



## Padang State Prosecutors' Work Motivation

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### Abstract

This research is quantitative research. The purpose of this study was to obtain information and data regarding the work motivation of Padang State Attorney's employees in terms of work discipline, responsibility, creativity, and employee morale. The population is 81 civil servants and the sample is determined by using the Slovin formula at an error rate of 5% with the Proportionate Stratified Random Sampling technique so that a sample of 68 people can be obtained. The results of the study stated that the work motivation of the Padang District Attorney's Office seen from the work discipline of employees was included in the sufficient category which obtained an average of 3.54, employee responsibility in very high criteria which obtained an average of 4.59, creative employees included a high level by obtaining an average of 4, 42 and employee morale in the high category who obtained an average of 4.35. In general, the work motivation of Padang State Attorney's Office employees is included in the high category with an average of 4.2. Based on the results of the research and discussion, it can be said that the work motivation of Padang District Attorney's employees is included in the high category.

**Keywords:** Prosecutors; Work; Motivation



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## 1. Introduction

Organization is a place to carry out all activities carried out by more than two people in a structured manner to achieve the expected goals. An agency should have a clear goal. So that these goals can be achieved, the role of HR (Human Resources) is needed. To mobilize human resources in an organization should be supported by work motivation because this motivation determines individual behavior at work.

Motivation is an impulse that arises from an individual to carry out an activity. Every employee who has high motivation at work can do work with full energy and enthusiasm to complete it on schedule or even before the allotted time. If an employee lacks motivation to work, then there are things in meeting the needs of employees in the workplace that are not optimal so that employees' enthusiasm in doing work is low.

As for the opinion of Mangkuprawira (Ismail Hasan, 2014:23) that motivation is an impulse that makes employees perform an activity in a certain way to achieve a goal. Meanwhile, according to Gitosudarmo (Sutrisno, 2017:109) Motivation is a movement that arises in a person to want to do something. Every action taken by an individual must have a factor that drives the action. Therefore, what makes an individual motivated is because of wants and needs. If a person needs what he wants, then he will be motivated to get it.

Work motivation is an impulse that arises from the individual to want to do a job. If there is no motivation, then the employees in the organization are unable to fulfill their activities in accordance with the goals to be achieved. If employees have quality abilities when carrying out work but do not have motivation within themselves, then the end result of their work will not be in accordance with the desired goals. Basically this motivation is divided into two aspects, namely intrinsic motivation is an impulse that arises from within a person, and extrinsic motivation is an impulse that arises from outside a person to get something done. Thus, motivation is important for human resources, because motivation is considered a driving force, which directs and impetus that will lead to an action. If employees have a high drive to do work, it can create good work productivity.

As for (Marsidine, 2020) What is said work motivation is an impulse that can move an individual in achieving organizational goals so that that person has a very serious effort at work. Work motivation is very important for everyone to always be passionate about work and be able to answer questions about the purpose

behind working. One of the supporting factors for achieving the success of an organization is the existence of HR (Human Resources) which supports the success of the organization.

As for the opinion of Santoso Yulianto, Weli Febrina (2020:53) that HR (Human Resources) has such an important position in an organization because the people in the organization as a driving force in the success of achieving the goals of an agency. In an agency, quality resources are the basis for the progress of an agency. The existence of HR (Human Resources) in an agency is seen as a valuable asset in an agency because HR (Human Resources) is one of the factors for the progress of an agency. Similar as expressed by Maulina Vani, Ahmad Sabandi (2020:24) The main resource in an agency is HR (Human Resources), especially individuals who can contribute abilities, energy and innovation in working in an agency. Organization is a group of individuals in an agency to work together in doing something. Each agency has goals that have been regulated or determined jointly with individuals in an agency, especially employees.

As for Syafrianti Iis, Sufyarma Marsidin (2020:31) what is said to be HR (Human Resources) is the driver of all activities that occur within the agency and as a determinant of the success of the organization to achieve its goals because to achieve organizational goals it is necessary to improve the quality of human resources in an organization. If an individual has good work discipline, is responsible, creative and has a high work spirit in carrying out his duties, an organization can be said to be successful in achieving its goals. Therefore, it is necessary to pay attention to the existing human resources in the agency so that they can work effectively and efficiently. A job can be done effectively if the employee has a very high motivation in doing his job.

One way to be more productive in doing work and helping to achieve organizational goals is employee work motivation, while to grow employee motivation, coaching and direction from the leadership is needed because leaders are individuals who move, motivate and direct subordinates to work better and can be used as examples by employees because the motivation of the leadership is very high.

So, what is said by employee work motivation is an encouragement that appears inside and outside a person to carry out an activity in order to achieve the desired goals effectively and efficiently.

Judging from the author's observations during the internship in September 2020 – February 2021 at the Padang District Attorney's Office, data obtained that employee motivation is still low in carrying out work. Then it can be observed from the following events: 1) There are still some employees who lack discipline in doing work, both structural and functional employees, this can be seen from employees who are not enthusiastic in carrying out their work, the hours of coming and going home when working do not follow the rules that have been set. made by the Padang District Attorney. 2) Lack of accuracy and thoroughness of every employee who is there to do the tasks that are his work responsibilities, This can be seen in the final results of work that are not in accordance with the wishes of the leader because after doing the work an employee does not correct it to the leadership so that the work of the employee is not in accordance with what was ordered. 3) There are still unskilled employees at work, this can be seen from the employees in completing the work given by the leadership only taking existing files without knowing anything new. 4) There are employees who are less serious and less enthusiastic when working, this can be seen from employees who often procrastinate work so that work piles up. this is seen from the employees in completing the work given by the leadership only taking existing files without knowing anything new. 4) There are employees who are less serious and less enthusiastic when working, this can be seen from employees who often procrastinate work so that work piles up.

## 2. Research methods

The research in this article is classified as quantitative descriptive research where the intent is to describe a situational variable and symptoms based on factors that appear at the present time to answer questions that can ultimately draw conclusions from current reality. This research was conducted in order to find out which is the independent variable, without making comparisons between one variable and another, aiming to determine the work motivation of the Padang State Attorney's office. The population is all employees of the Padang District Attorney's Office, totaling 81 people who are civil servants (not including the leadership). Sampling using technique Proportionate Stratified Random Sampling and using the Slovin formula and obtaining a sample of 68 people. This research instrument uses a questionnaire that has been tested for validity and reliability by using the Statistical Package and Social Science 25.0 application. After the data is valid and reliable, then the questionnaire instrument is distributed to employees and after that it is analyzed to find the average by referring to the criteria for the real limit of the Likert Scale score proposed by Sugiyono (2011:136).

## 3. Results

The results of this study determine the score of each indicator of the work motivation of the Padang State Attorney's Office, namely the indicator of employee work motivation seen from work discipline which gets an average of 3.54, the indicator of employee work motivation seen from responsibility which gets an average of

4, 59, the indicator of employee work motivation is seen from the creative attitude which gets an average of 4.42, while the indicator of employee motivation is seen from the spirit of work which gets an average of 4.35. So, the average work motivation of Padang District Attorney's employees is in the high category with an overall average of 4.2

Table 1. Recapitulation of Work Motivation of Padang State Prosecutors

No	Indicators of Work Motivation of Padang State Prosecutors	Average	Note:
1	Work Discipline	3.54	Enough
2	Responsibility	4.59	Very high
3	Creative	4.42	Tall
4	Spirit at work	4.35	Tall
<b>Average</b>		<b>4.2</b>	<b>Tall</b>

#### 4. Discussion

Based on the results of the data processing of the work discipline of the Padang District Attorney's office, it is included in the sufficient category with an average of 3.5. This is because the Padang State Attorney's Office employees have not fully complied with the rules that have been set in relation to discipline in every work carried out at the Padang State Attorney's Office, this can be seen from the hours of coming and going home not following the rules so that the tasks given can be done at any time. This data also shows that the Padang State Attorney's Office employees have sufficient motivation to work because employees carry out their work not yet fully comply with the rules and have an awareness of the regulations.

Therefore, employees are required to further improve work discipline in carrying out their duties considering that every employee should have a very high motivation to complete their duties. Regarding the issue of work discipline, as expressed by Anisah (2013:82) Discipline is adherence to a standard in work that exists without any sense of coercion from others. In carrying out their duties, employees are required to have high work discipline so that the goals of an organization can be achieved optimally. Next according to Nellitawati (2012:24) Discipline is something that means to the individual to complete the task to be done. In carrying out the work, employees are required to have high work discipline so that they can carry out work in accordance with the agreed rules. As for Rivai (Aries, Susanty, 2012:79) what is said to be work discipline is one of the ways used by leaders to have good relations with their employees with the aim of changing their behavior by trying to maximize the awareness of each employee to always comply with the rules that have been set in the office.

It can be concluded that employees who have high discipline in carrying out their work require efforts that must be made by leaders and employees. The way for leaders to improve employee discipline is to give appreciation to employees who can complete work before the set time. In addition, the way that can be applied by employees is to raise awareness in themselves to do work diligently so that they will get the desired results.

Based on the results of data processing, employees who have a responsibility in carrying out their work are included in the very high category with an average of 4.6. This is because the Padang District Attorney's office is responsible for every work done, this can be seen from the tasks that can be carried out quickly and accurately. This data shows that the Padang State Attorney's Office employees have a very high work motivation and must be maintained considering the issue of responsibility is one part of the employee's own work motivation. Regarding the matter of responsibility as expressed by Mulyasa (2011:105) "responsibility is a demand that the work is completed and the obligations are given can be carried out effectively and are responsible for doing it".

It can be concluded that employees who have high responsibility always carry out their work better and on time. As for the efforts that can be made by a leader, namely giving assignments based on the abilities possessed by an employee and giving time for employees to always improve their abilities at work.

Based on the results of data processing, employees who have a creative attitude in doing their work are in the high category who get an average of 4.4. This is because Padang District Attorney's employees already have the ability to develop creative attitudes and have the desire to improve their abilities in carrying out their work. This data shows that the Padang State Attorney's office has been creative in carrying out their duties.

In accordance with this, there is an opinion from Endang (Priyanto, 2014:44) which states that creativity is a person's ability in terms of creating things that are different even from things that used to exist to become something of important value. It can be concluded that employees who have a creative attitude are employees who have the initiative in carrying out the tasks given. This ability will encourage an employee to continuously update each assigned task to make it much better. The way that the leadership can do is if the employee is

creative in carrying out the task, the leader should give appreciation to the employee concerned to encourage other employees to issue different ideas that are in him so as to produce more creative work.

Based on the results of data processing employee morale in doing work is included in the high category with an average of 4.4. This is because the Padang State Attorney's Office employees have carried out their duties with interest, sincerity, and enthusiasm in working at the Padang State Attorney's Office. This data shows that the Padang District Attorney's office has high morale because in doing their work, the employee remains enthusiastic in carrying out the tasks that are their responsibility. About the problem of employee morale, Hasibuan (Dunggio, 2013:525) argues that what is said with enthusiasm in working is the sincerity and discipline of individuals in doing something.

So work spirit needs to be present in each employee so that the goals of the organization are achieved, which must be done by an employee, namely, efforts that can generate and encourage employee morale, namely showing enthusiasm and enthusiasm in work and also participating in the activities carried out. office. In this way, employees who have a passion for work can develop an interest and commitment to work. Based on the results of the research as a whole, in the aspect of work discipline, the lowest average is 3.54 when compared to responsibility, creative attitude, and work spirit. This situation is caused by a lack of awareness from an employee and a lack of supervision from the leadership paying attention to employees in carrying out work so that employees can procrastinate their work. Employees should improve discipline in work such as coming and going home according to schedule so as not to delay work.

In general, the work motivation of Padang District Attorney's employees is included in the high category with an average of 4.2. However, in the future, it should be maintained and further improved so that organizational goals can be realized effectively and efficiently. Therefore, in an effort to achieve organizational goals, it is expected that there will be work motivation in each individual so that employees can work well.

#### 4. Conclusion

Judging from the results of the discussion and research, it can be concluded that the work discipline aspect of the Padang District Attorney's office is included in the sufficient category with an average of 3.5. The responsibility of the Padang District Attorney's Office in the criteria is very high with an average of 4.6. The creative attitude of the Padang State Prosecutor's Office employees is included in the high level with an average of 4.4 and the work enthusiasm of the Padang State Attorney's Office employees is in the high category which gets an average of 4.4. In general, it can be said that the work motivation of Padang District Attorney's employees is high, earning an average of 4.2. Suggestions for employees to maintain and always improve employee work motivation from the aspects of work discipline, responsibility, creativity, and employee morale at the Padang District Attorney.

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