

Accentuation of Intrinsic and Extrinsic Motivation Value for Employee Performance Effectiveness

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Abstract

The important role of employees or human resources in determining the success of a company is very necessary. Several studies reveal that there is a positive relationship between motivation and employee performance. Some of these studies say that the high working motivation of employees has a relationship that tends to achieve a fairly effective level of employee performance. This Writing Method Using descriptive, a method that aims to describe or provide an overview of the object under study. Motivation is one of the efforts in directing employees to work more optimally in accordance with the wishes of the company. Intrinsic motivation is motivation that comes from within the individual. This motivation results in the integrity of goals, both organizational goals and individual goals, both of which can be satisfied. The mission of employees to one another is a shared responsibility. This needs to be accentuated so that no employee feels that the workload is too heavy or there is no employee who feels he is being exaggerated among other employees. Awards given by the company can trigger individual self-reward, meaning that employees who get more awards from the company can motivate them to work more effectively. Employees who have high motivation to occupy a higher position in the organization are likely to be able to increase work productivity in order to achieve organizational goals and vice versa. By understanding the role played in motivation, a manager will be able to increase the work productivity of his subordinates and can further improve their performance.

Keywords

value of intrinsic motivation; extrinsic motivation; effectiveness of employee performance



I. Introduction

The important role of employees or HR in determining the success of a company is very necessary (Deni, 2018). The activities and participation of employees in the company determine the size of the progress and development of a company, therefore human resources in the development of performance capacity are something that must be emphasized to all employees so that they become effective and efficient employees. Therefore it is necessary to have an extrinsic and intrinsic motivation by the company headed by a manager who is able to mobilize the needs of employees and activate efficiency and effectiveness in the performance process. A manager must be able and able to bring the zone of integrity or intrinsic and extrinsic motivation. Present in the form of values that are given into the policies given to employees, so that there is no conflict or gap between employees and managers (Perwita, 2019). In this case, the company not only expects employees to be able to provide something productive in the company, but they are also expected to be more capable and skilled, and have high intellectual skills, so that they are able to develop and advance the company optimally. The analogy is that when the

employee's performance is maximal, the performance and performance results will automatically find the maximum position (Ahmad et al., 2020).

Several studies reveal that there is a positive relationship between motivation and employee performance. Some of these studies say that the high condition of employee work motivation has a relationship that tends to achieve a fairly effective level of employee performance, in this case, employees who have high motivation will try to do something that is good performance. As much as possible determined by the company because they are involved in the zone of integrity or decision making in which there is a commitment that is built so that employees feel they own the company (Fasocah, 2019).

The company needs to explain and communicate its vision and mission openly to all employees, there is no missing information or secret information that is for the public interest, the company must be able to sort and choose which interests are used for staffing and which interests are to support performance effectiveness (Kadir, 2018). Therefore the company's management should try to involve all employees in determining work goals, specifying how to achieve these work goals will be needed, the company must prepare the final target. However, in this case, of course, skills and values are needed that must be emphasized in the development of a target or mission goal, for example one of the targets that must be met by means of each employee must have differences, among others, the manager's function must be able to direct the target component. achieved by the values and vision and mission of the company (Hanis Najwa Shahrudin, Ku Fatahiyah Ku Azizan, Wazzainab Ismail, Farah Nur Rashida Rosnan, & Norafidah Gordani, 2015) Meanwhile, to control employee contributions to fully support the goals of the company, training and empowerment are needed employees means that in this case the facilities and employee performance satisfaction must be met first so that they will have high loyalty to the company.

The commitment built by the company is a cyclical commitment that has a special accentuation (Syafrauddin & Rahmanto, 2019). This means that all employee performance is value-oriented, not normative assumptions given by the Manager for free. Therefore, employee performance is always related to numbers. This means that companies must have a special system to measure employee performance which will later support (Putra & Frianto, 2018) trying to motivate employee performance in the company. The company's next task is to activate the commitment zone so that staffing performance will be even more massive. the goal rather than being activated by intrinsic and extrinsic motivation within the company is of course to improve employee performance in addition to improving also maintaining efficiency and effectiveness in performance therefore there is a need for an in-depth study related to accentuation of the rationalization form of intrinsic motivation and extrinsic motivation (Yusa & Rananda, 2019).

II. Review of Literature

2.1. Motivation

In life, motivation has a very important role because motivation is an entity causing, channelling, and supporting human behaviour, so that they want to work hard and enthusiastically to achieve the optimal results. Likewise, in the world of work, motivation plays an important role in achieving the organizational goals. Motivation is important because, by having this motivation, it is expected that each individual of employee is willing to work hard and enthusiastically to achieve high work productivity. Motivation comes from the Latin word "movere" meaning "impulse or driving force". This motivation is given to humans, especially to subordinates. Related to this, what is meant by motivation

is to question how to encourage the enthusiasm of subordinates' work, so that they want to work hard by giving all their abilities and skills to realize organizational goals. Motivation is the whole process of giving encouragement to subordinates to work in such a way so that they want to work with sincerity, and the achievement of efficient and economical organizational goals can be achieved (Siagian, Sondang in Kuswati, 2019).

Motivation factor especially in achievement motivation is one of the things that drives and supports the improvement of the quality of the organization's human resources. Understanding of achievement motivation in individuals can help improve performance both directly and indirectly. Achievement motivation raises hope so that it is able to manage the mindset to create work ethics and values that exist in the organization. (Werdhiastutie, A. et al. 2020)

2.2. Relevant Study

Muslih, (2012) in "The title of Analysis of the Effect of Motivation on Job Satisfaction and Employee Performance at PT Sang Hyang Seri (Persero) Regional III Malang" The objectives of this study are; (1) To determine and analyze the effect of intrinsic motivation and extrinsic motivation on employee job satisfaction, (2) To determine and analyze the effect of intrinsic motivation and extrinsic motivation on employee performance, (3) To determine and analyze the effect of job satisfaction on employee performance, (4) To find out and analyze the influence of intrinsic motivation and extrinsic motivation on employee performance through employee job satisfaction. This type of research is explanatory research, while primary data collection is done by distributing questionnaires to all employees at PT Sang Hyang Seri KR III Malang as many as 40 employees. The sampling technique used is the census method. In this case, there are two independent variables analyzed, namely: intrinsic motivation and extrinsic motivation, and one intervening variable, namely job satisfaction. While the dependent variable is employee performance. The data that has been collected is then analyzed using PLS (Partial Least Square) analysis. The results obtained are (1) intrinsic and extrinsic motivation have a significant effect on job satisfaction, (2) intrinsic motivation has no significant effect on employee performance, (3) extrinsic motivation has a significant effect on employee performance, (4) job satisfaction has a significant effect on employee performance, (5) intrinsic motivation has a significant indirect effect on employee performance through job satisfaction, (6) extrinsic motivation has a significant indirect effect on employee performance through job satisfaction.

Antin, Ag Kiflee, Dzulkifli, Obedient, & Talip, (2020) in the title "The Effect of Intrinsic and Extrinsic Work Motivation on the Work Efficiency of Middle School Teachers in Sabah". This study aims to identify whether there is an influence between intrinsic work motivation and extrinsic work motivation on the level of work efficiency of middle school teachers in Sabah. This study uses a quantitative approach and non-experimental design. The study method used is a review method involving a total of 375 high school teachers who are the sample of the study. The sample for this study was selected using an easy random sampling technique. The instrument of inquiry was used to measure the study variables. The Multiple Regression Examination through the Statistical Package for Social Sciences (SPSS) was also used to analyze the raw data of the respondents. The results of the study show that the teacher's intrinsic work motivation (Beta = 0.31), ($t = 6.76, P < 0.05$) is a more significant predictor than the teacher's extrinsic work motivation (Beta = 0.29), ($t = 8.41, P < 0.05$) on work efficiency. Secondary school teacher in the state of Sabah. The overall effect also shows that work motivation can explain significantly as much as 60 percent of the variance in the dependent variable,

namely teacher work efficiency [$F(2, 372) = 104.25, P < 0.05$]. All variables are positively related. This study is expected to provide new inputs related to aspects of the study which will then be useful for strengthening the teaching profession and the state education system holistically.

Mahardika, Hamid, & Ruhana, (2020) in the title "The Effect of Work Motivation on Employee Performance at PT. Axa Financial Indonesia Sales Office Malang". Intrinsic motivation has a significant effect on employee performance at PT. AXA Financial Indonesia, indicated by a significance value of t of 0.000 which is smaller than $D = 0.05$ ($0.000 < 0.05$) with a regression coefficient of 0.514. Extrinsic motivation has a significant effect on employee performance at PT. AXA Financial Indonesia, indicated by a significance value of t of 0.000 which is smaller than $D = 0.05$ ($0.000 < 0.05$) with a regression coefficient of 0.475. Intrinsic motivation and extrinsic motivation simultaneously have a significant effect on employee performance at PT. AXA Financial Indonesia, indicated by a significance value of F of 0.000, smaller than $D = 0.05$ ($0.000 < 0.05$) and able to contribute to the employee performance variable by 64.3%.

Arief & Afifa, (2020) in the Title of Influence of Leadership Style, Intrinsic Motivation, and Extrinsic Motivation on Employee Work Productivity at PT Tirta Sukses Perkasa Jember. The purpose of this study was to determine the effect of leadership style, intrinsic motivation and extrinsic motivation on the work productivity of PT. Tirta Sukses Perkasa Jember. Sampling technique using sampling technique.

III. Research Methods

This writing method uses descriptive. Descriptive method according to Sugiyono, (2016) is a method that aims to describe or provide an overview of the object under study through data or samples that have been collected as they are without analyzing and making conclusions that apply to the public. In other words, analytical descriptive research takes problems or focuses on problems as they are when the research is carried out, the results of the research are then processed and analyzed to draw conclusions.

IV. Results and Discussion

4.1. Employee Motivation and Performance

Motivation is one of the efforts in directing employees to be able to work more optimally in accordance with the wishes of the company. Saydam & Ayutu, (2003) provide an explanation of the objectives of motivation, namely, 1. Improving work performance, 2. Increasing work discipline, 3. Increasing passion and work spirit, 4. Increasing productivity and efficiency, 5. Fostering a sense of loyalty among employees towards the company, 6. Increase the sense of responsibility, 7. Change the behavior of employees in accordance with the wishes of the company. The extent to which employees are committed to the organization where they work will determine the organization's ability to achieve its goals. Some organizations dare to include the element of commitment as one of the requirements to occupy positions or positions offered in job advertisements, but not infrequently organizational actors still do not understand the meaning of commitment seriously. Motivation is an internal drive that leads an individual to fulfill self and organizational goals (Ahmad et al., 2020)

Arifudin, (2020) argues that organizational commitment is the degree to which an employee sided with a particular organization and its goals, and intends to maintain membership in that organization. Ma'rufi & Anam, (2019) identified organizational

commitment as: 1. The feeling of being part of the organization. 2. Pride in the organization. 3. Concern for the organization. 4. Strong desire to work for the organization. 5. Strong belief in the values of the organization. 6. Great willingness to strive for the organization (Saragih & Simarmata, 2019)

Understanding Employee Performance According to Mangkunaegaran in Tangkilisan, (2005) that performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him, while according to Hadari (2001) what is meant by performance is the result of the implementation of a job, both physical/mental and non-physical/non-mental. Employee performance is an important aspect in human resource management. Sedarmayanti in Sutanja, (2019) states that performance is a system used to assess and find out whether an employee has carried out his work as a whole, or is a combination of work results (what one must achieve) and competence (how one achieves it). a. Factors Affecting Performance Employee performance is influenced by a number of factors, including Robbins (2008): 1. The basics of individual behavior which include biographical characteristics, abilities and learning. 2. Values, attitudes and job satisfaction. 3. Commitment 4. Individual perception and decision making. 5. Motivation (Reguning, 2017).

4.2. Accentuation of Intrinsic Motivation Value Intrinsic

Motivation is motivation that comes from within the individual. This motivation results in the integrity of goals, both organizational goals and individual goals, both of which can be satisfied. Meanwhile, according to (Samuel & Septina, 2020) gives the opinion that intrinsic motivation is a work driver that comes from within the worker as an individual, in the form of awareness of the importance of the work carried out that affects employee performance. Hasibuan (2007) in Mohamad Firdaus Ahmad1* et al., (2020) argues that there are several factors of intrinsic motivation, including: a. Responsibilities b. Awards c. The work itself d. Development and progress.

a. Responsibility

Responsibility here is part of the role of self. an employee must have a greater sense of responsibility towards the company in the sense that responsibility is an attitude of belonging to the country with all forms of company activities, meaning that an employee cannot apply an individualistic attitude, he must build a social network to help share responsibility (Kadir, 2018) . Responsibilities that must be accentuated are responsibilities that have a sense of togetherness or responsibility that is indeed in synergy with the company's vision and mission. The mission of employees to one another is a shared responsibility. This needs to be accentuated so that no employee feels that the workload is too heavy or there is no employee who feels he is being exaggerated among other employees (Wulandari & Supriyadi, 2018).

b. Appreciation

Awards given by companies can trigger self-rewards from individuals, meaning that employees who get more awards from the company can be motivated to work more effectively than others. The company must be able to manage the award that will be given to all employees based on the measured performance value (Rahimi, Yusof, & Priyatama, 2014). This is considered necessary because it can lead to extrinsic motivation. An award that is very much needed and an award in accordance with the field of employee competence when getting an employee award must be able to take advantage of the award

given by the company to maximize performance, for example one example of a marketing employee who gets a reward for either division 1 month he will get a prewed laptop what happens is To capture all the interests of social media for marketing purposes, laptops here function for this as the company's vision, so the point is that there is a synchronization of awards given with a focus on employee performance (Hanis Najwa Shaharuddin et al., 2015).

c. The Work Itself

An employee who loves his job itself must be an employee who feels himself happy and happy with the work that is being experienced. In the sense that a job will be an intrinsic motivation if a job provides pleasure, peace, and happiness. The rights given in accordance with the performance of an employee will add to the feeling of belonging to the company (Insan, 2017). The fulfillment of these rights and obligations can make a special acceleration to the company that the reduction of rights and the addition of obligations can trigger negative intrinsic motivation. Therefore, for accentuation rather than elemental motivation in working alone, rights and obligations must be given rationally (Irawati, Cahyani, & Safrizal, 2018).

d. Development and Progress

Employee training and empowerment is highly recommended to form an employee's character or employee integrity. The training here focuses on developing the performance of these employees in accordance with their respective fields (Ahmad et al., 2020). Companies must be able to bring in third parties or outside the reach of the company who are able to activate some of the intellectual capacity of employees. In terms of fields, each employee can build networks outside the company related to the company's vision and mission. Employee mobility with such performance will provide a motivation to an employee, and is beneficial for the company. Because they have so many networks outside the company network itself, it means that employees who develop and progress/upgrade themselves to their performance capacity should be accentuated to seek development and progress outside the company. So as to be able to perform performance screening (Muslih, 2012).

4.3. Accentuation of Intrinsic Motivation Value Intrinsic

Motivation is a work driver that comes from outside the worker as an individual, in the form of a condition that requires carrying out work to the fullest (Wanti, Mintjelungan, & Wowor, 2021). According to Manullang (2001) it is stated that if the company provides insufficient working conditions, wages, benefits or safety, it will have difficulty attracting good employees and turnover and absenteeism will increase. The factors included in extrinsic motivation according to Manullang (2001) are: a. Salary. b. Policy

a. Salary

Companies that are really serious about their commitment and maintaining existing regulations and regulations will maintain the consistency of wages or salaries given to employees. There are several important points that must be emphasized that there is no exploitation or additional workload that is forced to be given to support a company in the sense that a company that wants mutual progress must be able to be open in terms of salary in addition to salary which needs to be the focus of the company. the benefits provided or the job safety promised must be a major facility in the framework of performance motivation thinking, meaning that when the company wants an effective and efficient

performance and automatic performance improvement, it must think about salary increases. It is impossible to expect anything from employees without giving something newer means that the commitment built between the company and employees must bridge a common progress, there are no gaps and disputes, which is why it is necessary for the company to regulate in accordance with existing rules and provide alternatives additional alternatives related to the payroll system in accordance with the main tasks and performance of each employee (Paramitadewi, 2017).

b. Policy

The policies carried out by the company should not conflict with the company's vision and mission. in the sense that many employees are doing something that is not actually their job it can lead to negative extrinsic motivation. Policies affect all forms of work activities, therefore the policies taken and decisions taken by the company must be based on the vision and mission or in accordance with the company's integrity zone. This means that a manager, a head of leadership, is not allowed to give anything or work that is outside the work of staffing activities. If he wants this, he must prepare certain rewards that will be given to employees, as well as something additional that feels its value is more than the results of its performance, therefore the consequences seem to have to be given or accentuated into a form of value that is able to activate extrinsic motivation. Samuel & Septina, 2020).

V. Conclusion

Once the role of human resources in determining the success of the company, the organization must be able to realize the desires and needs of employees through the provision of motivation so as to achieve high performance. Every manager needs to predict the efforts to develop managerial skills and abilities to motivate his subordinates. Managers have a responsibility to help and influence the behavior of their subordinates so that they can carry out their duties effectively and efficiently. Thus the success of managers in motivating their subordinates depends on how managers understand the motives of their employees. In this case, the company not only expects employees to be capable, capable and skilled, but most importantly they are willing to work hard and are willing to achieve maximum performance results (Hasibuan, 2007). Employees who have high motivation to occupy a higher position in the organization are likely to be able to increase work productivity in order to achieve organizational goals and vice versa. By understanding the role played in motivation, a manager will be able to increase the work productivity of his subordinates and can further improve their performance.

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