of productivity can be seen by Schuler and Jackson (2009), stating there are some measures of productiveness among others: 1) Work satisfaction, 2) Quantity of work, 3) Accuracy of time completion of tasks, 4) Presence, 5) Collaboration with others.

In accordance with the above criteria, Mangkunegara (2007) mentions several standard aspects of labour productivity, namely: (a) Quality: Accuracy, speed, ability, hygiene; (b) Quantity of Work: Output, work completion with more optimum, (c) Reliability: according to instructions, initiative, expediency, perseverance, (d) Attitude: i.e. towards organization or leadership, to other employees, to employees, or attitude in cooperation.

III. RESEARCH METHODS

This type of research is descriptive research using library methods and field methods aimed at obtaining a theoretical picture that relates to the motivation and productivity of the work of the staff at the Balangan District Public Officer's Office.

The primary data was obtained through an informant who is a staff member of the Department of Public Awareness of Balangan District, a person whose duties are directly related to the issues being discussed, and then conducted the dissemination of the charges to all the staff members of the Office of Public Affairs of Balangan District, who registered a total of 26 people in total sampling. Data analysis is done using a tabulation system, and qualitative analysis is subsequently concentrated.

After that, to measure the opinion of respondents on the variables of motivation and productivity, the Likert scale, measurements with the type of rating scale that is the data obtained as numbers are then interpreted in a qualitative sense. (Riduan,2005)

IV. FATHER AND DISCLAIMER

A) Internal and External Motivation Factors

Camat Awayan is the person who carries out activities to results through others, that is, the entire staff. Connecting with it becomes the duty of the Camat itself to ensure that all its employees perform. This is due mainly to two things: ability and propulsion, ability and personal attributes, while propensity is influenced by something inside the employee and other things outside him.

The incentive that exists within a servant, often called motivation, must be generated by a leader, and in order for things outside him to influence him, the leader must choose a variety of means or tools suitable for the servant. If there's a supervisor connection, then someone's already trying to explore the motivation that's causing someone to act. Empirical facts indicate that the problem of this propulsion varies over time.

According to the experiment, the application of the field of improving the way of working as a result of "time and motion studies" suggests that this is not entirely true. A detailed definition of a person could be the key to his motivation to do something.

To find out the respondents' answers to the internal and external motivation aspects spread through the lift, the results are in the following table:

Table 1: Recapitulation of Responsibility Respondents about Intrincial and Extrinsic Motivations

From the Table of Answers, Respondents	Alternative answer					Jumlah
	Very Good	Good	Good Enough	Good Less	very poor	
Good Loyalty and Compliance with the Rules.	15,38	76,92	7,69	-	-	100
Resolve to carry out all duties and responses answer.	-	80,76	19,23	-	-	100
Dedicate yourself and be ready to sacrifice your efforts, time and mind.	-	69,23	30,77	-	-	100
A salary that is sufficient to meet the minimum requirements of the staff.	-	65,38	34,61	-	-	100
Incentive/Transportation for service.	-	88,46	11,54	-	-	100
Bonus Granting As Rewarding.	-	65,38	34,62	-	-	100
Career Development Through the Promotion Department..	-	100	-	-	-	100
Working Climate Support to Public Service Activities	-	88,46	11,54	-	-	100
Σ	15,38	634,59	150	-	-	800
%	1,92	79,32	18,76	-	-	100

Of the above data, 15.38% of respondents stated that their loyalty and compliance with the provisions in force were very good, 76.92% said that they were good, and 7.69% said they were fairly good. This attitude of loyalty and obedience is important for all officials, given the rules on the order of service and the procedure for developing the profession as a civil servant in the Awayan department. Because it is a mirror of the implementation of all the rules of work in force, both the Regional Regulations and the Government Regulations. Any action of a civil state official is not beyond the assessment of the relevant performance targets and as a basis of consideration for the promotion of his rank and office later on. It is in line with Samsudin (2005) that motivation is a process of influencing an external drive towards someone or a working group so that they want to implement something that has been implemented.

Furthermore, 80.76% of respondents said that it is good if they have determination and readiness to carry out all duties and obligations as civil servants. Then, 19.23% said the same thing was included quite well because the attitude of determination and readiness should be followed by the improvement of the skills and knowledge of the officials concerned. With determination and determination in the work, the future will be able to determine a schedule of work that can reach the target. In accordance with the current conditions in the field, 69.23% of respondents expressed their commitment and willingness to sacrifice. In terms of energy, thought, and time, it included good to do, while the other 30.77% said it included pretty good. It's because such sacrifices above have to be offset by the facilities that should be given to the officers so that they don't become a problem later on.

Furthermore, 65.38% of respondents who acknowledged that the salary received was sufficient to meet the minimum requirements of the employees were well assessed by the respondents and as much as 34.61% of those stated that it was sufficiently good. This is still assessed quite well because the amount of wages received is not balanced with the increase in the price of raw materials. This is the reason why some respondents consider it not good because the wage received does not correspond to the changes in the current price of materials. However, even so, the salaries received can satisfy the minimum needs of employees.

A total of 88.46% of respondents stated that their agency provided transfers to officials for the purposes of their service. In comparison, the other 11.54% said that it was quite good because the granting of these transfers in realization was adjusted to the amount of money in cash.

65.38% of the respondents said that the bonus is to help the staff in improving their performance in carrying out their duties because the tasks will be delayed or even not targeted due to the absence of a form of reward given by the leader to the subordinate for completing them, especially if the staff concerned are not equipped with a service vehicle and the distance to the public transportation location.

From the respondents' answers, it is known that as many as 100% of respondents stated that career development through the promotion of this post is a very important means for the entire staff. With the availability of promotion information for the post, every employee is recommended to apply for the post being promoted so that their career will be improved. Then, the next is the need to build on the attitude and morality of the officer so that he can think and have a positive view of the task and answers given to him throughout this time.

A total of 88.46% of respondents said they needed work climate support for their public service activities. Then 11.54% of those who said similar things included quite good. With the balance between the working climate and public service activities will make the service more orderly and directed towards the objective to be achieved, that is to say, the existence of order and security in duty in order to carry out obligations in accordance with the rules in force.

79.32% of respondents stated that the internal and external motivational aspects of the staff of the Balangan District Awayan Department were based on the interpretation of scores, including both the motivation objectives of Camat here are to increase the morality and satisfaction of employees, increase the productivity of staff, maintain the stability of employees in the Awayan department, improve discipline, make recruitment more efficient, create a good working atmosphere and relationships, increase loyalty, creativity and participation of staff members, improve the level of staff well-being, then raise the responsibility of employees to their duties, as well as improve the efficiency of the use of tools and raw materials.

Motivation is the willingness to undertake a high-level effort toward the goals of the organization, which is conditioned by a person. Generally, motivation leads to the effort being made toward each goal, and here, we prioritize the goals of the organization because our focus is on behavior that relates to the organization's goals related to work. There are three key aspects of that definition: endeavour, organizational purpose, and interest. The aspects of job satisfaction are issues such as achievement, recognition, and responsibility, so they can be called intrinsic factors and the factors associated with job dissatisfaction are policies and management of agencies, supervision, interpersonal relations, and working conditions.

In terms of motivation, intrinsic utility is achieved if a person learns so that the individual concerned has already worked well in the task that he thinks is important enough. Motivation is a consciousness to demonstrate a high-level effort to realize the goals of the organization. Required by the potential of the endeavour to satisfy the interests of the individual. After examining this, it is in line with Robbins and Judge's (2007) theory that motivation is a process that explains the intensity, direction, and perseverance of an effort toward a goal.

B) Work Productivity Factor

Labour productivity is the first test of the management's ability to make a comparison of the outcomes of end-to-end activities stated in presentations ranging from 0% to 1%. The factors that support the productivity of work include education and training programmes, nutrition, nutrients, health, motivation, employment opportunities, foreign policy, and integrated development.

To find out the respondents' answers to the work productivity aspects, see the following table:

Table 2: Recapitulation of Respondents Responsibility about Productivity aspects Employers

From Table Answers Respondents	Alternative Answers					Quantity
	Very Good	Good	Good Enough	Good Less	Good Very Bad	
Working accuracy according to the target	-	76,92	23,08	-	-	100
Skill in operating a computer	-	84,62	15,38	-	-	100
Working should be more serious	-	92,31	7,69	-	-	100
Initiative	-	80,77	19,23	-	-	100
Work completion	-	96,15	3,85	-	-	100
Responsibility attitude towards the completion of tasks	-	100	-	-	-	100
Cooperation	-	100	-	-	-	100
Σ	-	630,77	69,23	-	-	700
%	-	90,11	9,89	-	-	100

A total of 76.92% of respondents who stated their accuracy of work could meet the set targets, so they were rated including good, while the other 23,08% said it was quite good. There are various factors that can lead to increased productivity, one of which is the achievement of a set target. With the achievement of this goal, the next activities can be carried out immediately because the completion schedule of work can be met so that success in the execution of tasks in accordance with the established procedures and system of work. Not all employees can meet their job goals well because of a number of obstacles, including differences in the level of knowledge and skills in carrying out a job and the availability of adequate work experience support so that the job can be done properly and correctly. If the staff lack the knowledge and skills, then, of course, the achievement of the target work will go slowly and will take quite a long time in the process of completion. Therefore, the skill and knowledge of the work equipment is also important to the employee so that he does not experience obstacles in performing his duties and duties according to their respective duties.

The respondents said that 80,77% said there was a need for employees to have good initiative in solving problems on the job, then 19.23% said it included quite good. With a sufficient level of knowledge and skills, the staff concerned are expected to have insights that can provide the necessary initiative in solving the work problem. Not only is it necessary to solve problems, but initiatives are also needed to provide ease and savings on operational costs or work execution costs. So the staff must be able to create working conditions so that they can save costs, energy and working time.

A total of 96.15% of respondents stated increased will and craftsmanship in completing their work included well, while the other 3.85% said it included quite well. In order to have good and optimal productivity of work, it is necessary to have the will and craft to complete the work of the staff. The completion of the work should avoid delays in the execution, as this will have an impact on the increased work hours. There are many ways in which the officer can avoid overtime, one of which is to do overtime in one working day so that the work overtime can be completed Early than usual; subsequent work can be more effective and efficient because there is no overlap with other work. Every employee is required to draw up a timetable of his work in an orderly and directed manner because of the formation of the leadership through the existence of performance assessment activities of the employee according to Government Regulation No. 46 the Year 2011. With this routine assessment, the staff is obliged to always strive to work performance according to the established standards so that with the success of the staff in achieving work performance, the reward is promoted to a higher level position than the existing one. In the end, it will give you a career as a successful civil servant with good responsibilities to work, nation and country.

All respondents 100% stated the necessity of a responsible attitude towards the completion of tasks assessed, including well. The responsibility will continue well if the official concerned succeeds in carrying out his duties in accordance with the knowledge and skills he possesses. In order to ensure that the conditions of responsibility of the staff remain optimal and can be further improved by adjusting the working conditions in force, the leadership provides attitude and mental formation of staff continuously so that, in this case, a routine and directed supervision of the achievement of the objectives of the vision and mission of the agency is necessary for a clear and well-organized manner.

From the replies of respondents as listed in the table above, it is known that all respondents 100% stated that there was good cooperation with other colleagues assessed including good. The Public Prosecutor's Office has sub-sections, and each has descriptions and arrangements established according to the Regional Regulations No. 38 of 2004. Therefore, there can be no misconduct in the performance of the duty or a dispute in the fulfilment of the essential tasks of the day.

Based on the results of the recapitulation, it is known that as many as 90,11% of respondents who stated the productivity aspects of employee work based on the interpretation of scores were very good. Relevant to Schuler and Jackson's (2009) opinion is that productivity measures, among other things, job satisfaction, quantity of work, timing accuracy of task completion, presence, and cooperation with others.

The primary objective of staff productivity is to motivate staff to achieve operational goals and in meeting pre-established standards of behavior. Productivity of work is the result and output produced by an Awaysan officer according to his role in the agency in a given period. Work productivity is an indicator in determining how much effort is required to achieve a high level of quality SDM in an organization.

V. CONCLUSION

From the results of research and data analysis, it can be concluded that the relationship between motivation and productivity of the work of the staff at the Office of Public Affairs district of Balangan based on the parameters of assessment established that the aspects of Motivation of the Work contributes 79.32%, and the proactivity of work of employees themselves contributes 90,11%. Thus, both variables include good but not optimal. This is because other factors influence the smoothness of these two aspects, namely the difficulty of determining the type of motivation that suits the employee concerned so that the decrease in work productivity is not immediately foreseeable.

In order to improve the productivity of the work conditions of the staff at the Department of Public Service in Balangan district, it is recommended to carry out a comprehensive improvement in the motivation aspects so that the results obtained can be maximum, such as the need for Camat Awaysan to communicate and coordinate, good cooperation between the officials authorized to provide supervision by delegating its authority to continue to perform intensive supervision with its employees so that all problems relating to the duties and duties of the employees can be known and its solutions are sought according to the conditions of existing work environment. It is necessary to set work targets by the entire staff in order to anticipate a rise in the work volume in the public service immediately so that the process of completion of work can be accelerated with the time targets to be achieved.

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