

THE INFLUENCE OF MOTIVATION ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF HALU OLEO UNIVERSITY EMPLOYEES

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ABSTRACT

Concern and respect for employees are essential to achieve a reliable public organization. It is necessary to have a strong motivation to foster a sense of care and mutual respect for collaborating with employees. This study aims to analyze and describe the influence of motivation on OCB at Halu Oleo University. The method used in this study is a survey approach, the object of this study is the employees of Halu Oleo University with a population of 1311 employees, and the sampling technique uses proportional random sampling using the Slovin formula with an alpha of 5%, which is determined to be 296 respondents. The data analysis techniques were descriptive and inferential statistics SEM AMOS.

The results showed that motivation had a significant effect on OCB, meaning that good motivation had an effect on OCB. Thus the results of this study prove empirically that higher authority, peer relations, leadership, and cooperation have an effect on OCB, which includes the dimensions of altruism, awareness, and civil virtue behavior of Halu University employees. Oleo. Research studies on motivation variables are focused on the authority of employees in carrying out their duties, the authority to create, the freedom to collaborate with outsiders, both local government cooperation in carrying out research and other activities. Trying to integrate abilities, uphold employee values and ethics, while the focus of the study is on OCB variables, namely individual characteristics voluntarily completing tasks and functions, helping colleagues, completing tasks on time.

Keywords: Motivation, Organizational Citizenship, Behavior

INTRODUCTION

Higher education as a public organization plays a role in developing science and technology as part of the national education system, which has a strategic role in educating the nation's life and advancing science and technology in achieving national goals and the sustainable progress of the Indonesian nation, in increasing the nation's competitiveness. In facing globalization in all fields, it is necessary for universities that can develop science and technology and produce intellectuals, scientists and/or professionals who are cultured and creative, tolerant, have strong democratic characteristics, and dare to defend. Truth for the benefit of the nation. Strong in a person to complete tasks and responsibilities wholeheartedly to be able to influence a high sense of concern for others in establishing cooperation between employees so that organizational goals can be achieved. Testing the influence of motivation variables on OCB research that supports motivation towards OCB according (Mahendra & Surya, 2017; Verianto, 2018), while motivation does not affect OCB (Shaaban, 2018). Based on this study's results, there are inconsistencies in the results of previous studies regarding the influence of motivation on OCB due to variations in measurement indicators that encourage

researchers' consideration to review them. This study aims to analyze and describe the influence of motivation on OCB at Halu Oleo University.

Work motivation based on the organizational behavior theory approach emphasizes that motivation is a mental virus that exists in a person or a mental condition that encourages a person to achieve maximum performance. The mental viruses in question are 1) achievement motivation, 2) affiliation motivation, 3) competence motivation, 4) strength motivation (Obiero, 2018). A similar view emphasizes that motivation is the desire that exists in an individual who spurs himself to take action (Kanfer et al., 2017). The next view is that achievement motivation is the urge to do good to some excellence standards (Ogunleye & Osekita, 2016). Motivation is the ability to include talent and experience to evaluate management and its commitment to achieving individual economic goals (Mahjoub et al., 2018). In addition to measuring the concept of motivation in this study, the OCB concept is a helping attitude shown by organizational members, which is constructive, organizational but not directly related to individual productivity (Kao, 2017). Another view suggests that OCB is an individual's contribution to going beyond his role in the workplace. OCB involves several behaviors, including helping others, volunteering for additional tasks, complying with workplace rules and procedures (Tambe, 2014). Furthermore, another view suggests seven dimensions of Organizational Citizenship Behavior, namely: 1). Sportsmanship; 2) Virtue of citizenship; 3) Helping behavior; 4) Organizational loyalty; 5) Organizational compliance, 6) Individual initiative; 7) Self-development (Jiang et al., 2017).

Another idea suggests that OCB is a helpful attitude shown by organizational members, constructive, but not directly related to work productivity (Bergeron, 2007). OCB is discretionary individual behavior, not directly or explicitly related to the reward system, and can enhance the organization's effective functioning (Khan & Rashid, 2012). There are three dimensions of Organizational Citizenship Behavior: 1) Compliance, namely the willingness of employees to accept and comply with organizational rules and procedures. 2). Loyalty, namely the willingness of employees to place their personal interests for the continuity of the organization. 3). Participation in the employees' willingness to actively develop organizational life aspects (Newman et al., 2015). Motivation to influence OCB by (Verianto, 2018), (Mahendra & Surya, 2017).

METHODOLOGY

The method used in this study is a survey approach, the object of this study is the employees of Halu Oleo University with a population of 1311 employees, and the sampling technique uses proportional random sampling using the Slovin formula with an alpha of 5%, which is determined to be 296 respondents. The data analysis techniques were descriptive and inferential statistics SEM AMOS. Descriptive analysis aims to interpret respondents' perceptions of the choice of statements and the frequency distribution of respondents' statements from the data. Respondents' answers are explained in five statement scales using a Likert scale. Each scale has a grading gradation from very low to very good/high, as outlined in the answer choices. Then describe each variable, the respondent's characteristics, and the general description of the research object in the form of a respondent's statement, number, average, and percentage. Descriptive analysis in this study describes the value based on the interval scale set in the respondent's statement to find out how much the index value is generated so that it can provide a determined indication of each variable that contributes to the highest and lowest values for each variable. Variables so that researchers can provide descriptive answers to respondents' answers in analyzing the data based on the results obtained from the answers to each variable measurement indicator. A Likert scale service where the number 1 for the answer is Strongly Disagree / Good / Satisfactory for point 5 for

the answer to Strongly Agree / Good / Satisfactory. It is therefore measured using a maximum value range: 5 is equivalent to 100% and Minimum value: 1 is equivalent to 20%. (Ghozali, 2018)

RESULTS AND DISCUSSION

Work motivation based on the organizational behavior theory approach emphasizes that motivation is a mental virus that exists in a person or a mental condition that encourages a person to achieve maximum performance. The mental viruses in question are 1) achievement motivation, 2) affiliation motivation, 3) competence motivation, 4) strength motivation (Obiero, 2018) A similar view emphasizes that motivation is the desire that exists in an individual who spurs himself to take action (Kanfer et al., 2017). The next view is that achievement motivation is the urge to do good to some excellence standards (Ogunleye & Osekita, 2016). Motivation is the ability to include talent and experience to evaluate management and its commitment to achieving individual economic goals (Mahjoub et al., 2018). In addition to measuring the concept of motivation in this study, the OCB concept is a helping attitude shown by organizational members, which is constructive, organizational but not directly related to individual productivity (Kao, 2017).

The description of the motivation variable is measured by three indicators, namely Autonomy (Y1.1), Relatedness (Y1.2), Integrated (Y3.1). Descriptions of respondents' categories of work motivation variables, employee table 1th below :

Table 1. Respondents' Responses About Work Motivation

Indicator		Very Good	Good	Neutral	Not Good	Not very good	f	Nu. Item	n	empirical score	ideal score	% index	category
Autonomy	f	344	593	161	53	33	1.184	4	296	4.714	5.920	79,63%	Good
	Cum f	1.720	2.372	483	106	33							
Relatedness	f	271	368	125	76	48	888	3	296	3.402	4.440	76,62%	Good
	Cum f	1.355	1.472	375	152	48							
Integrated	Cum f	428	350	73	24	13	888	3	296	3.820	4.440	86,04%	Very Good
	f	2.140	1.400	219	48	13							

Source: Processed Primary Data, 2020

The table above shows that the work motivation variable consists of three indicators, namely autonomy, related, integrated, where the average index based on the statement is 80.76% by category is good, and the indicator that gives the greatest value is the integrated indicator with an index of 86.04%. The category is very good, and the indicator with the lowest value is related with an index value of 76.62% based on the respondent. It cannot be denied that the integrated indicator gives the highest contribution to the work motivation variable based on the respondent's perception; therefore, the integrated indicator needs attention because there is no leader of Halu Oleo University.

Description of the OCB variable as measured by 3 (three) indicators, namely altruism, awareness indicator, citizen virtue indicator, based on this statement an average index value of 79.35% or good category was obtained. . The following is an overview of the OCB variables based on respondents' perceptions, the following table:

Table 2. Respondents' Responses About Organizational Citizenship

Indicator		Very Good	Good	Neutral	Not Good	Not very good	f	Nu. Item	n	empirical score	ideal score	% index	category
Altruism	f	294	367	154	52	21	888	3	296	3525	4440	79.39	Good
	Cum f	1470	1468	462	104	21							
Conscientiousness	f	330	331	143	64	20	888	3	296	3551	4440	79.98	Good
	Cum f	1650	1324	429	128	20							
Civic Virtue	F	349	286	142	67	44	888	3	296	3493	4440	78.67	Good
	Cum f	1745	1144	426	134	44							

Source: Processed Primary Data, 2020

Based on the second table above, it can be seen that the description of the OCB variable consists of three indicators, namely altruism, Conscientiousness, Civic virtual, each indicator has 3 questions. Items with an average value. The index of all indicators is 79.35% or in the good category, where the indicator with the largest index value is Conscientiousness, which is 79.98% or good category. In contrast, the indicator with the lowest score is the altruism indicator of 79, 30% or good category based on the respondents' perceptions. It can be ignored that the awareness indicator is an indicator that needs to be considered in the commitment variable so that it needs special attention for higher education leaders. Hypothesis testing is done to determine the effect or absence of the independent variable on the dependent variable. The hypothesis is accepted if the prob (P) value <0.05 (Hair Jr et al., 2016). The results of hypothesis testing can be seen in the following table:

Table 3. Hypothesis Test Results

	Estimate	S.E.	C.R.	P	Label
Y3 <--- Y1	.174	.088	1.972	.049	par_19

Source: AMOS Calculation Results, 2020

Based on the test results obtained, a probability value of 0.049 <0.05 means a motivational influence on OCB of Halu Oleo University employees. The results showed that motivation had a significant effect on OCB, meaning that good motivation affected OCB. Thus, this study empirically proves that higher authority, peer relations, leadership, and cooperation affect OCB, which includes the dimensions of altruism, awareness, and civil virtue behavior of Halu University employees. Oleo. Research studies on motivation variables are focused on employees' authority in carrying out their duties, the authority to create, the freedom to collaborate with outsiders, both local government cooperation in carrying out research and other activities. Trying to integrate abilities, uphold employee values and ethics, while the focus of the study is on OCB variables, namely individual characteristics voluntarily completing tasks and functions, helping colleagues, completing tasks on time. Apart from that, nature to always obey and comply with the applicable rules, besides having a seriousness to solve problems related to University problems. Based on the results of the research that motivation does not have a significant effect on OCB, thus the theoretical basis which becomes the study of the motivation variable towards OCB can be refuted where the theoretical basis used as a reference in this study by (Lunenburg, 2011) states that motivation is a skill, in directing employees. And the organization so that it is willing to work successfully so that the desires of employees and organizational goals are achieved simultaneously. Other opinions also cannot prove the effect of motivation on OCB

(Hasibuan et al., 2019), (Colquitt et al., 2000) The results of the study are reinforced by previous research by (Alif, 2015) that motivation does not have a significant effect on OCB.

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