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## Original Research Article

# The Urgency of Job Motivation and Job Satisfaction for Members of Papua Sports Organizations

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**Abstract:** The importance of work motivation is a significant element for private or government organizations because Motivation plays a vital role in the achievement of any organization. Motives are forms of wants and needs. Employee motivation is a procedure in which organizations must motivate employees through bonuses, rewards, and other incentives to achieve complex organizational and individual goals. So every employee in an organization is inspired by a variety of tactics. Many things can be done to improve the performance of KORMI West Papua, including work motivation and job satisfaction. In line with the problem, this research has the following objectives: The importance of the role of work motivation and job satisfaction. The method used in this study is a frequency description analysis, the sample of this study amounted to 188, and the results showed that the urgency of work motivation is a feature of work in the form of incentives such as salary, promotion, job security, and adequate funds are very important and work motivation activities can increase job satisfaction, a performance which includes indicators such as incentives, promotions, and job security. Work motivation is a construct (latent variable) built from three observation indicators: incentives, promotions, and job security. The importance of job satisfaction is a reflection of a person's positive feelings about his work obtained from an evaluation of the characteristics of the job itself. Activities in getting job satisfaction may include professional development, working relationships with superiors, and relationships with coworkers. Job satisfaction is a construct that is built from three observation indicators, namely: professional development, working relationships with managers, and relationships with colleagues.

**Keywords:** Work Motivation, Job Satisfaction, Sports Organization.

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## INTRODUCTION

According to Ali (2016), the importance of work motivation is a significant element for private or government organizations because Motivation plays a vital role in the achievement of any organization. Motives are forms of wants and needs. Employee motivation is a procedure in which organizations have to motivate employees in the form of bonuses, rewards, and some other incentives etc., to achieve complex organizational and individual goals. So every employee in an organization is inspired by a variety of tactics.

For Luthans (1998), Encouragement is a method that energizes, triggers, stands, and concentrates action and ability. Enthusiasm to use a significant level of energy to achieve bodily goals with the ability to try to fulfil some people's desires. And it can only be that management can motivate employees to work towards

achieving the goals and targets of the body (Robins, 2012). Thus Motivation can be regarded as an element that can affect employee performance and job satisfaction.

If the organization can understand motivational issues and overcome them, it will get optimal employee performance to achieve employee performance and increase organizational performance. Work motivation is a form of positive encouragement for employees to be motivated and have enthusiasm in carrying out their work. If employees have a solid motivation to continue doing a good job, the results will also be good. Many things can be done to improve the performance of KORMI West Papua, including work motivation and job satisfaction. The method used to adapt varies depending on the person's expertise. In line with the problem, this research has the following

objectives: To describe work motivation and job satisfaction.

## LITERATURE REVIEW

### Work Motivation

Herzberg (2017:117) explains the success of many employees who depend directly on the incentive factor and salary bonuses, for example, in the Cleveland Company Report, on incentives in the form of money for increased production, job satisfaction, and company loyalty. Herzberg's (2011) Two Factor Theory determines a person's Motivation in doing his job: *Hygiene factor / Job Context Factor / Dissatisfier*. This factor, if not met, can lead to dissatisfaction and impact one's work motivation, such as organizational policies, working conditions, salary and security. If these factors are met, it will lead to satisfaction and Motivation, but if not, it will not create job satisfaction such as achievement, recognition, growth, and responsibility.

According to Robbins (2012; 108), encouragement of activity is the action of a person to his profession to produce a sense of satisfaction in his performance; Thus, "Encouragement is a way that generates seriousness, direction, and effort in people which then penetrates towards the goal of earning. Gravity proves how hard a person tries. However, a great deal of energy cannot be aimed at good performance results; instead, an effort is pushed in a good direction. Encouragement has a continuous effort format.

According to Maslow (1993), theories of Motivation can be divided into two major groups, including views of Motivation by Abraham Maslow (Hierarchy of Needs). Humans have 5 (five) needs that are arranged in a hierarchy and start from basic needs, where a person will always be motivated to cover further needs after the previous conditions are met; this occurs sequentially (Maslow, 1993), namely: Physiological: clothing, food, board; Sense of security: security, independence, protection; Social: love, affiliation; Self-esteem: appreciation, recognition; and self-actualization.

Alderferer (ERG theory) states that lower-level needs do not have to be met first before the Motivation to meet needs at the next level as in Maslow's theory (1993). The concept from Alderferer that conditions are grouped into three: Existence needs (the need to exist / existence). These needs are related to physical and security requirements that are more satisfied by material conditions than interpersonal relationships, Related needs (the need to establish relationships) These needs are related to social needs that are met through interpersonal relationships, and growth needs (needs to develop/grow) These needs are related to the Desire to create or self-actualization.

According to Gardjito (2014), there are five

components or keys to employee work motivation: satisfaction, appreciation, recognition, and inspiration. Motivate employees by building satisfaction. The way to make lasting profits is to create a safe and attractive work area, stay focused and keep talented employees. The point is that employees must be motivated to be ready to prove their abilities and get a commitment to look their best. The drive for activity is closely related to the happiness of the worker or employee, which can be born by having an exciting activity area. Because if we focus on making employees happy, then focus on employee encouragement, so we want to string up suitable activities.

Employee encouragement through awards. Giving preference to employees is very important to create positive employee attitudes and abilities so that they can do their jobs well or not. Competent administrators can increase employee motivation by providing individual attention, such as a slap on the back, a handwritten memo, or a short opinion in the auditorium. And prove or share appreciation; try more specifically. By being special, employees know their actions are being watched. And great employee encouragement will be obtained through natural results.

Employee motivation through recognition. Some people can do anything to get recognition and gladly do it without any reward or payment. This can be a manager's secret weapon to motivate his employees. Recognition is an 'emotional reward' for performance, such as acknowledging an employee's excellence at work, achieving marketing goals or even rewarding him for his coming and discipline. Employee encouragement through ideas. Ideas arrive from leadership. The impetus for employee activity through this idea encompasses the industry's purpose and meaning. By having a tangible goal, many people involved in an industry or organization will know where to go, so this goal will excite and motivate employees. Make sure everyone in the industry can understand and communicate goals. It's over to fulfil the company's or organization's mission so that the relationship between tasks, individual values , and employees' plans are created well.

### Types of Motivation for Employee Performance Improvement

The following are several types of work motivation that can be given to employees to improve their performance, namely as follows: provide a guarantee from the financial side. A worker usually has the primary Motivation, namely getting wages in the form of salaries or rewards as a guarantee for working for the company. An employee's Motivation can be a primary motivation to perform his duties and responsibilities.

Give the Best Work for Employees with Achievements. If an industry has employees who excel

as leaders, they have the power to share their profession as words of love. If the employee has brought the industry name to success, the results of the activity can be shown in the form of bonus income or small prizes, which means that the employee's profession can be upgraded to do a job with an inner atmosphere so that they feel cared for. There are advertisements for job employees. As an employee, you will have a goal to be successful in the future. One of the employees said he wanted to upgrade. For example, an employee who works as a sales employee wants to be the head of sales. To be able to get a professional position. As a result, it is necessary to pay attention to balancing production power and the effects of activities with soft and hard skills.

Give an understanding that works for worship intentions. Work is not just thinking it will pay a large amount of money. It is a very wrong motivation. However, it is better to make work worship, which will do the work as well as possible to fulfil the responsibility of prayer before the Almighty. It doesn't matter how much salary he gets. As long as he is sincere, all work will be light. Give the understanding to love work. An employee must be strong physically and psychologically, and the profession will have different difficulties. For that, how to generate motivation for an employee is enough to make a job a life experience and love the work being tried.

The Motivation that comes from within a person or motive has two elements, namely in the form of impetus to act and the goal or goal to be directed by the act. These two elements make a person want to do activities and, at the same time, achieve what he wants through these activities. And the two aspects cannot be separated because if one element is not present, the action will not arise.

Motivation is divided into two parts, as stated by (Kuvaas *et al*, 2009) as follows: Positive encouragement means administrators motivate subordinates by distributing prizes to employees who exceed expected results. With positive encouragement, enthusiasm for friends' activities will increase because people usually like to take serious situations only. Minus encouragement means administrators who motivate subordinates with standards to get rewards? With this minus encouragement, the enthusiasm for partner activities in a short time will increase because employees are worried about being punished, but it can have bad results in a long time.

### **Work Motivation Indicator**

According to Herzberg (1968), indicators of work motivation consist of: incentives, promotions, and job security. Thus work Motivation to overcome/beat a challenge for progress and growth. The need for affiliation is the urge to connect with other people. The need for competence, namely the drive to do quality

work. The need for power, namely the enterprise that can control a situation. In this case, there is a tendency to take risks and destroy the obstacles that occur. While the Indicators of Work Motivation, according to Mangkunegara (2017), are: Responsibility, Having high personal responsibility for their work. Work Performance, Doing something/work as well as possible. Opportunity To Advance, Desire to get fair wages according to the position. Recognition of Performance, Desire to earn higher salaries than usual. Challenging work, Desire to learn to master his career in his field.

### **Job Satisfaction**

Robbins & Judge (2012:108) specifically describe activity happiness is a person's positive feelings about his profession, which are obtained from assessing the character of happiness. Factors Influencing Activity Happiness For Mangkunegara (2017), one aspect that influences activity happiness is Employee Aspect. Aspects of employees include intellect (Intelligence Quotient (IQ)), age, type of genitalia, physical situation, learning, experience, the era of activity, character, anger, method of assumption, assumptions, actions, activities, and special skills.

Life can be likened to climbing a mountain to achieve satisfaction through tireless effort. This effort can be made through special skills, one of which is the presence of an adversity quotient (AQ) in employees so that they can turn obstacles into opportunities because this skill or intelligence determines how far individuals can survive in facing and overcoming difficulties. The work factor is a factor that comes from the employee's work which includes the type of work done by the employee, the organizational structure in an organization, the rank or class owned by the employee, the position of power occupied by the employee, the quality of supervision by how much the employee is satisfied with the support and assistance—provided by supervisors, financial guarantees, promotion opportunities, social interactions, and working relationships between employees and their superiors and the company.

Meanwhile, according to Gilmer (2016), the factors that influence job satisfaction include the Opportunity to advance in terms of whether there are opportunities to gain experience and improve skills while on duty. Activity safety is said to support the happiness of activities; comfortable situations in a critical way influence how employees feel throughout their work. Income creates more dissatisfaction, and people don't often describe the happiness of activities with the amount of money they earn. Industry and management, Good industry and management can provide a typical operating environment. This aspect ensures the happiness of employee activities.

Supervision, as in the case of leadership, poor management can lead to absenteeism and turnover. The essential aspects of the profession and the characteristics contained in the profession require special skills. Troubles, relief, and generosity in duties can increase or decrease happiness—activity conditions listed here are the situation of premises, windows, maintenance, shops, and parking spaces. The social view of the profession is an action that is difficult to interpret but is seen as a supporting aspect of happiness or dissatisfaction in work. Accessible communication between employees and management is widely used as an alibi to enjoy their position. The leadership's willingness to observe, control and justify the opinions or results of its employees has a significant role in generating activity and happiness.

According to (Wexly *et al*, 2003), there are three kinds of job satisfaction theory: Difference Theory. Porter first pioneered this theory to measure a person's job satisfaction by dividing the difference between what is appropriate and the reality experienced by employees. Fulfilment of Desire Philosophy. For this philosophy, the happiness of activities is related to whether or not employees' wishes are fulfilled. Employees will feel instant when they get what they need. Continue to be great, the employee's wishes come true and continue to be satisfied with the employee. Likewise, the opposite is true if the employee's wishes are not granted until the employee is dissatisfied.

#### **Factors that Affect Job Satisfaction**

Herzberg's Two Factor Theory. Several factors that can cause a sense of fasting or dissatisfaction, according to Herzberg (2011), are Maintenance factors, namely factors that can cause dissatisfaction to an employee consisting of company policies, supervision, interpersonal relationships, working conditions, and wages. Motivational factors, namely factors that can satisfy and encourage people to work diligently, consist of Successful Implementation, Recognition, Work itself, Responsibility, and Development of individual potential. As for the components of this, the balance factor is the input outcome and comparison person. Inputs are all values received by employees that can support the implementation of work.

Group view factor. Job satisfaction depends on group thinking and approach, which employees consider a reference group used as a benchmark to evaluate themselves and their environment. As a result, employees will feel satisfied if their work matches the needs and desires of the reference group. Activity happiness for Alrawahi (2020: 4) is measured by using several markers, namely: reliable development, bonding activities with leaders, and ties with workmates. Happiness with action leaders, namely the ability of managers to provide technical assistance and support for the work that is the responsibility of subordinates. Satisfaction with coworkers, i.e. the degree to which

coworkers are technically proficient and socially supportive of the duties of other coworkers Nafi (2017).

## **RESEARCH METHODS**

This research is included in the category of causal associative research using a quantitative approach. According to Sanusi (2011:14), Causal associative research is a research design designed to examine the possibility of a causal relationship between variables. This study will explain the influence and influence of the variables to be studied. The population is a collection of elements that show specific characteristics that can be used to make conclusions (Sanusi, 2011). The population of this study is the Sports Organization (Inagor) at KORMI, West Papua Province; with a population of 300 people 188 samples are taken. Descriptive analysis can be performed to assess characteristics by using descriptive statistics such as mean, median, mode, standard deviation, variance, and others.

## **RESEARCH RESULTS & DISCUSSION**

Work motivation is a feature of work in the form of incentives such as salary, promotion, job security and adequate funds. Activities in work motivation to increase satisfaction and performance which include indicators such as incentives, promotions, and job security. Work motivation is a construct (latent variable) built from three observation indicators: incentives, promotions, and job security.

The work motivation variable with job security indicators has the highest average value of 4.2, the promotion indicator is 4, and the lowest is incentives at 3.89. The variable of work motivation with incentive indicators has a total average value of 3.89, where this value is obtained from the statement that the company provides additional incentives with an average of 3.96, which has exceeded the total average value and the idea that the company offers salaries above standard is more than 3.83 where this value is below the total average value.

On the work motivation variable, the promotion indicator has a total average value of 4.00, where the value is obtained from the statement that the company provides a higher career path of 4.1 and the company offers a more elevated career path of 4.07, where the two words have exceeded the average value of the total promotion indicators. The job security indicator on the work motivation variable has a total average value of 4.2, which is obtained from the statement that the company guarantees job security with an average of 4.3, where this average value has exceeded the total average value. The information that the company provides insurance at work still does not meet the average value of 4.11.

First, the incentives for the management of the Parent Sports Organization at KORMI West Papua are carried out by the provision of additional incentives by the company to the direction of the Parent Sports Organization at KORMI West Papua. This is indicated by the average value of 3.96, which is greater than 3.89, which already represents the work motivation of the management, which is the average value of the total incentive indicator. Meanwhile, the giving of above-standard salaries by the company to the direction of the Main Sports Organization at KORMI West Papua has an average value of 3.83, which is smaller than the average overall incentive indicator and is considered not to represent the work motivation of the management.

Second, promotions for the management of the Parent Sports Organization at KORMI West Papua are carried out by offering a higher career path and providing a more elevated career path by the company to the management of the Parent Organization of Sports at KORMI West Papua. This is indicated by the average values of 4.07 and 4.1, where this value is already described by the average overall promotion indicator, which has a total average value of 4.00.

Third, the work security of the management of the Main Sports Organization at KORMI West Papua is carried out by ensuring job security by the company to the direction of the Main Sports Organization at KORMI West Papua. This is indicated by the average value of 4.3, which is greater than 4.2, which already represents the work security of the management, which is the average value of the total job security indicator. Meanwhile, the provision of insurance at work by the company to the direction of the Parent Sports Organization at KORMI West Papua has an average value of 4.11, which is smaller than the average overall job security indicator and is considered not to represent the work security of the management. Job satisfaction is a person's positive feelings about his work obtained from an evaluation of the characteristics of the job itself. The existence of activities in getting job satisfaction to improve performance includes, among others: Professional development, working relationships with superiors, and relationships with colleagues. Job satisfaction is a construct (latent variable) built from three observation indicators: professional development, working relationships with managers, and colleagues.

The variable of job satisfaction with indicators of working relations with superiors has the highest average value of 4.57, then the hand of relations with colleagues is 4.5, and the lowest indicator is professional development at 4.3. The variable job satisfaction with experienced development indicators has a total average value of 4.3 where this value is obtained from the Placement statement according to experts with an average of 4.32 and the placement

statement according to skills of 4.28, where this value is below the total value average.

On the job satisfaction variable, the indicator of working relations with superiors has a total average value of 4.57, where the value is obtained for a statement of respect for leaders of 4.71 and chiefs respecting subordinates of 4.44. The relationship indicator with colleagues on the job satisfaction variable has a total average value of 4.5, which is obtained from a statement of respect for colleagues with an average of 4.52, where this average value has exceeded the total average value. And the idea that colleagues respect each other still does not meet the total average value of 4.48.

First, the professional development of the management of the Parent Sports Organization in KORMI West Papua is carried out by the placement of expertise in the direction of the Parent Sports Organization in KORMI West Papua. This is indicated by the average value of 4.32, which is more significant than 4.3, which already represents the work motivation of the management, which is the average value of the total professional development indicators. Meanwhile, placement according to skills by the company to the direction of the Parent Sports Organization at KORMI West Papua has an average value of 4.28, which is smaller than the average overall professional development indicator and is considered not to represent job satisfaction. Second, the working relationship with the superior management of the Main Sports Organization at KORMI West Papua is carried out with respect for the fine control of the Main Sports Organization at KORMI West Papua. This is indicated by the average value of 4.71, which is greater than 4.57, which already represents the job satisfaction of the total indicators of working relations with superiors. Meanwhile, senior's value subordinates to the direction of the Parent Sports Organization in West Papua KORMI, which has an average value of 4.44, which is smaller than the average overall indicator of working relations with superiors and is considered not to represent job satisfaction.

Third, working relationships with colleagues from the management of the Main Sports Organization at KORMI West Papua are carried out by mutual respect for the direction of the Main Sports Organization at KORMI West Papua. This is indicated by the average value of 4.52, which is more significant than 4.5, which already represents the job satisfaction of the management, which is the average value of the total indicators of working relations with colleagues. Meanwhile, colleagues who respect each other's leadership of the Main Sports Organization at KORMI West Papua have an average score of 4.48, which is smaller than the average overall indicator of working

relationships with colleagues and is considered not to represent job satisfaction.

## CONCLUSION

Work motivation is a feature of work in the form of incentives such as salary, promotion, job security and adequate funds. Activities in work motivation to increase satisfaction and performance which include indicators such as incentives, promotions, and job security. Work motivation is a construct (latent variable) built from three observation indicators: incentives, promotions, and job security. Job satisfaction is a person's positive feelings about his work obtained from an evaluation of the characteristics of the job itself. The existence of activities in getting job satisfaction to improve performance includes, among others: Professional development, working relationships with superiors, and relationships with colleagues. Job satisfaction is a construct (latent variable) built from three observation indicators: professional development, working relationships with managers, and colleagues.

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