

Analysis of Work Motivation on Lecturers' Work Productivity at The Faculty of Economics and Islamic Business UIN Raden Mas Said Surakarta

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ABSTRACT

In general, various factors influence work productivity, such as motivation, assessment, training, and development but in this article, researchers will only focus on the work motivation of lecturers. Work motivation has an important role in improving work productivity. Work motivation will be the driving force for lecturers to carry out tasks or obligations. This research method is qualitative research using case study techniques through interviews with sources. According to research, the trigger for the emergence of work motivation in lecturers are influenced by several factors, firstly is the desire for life (desire of life) which related to the salary, compensation, and bonuses provided by the college or place of work; secondly, the desire for position and power (the desire for position and power), where this is related to promotion; and finally, the desire for recognition (the desire of recognition), which is recognized for lecturer contributions and lecturer performance, giving praise for the achievements achieved by lecturers. Motivation also has an impact on lecturers, such as improving lecturer performance, lecturer productivity, and lecturer job satisfaction, which leads to the success of higher education.

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Introduction

Human resources in a college operational system are one of the basic capitals, holding a significant position in achieving college goals. Therefore, universities need to manage and improve human resources properly. Because the key to the success of a college is not only technological excellence but also the availability of funds. However, the human aspect is the most important aspect. (Miskiani and Bagia 2020). Human resources play an important role in every organization's higher education activities, even though the role and use of labor have been replaced by increasingly sophisticated technology. Nevertheless, in reality, until now, labor has been a significant aspect of ensuring the course of the creation process. That is why every college wants every worker to work efficiently and effectively (Fahrurrozi, Murcahyanto, and Mohzana 2021).

In this regard, motivation is the driving force for someone to do, act, and behave. The definition of work motivation according to Abraham Maslow is quoted by Mangkunegara (2019), namely: "Motive is defined as a tendency to activity, started by a drive and ended by an adjustment. The adjustment is said to satisfy the motive." (Motive is defined as a tendency to activity, starting from a drive and ending with self-adjustment) (Priyatno 2022).

The term motivation includes various aspects of human behavior that encourage them to do or not do something. However, in the following description, motivation means human motivation to act and do. While the definition of motivation in everyday life is defined as the whole process of providing encouragement or stimulation to employees so that, they are willing to work willingly without being forced.

Human resource development, both in the public and private sectors, needs to be carried out in a planned and sustainable manner. Strategies for developing human resources, known as organizational management, must be flexible in accepting new ideas, even if they are currently inappropriate, and can make some fundamental changes to conventional policies. The ability of new lecturers who have participated in certain lecturer introduction and training programs has not fully demonstrated success in work abilities and task demands that will lead to an increase in the overall work productivity of lecturers (Hambali 2021).

Lecturer work productivity is a result of one of the work requirements that must be met by every lecturer, namely the balance between education, teaching, research, and community service, although there are supporting elements that can be utilized (Dewi 2019). This requirement is a condition of the lecturer's willingness, at the time of initial acceptance, to work with enthusiasm and responsibility. A lecturer who meets the work prerequisites is considered to have the ability, a healthy body, intelligence, and a minimum education of S2 and has obtained special skills education as a lecturer to carry out tasks and meet satisfactory requirements in terms of quality and quantity (Heri 2019).

Based on the hierarchy of needs, Peterson and Plowman (Hasim 2019) provide an explanation of the factors that trigger and increase individual work motivation. These factors include the desire for life, which is related to the salary, compensation, and bonuses provided by the company; the second factor is the desire for position and power, which is related to promotion. The last factor is the desire for recognition, such as recognizing the contribution and performance of employees, giving praise for their achievements, and others. Providing motivation to employees must have a purpose and have an impact on individual behavior in the workplace. Some of the impacts and goals of work motivation, according to Hasibuan (2013), are to improve employee performance, employee productivity, and employee job satisfaction, which leads to the success of the organization or company.

Based on the explanation above, the researcher chose the topic of work motivation because work motivation in a university is an important thing considering the many influences of this work motivation. This study aims to present literature on the factors that influence the work motivation of lecturers and the impact of providing work motivation to lecturers. The results of this study are expected to provide information and references to improve the motivation of lecturers.

Literature Overview

Work Motivation

The idea of motivation comes from the Latin "movere," which means "to push" or "to move." Motivation itself is a psychological process that arises due to various factors, both within a person and from outside him. Through motivation at work, a person can carry out their responsibilities optimally, thus achieving the company's targets or goals. Providing motivation is an obligation for a leader to his subordinates. To do so effectively, a leader needs to understand the motives and motivations desired by each employee. Every organization has goals to achieve, and the role of people in achieving these goals is vital. To move people in accordance with the organization's wishes, understanding the human motivations within is key. These motivations determine the behavior of people at work, or, in other words, behavior is a simple description of motivation.

Some experts define motivation in different ways. Bangun (2012) states that motivation is an effort to influence the behavior of others to run regularly. Manullang (2013) considers motivation as an internal or external force that encourages enthusiasm to achieve certain goals. Sutrisno (2013) defines motivation as a driving factor to carry out certain activities. Richard L. Daft (2006) calls motivation an internal or external force that generates enthusiasm and resistance to perform certain actions.

Another view of motivation comes from Husaini Usman (2011), who sees it as the underlying desire or need that drives a person to work. Rivai and Sagala (2009) state that motivation involves attitudes and values that influence individuals to achieve specific goals in accordance with their desires. Sastrohadiwiryo (2013) defines motivation as a psychological state and mental attitude that provide energy to achieve needs that provide satisfaction or reduce imbalance.

Indicators that can be used to measure employee work motivation include performance, reward, challenge, responsibility, development, involvement, and opportunity. Fayoll in Luthans (2011) states that work motivation raises the drive or spirit of work, while Robbins (2008) defines work motivation as a willingness to try as optimally as possible to achieve organizational goals that are influenced by the ability of effort to satisfy some individual needs. From these various views, it can be concluded that motivation is the impulse that drives a person to achieve certain goals. Motivation is a driving factor in a person's behavior and has an important role in work activity and achievement.

Work Productivity

Productivity reflects a measure of the quality and quantity of work that has been completed, taking into account the cost of the resources used to complete the task. The term refers to efficiency in producing goods or services, which Sinungan (2014:12) explains as the optimal way of utilizing resources to produce goods. Productivity, derived from the word "production," is closely related to the ability of processes to produce outputs. It is also defined as the ratio between input and output, focusing on the results produced by a process (Sunyoto, 2012). Simamora (2004: 110) explains that employee work productivity includes the ability to utilize existing facilities and infrastructure by producing outputs and inputs optimally. Indicators used to measure employee work productivity include work quantity, work quality, timeliness of work completion, and cooperative attitude, as described by Simamora (2004:112).

Hartatik (2014) states that every company strives for employees to achieve maximum performance in the form of work productivity. Work productivity determines the success of a company because the higher the productivity of employees, the better the company's business results. Sunyoto (2012) describes productivity as a mental attitude that always tries to see that tomorrow is better than today. Cascio (1998) defines work productivity as the measurement of output in the form of goods or services in relation to inputs such as employees, capital, raw materials, and equipment. Sedarmayanti (2001) states that work productivity shows the effectiveness of outputs in relation to the efficiency of inputs, including quantity and quality, within a certain time.

The concept of productivity is closely related to how efficiently a process produces outputs using certain inputs. Productivity is defined as a measure of how productive a process is in producing outputs by the ratio between inputs and outputs. Productivity is also related to efficiency in producing goods and services. Productivity implies the efficient use of resources to produce goods, although it is sometimes thought of as providing additional incentives to convert resources, such as labor and machinery. This definition emphasizes that increasing work productivity requires a positive mental attitude from employees, along with the way work is done and the results obtained. Thus, there are three main elements in work productivity: work spirit, work methods, and work results.

Factors affecting productivity levels involve employee discipline, management, and technology. Productivity is measured as the ability of economic resources to produce something, or as a ratio between input and output. The smaller the sacrifice required to achieve a target, the more productive the activity is considered to be. Conversely, the high inputs required to achieve a certain result are considered less productive.

Method

In this study, researchers used qualitative research methods. Qualitative research is research that emphasizes the descriptive language of the nature of an item or object. According to Sugiono (2014: 15), qualitative research methods are research methods based on the philosophy of postpositivism, used to research on natural object conditions, where the researcher is the key instrument, sampling of data sources is done purposefully and snowbaal, collection techniques with triangulation (combined), data analysis is inductive or qualitative, and qualitative research results emphasize meaning rather than generalization. By applying this method, researchers can answer all problems that require an in-depth and comprehensive understanding of the object being studied and produce several research conclusions in the context of the time and circumstances concerned. In research, the most important step is data collection techniques. Because the main purpose of the research process is to get data, There are four kinds of data collection techniques: observation, interview, documentation, and combination or triangulation (Sugiono, 2014: 309).

In this study, two different kind of data collection techniques used in this study:

1. Primary data is a source of data obtained directly from the object of research through interviews with one of the lecturers at FEBI UIN, Raden Mas Said Surakarta, namely Mr. Achmad Noor Fauzi, M.E.
2. Secondary data is data collected by others, including previous studies, which come from books, articles, scientific journals, previous research, and internet sites related to the

problems studied (Purbaningtyas and Muchollasho, 2020). In this case, research conducted on the effect of work motivation on the work productivity of FEBI UIN Raden Mas Said Surakarta lecturers. This qualitative research can describe the effect of work motivation on work productivity among FEBI UIN Raden Mas Said Surakarta lecturers in detail.

RESULTS AND DISCUSSION

Analysis of Work Motivation of FEBI Lecturers at UIN Raden Mas Sais Surakarta on Work Productivity

Work motivation is the drive or desire that encourages someone to work optimally and contribute positively to achieving organizational or company goals. Work motivation is very important in the work environment because it can improve productivity, performance, and work quality.

"Very important. Lecturers need motivation because motivation is very important for lecturers to support their work productivity (interview with Mr. Achmad on Tuesday, November 7, 2023)".

From the above statement, it can be concluded that work motivation plays an important role in work productivity. This is in line with Ishaya's research (2017), showing that providing high motivation to employees will increase employee productivity. With work motivation, someone will have high enthusiasm for carrying out the tasks that have been given to him. Without work motivation, a person cannot fulfill his duties according to standards or even exceed standards because his work motives and motivation are not fulfilled.

"I am inspired to continue to develop in my work; my work is in accordance with my field of expertise and the salary to meet my living needs (interview with Mr. Achmad on Tuesday, November 7, 2023)".

From the above statement, it can be concluded that work motivation can consist of a desire to develop at work, a job that is in accordance with their expertise, and a salary to meet their needs. According to Maslow (1970), motivation is the driving force from within that causes humans to do something or try to fulfill their needs. According to the Maslow-Grameds Needs Theory, every individual in this world must have at least one thing that they must fulfill in their daily lives. This is usually referred to as a need. The existence of needs that must be met gives each individual the motivation to fulfill these needs.

"I have to stay enthusiastic because it is one of the responsibilities of my job, and I always try to communicate with my coworkers and use my rest time well to maintain a balance between work and my personal life. The more needs you want to achieve or have, the more enthusiasm you will have at work (interview with Mr. Achmad on Tuesday, November 7, 2023)".

From the above statement, it can be concluded that work motivation is a person's encouragement to maintain his responsibility for a job, and the more a person's needs increase, the more enthusiasm a person will have for working to achieve his goals. The method used to maintain work motivation is to try to communicate with each other among

coworkers to establish intimacy and harmony together, and maintain a balance between work and personal life so as not to cause problems at work. According to Nawawi (2003), factors that influence employee morale are interest or attention to work, wages or salaries, social status based on position, noble goals and dedication, work environment atmosphere, and human relations.

"To overcome boredom in my work, namely by managing time well so as not to be too busy, chatting with colleagues, having coffee, and taking time for a vacation so that our minds become fresher (interview with Mr. Achmad on Tuesday, November 7, 2023)".

From the above statement, it can be concluded that the way to overcome boredom at work is with good time management, frequent interaction with colleagues, and taking time for vacation to reduce boredom at work. This shows awareness of the importance of maintaining balance in the work routine. This can reduce a person's level of boredom in their work and minimize problems or obstacles faced in a job.

According to Mangkunegara (2016: 158) ways to deal with work stress, namely:

1. Healthy patterns are the best patterns of dealing with stress, namely with the ability to manage behavior and actions so that stress does not cause disruption but becomes healthier and more developed. Employees belonging to this group are usually able to manage time and busyness in a good and organized way so that they do not need to feel something pressing, even though there are actually quite a lot of challenges and pressures.
2. A harmonious pattern is a pattern of dealing with stress with the ability to manage time and activities harmoniously that does not cause various obstacles. With this pattern, employees are able to control various activities and challenges by managing their time regularly.

"I feel happy because my work is in accordance with my expertise, teaching is an exciting activity, I can write the results of my research, and I am not pressed for time (Interview with Mr. Achmad on Tuesday, November 7, 2023)".

From the above statement, it can be concluded that the emphasis on a person's pleasure in a job that matches expertise and time flexibility shows a deep understanding of the importance of the match between work and personal expertise. Therefore, when a job is in accordance with one's expertise and time, it will increase a person's motivation or pleasure in the work he is doing.

"I judge success in work based on getting positive feedback from colleagues. Because I am in the academic field, I judge success when I succeed in delivering the material and the material is well understood by students and the students I teach become successful and increase my work productivity (Interview with Mr. Achmad on Tuesday, November 7, 2023)".

From the above statement, it can be concluded that the assessment of one's success in their work is based on positive feedback from coworkers, understanding of the results obtained from a job, and increasing one's work productivity in their field. This shows that a person's success in a job can be seen in terms of the assessment of a person or fellow coworkers

regarding the results obtained during work and is also related to increasing work productivity to support one's work at work. According to Tohardi in Ansory et al. (2018:317), increasing individual productivity simultaneously increases the productivity of the organization or agency. We need to design the organization, the work, and the work environment, all to provide comfort to the people who work in it so that they feel excited, passionate, and satisfied at work.

"I discuss with my colleagues or ask experts to get input or help. I also learn by looking for references or reading sources such as books or articles to help overcome the difficulties I face and looking for references to fresh teaching methods (Interview with Mr. Achmad on Tuesday, November 7, 2023)".

From the above statement, it can be concluded that a personal approach through consultation with colleagues and experts, as well as the search for additional references, shows an open attitude to new knowledge and a person's willingness to overcome obstacles or problems in their work. Therefore, by being open with fellow coworkers, we can help overcome the work problems we face, and we can consult with experts. In addition, this will lead to new knowledge or references related to the obstacles that a person is facing in a job, so that these obstacles can be resolved.

"I openly accept the criticism and use it as an opportunity to learn and grow. I try to improve my shortcomings and implement the suggestions given by my coworkers. However, if the criticism is bad, it is ignored (Interview with Mr. Achmad on Tuesday, November 7, 2023)".

From the above statement, it can be concluded that an open attitude towards constructive criticism, as well as the ability to distinguish between constructive and harmful criticism, shows maturity in receiving feedback. Therefore, at work, one must be open to criticism from someone or fellow coworkers, because it can make us learn about our shortcomings, evaluate ourselves, and become more developed. However, we must also be able to distinguish between constructive criticism and harmful criticism; if the criticism is constructive, we can accept it, and if the criticism is negative, we can ignore it. According to Terry Eagleton (2003), criticism consists of two aspects: seeing the work well (immanent critique) and evaluating the work based on objective standards (transcendent critique).

"I try to stay focused by making a schedule and targets for the work that I will do and setting clear priorities. If we work according to our expertise, we will be focused at work because we will remember that our work is a responsibility, so we must always be focused at work (Interview with Mr. Achmad on Tuesday, November 7, 2023)".

From the above statement, it can be concluded that someone who works always focuses on good planning, making schedules and work targets, and understanding work responsibilities. This shows awareness of the importance of focus and effective time management, so by making good planning, awareness of responsibility in a job, and working according to their expertise, this will make someone focus on the work they are doing. According to Enny (2019:57), the benefits gained from working with motivated people make tasks completed in a timely manner.

"Of course there is a connection, an interrelationship. When we work continuously, we will feel tired and exhausted, but if we are motivated, and then we have the drive to always be productive at work. (Interview with Mr. Achmad on Tuesday, November 7, 2023".

From the above statement, it can be concluded that if we have motivation at work, then we will increase our work productivity. Work motivation must always be improved by someone at work. If a person's work motivation is high, then a person's work productivity will also increase, and vice versa, if a person's work motivation is low, then a person's work productivity will decrease. Therefore, if you have high work motivation, you have the ability and willingness to produce a satisfactory work result so that it can provide benefits for the company or organization in an effort to increase work productivity. According to Rivai in Fitriani (2020), motivation can trigger employees to work harder to increase employee productivity and can affect the goals of the company.

Conclusion

Work motivation is the drive or desire that encourages a person to work optimally and contribute positively to achieving organizational or company goals. Work motivation in individuals has an important role for the continuity of the company or organization. The more employees who have motivation at work, the more satisfied they are with their work and commit to the company or organization, which will lead to higher work productivity. Companies or organizations need to identify factors that can motivate employees. Employees can be motivated in various ways, such as by assessing their performance, giving awards, performing appraisals, and receiving promotions. If an employee is not performing well, then the company or organization needs to identify factors that need to be improved, whether there is a need for training or a lack of employee ability to perform the task. Work motivation must always be improved by someone at work. If one's work motivation is high, then one's work productivity will also increase, and vice versa. If one's work motivation is low, then one's work productivity will also decrease.

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