The Motivation Influence on the Performance of the Female Santri Association Management (ISPI) at the Modern Islamic Boarding School Ummul Quro Al-Islami Bogor

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Abstract

The performance of the organization's management will be a replication of the organization's performance. Hence, the performance of the organization is very dependent on the performance of the management, especially for non-profit organization members who are voluntary in nature. Do they have the drive to provide maximum performance? The study aims to determine the effect of motivation on the performance of the Female Student Association Management (ISPI) at the Modern Islamic Boarding School Ummul Quro Al-Islami Bogor. The method in this study was a quantitative research method with data collection techniques through questionnaires, interviews and documentation. The data analysis technique used was descriptive analysis test, assumption test, simple linear regression test and hypothesis test using SPSS version 25 application. The results showed that motivation has a significant effect on the performance of ISPI management. It was based on the t test as evidenced by a significance value of 0.000 <0.05 which stated that Ho was rejected and Hk was accepted. The coefficient of determination test showed a value of 0.272, meaning that the presentation of the influence of motivation on performance was 27.2% while the remaining 72.8% (100%-27.2%) was influenced by other variables.

Keyword: *motivation, performance, ISPI*

Abstrak

Kinerja pengurus organisasi akan menjadi replikasi kinerja organisasi, sehingga kinerja organisasi sangat bergantung pada kinerja pengurusnya. Terlebih bagi pengurus organisasi non-profit yang sifatnya suka rela apakah memiliki dorongan untuk memberikan kinerja secara maksimal? Penelitian ini bertujuan untuk mengetahui pengaruh motivasi terhadap kinerja Pengurus Ikatan Santri Putri (ISPI) pada Pesantren Modern Ummul Quro Al-Islami Bogor. Metode dalam penelitian ini adalah metode penelitian kuantitatif dengan teknik pengumpulan data melalui angket, wawancara dan dokumentasi. Teknik analisis data yang digunakan yaitu uji analisis deskriptif, uji asumsi, uji regresi linear sederhana dan uji hipotesis dengan menggunakan aplikasi SPSS versi 25. Hasil penelitian menunjukkan bahwa motivasi berpengaruh secara signifikan terhadap kinerja pengurus ISPI. Hal ini berdasarkan uji t dibuktikan dengan nilai signifikansi 0,000 < 0,05 yang menyatakan bahwa Ho ditolak dan Hk diterima. Kemudian uji koefesien determinasi menunjukkan nilai sebesar 0,272 artinya presentasi pengaruh motivasi terhadap kinerja sebesar 27,2% sedangkan sisanya 72.8% (100%-27,2%) dipengaruhi oleh variabel lain.

Kata Kunci: motivasi, kinerja, ISPI

Introduction

Human Resources is a central factor in any organization or institution regardless of its form and purpose. The organization is made based on various visions, missions, and objectives for human benefit. It is managed by humans in carrying out its mission, so human is a strategic factor in all institutional or organizational activities (Larasati , 2018). Human resource (HR) has a very important position in the organization as it drives an organization. When competent and responsible human resources carry out a work program well, they will produce a good performance. Performance is the result or achievement of individuals or groups that can be measured according to the responsibilities assigned to individuals or groups (Sinaga, et al, 2020).

The process of carrying out tasks is very crucial. If the process is carried out well, it is expected to give good results. It requires every manager to give their best effort, thought, and time for each job assigned. Performance can be influenced by various factors within and outside of an administrator. Every administrator comes to an organization with various intentions. Hence, the urge to do a job often depends on motivation, which is one of the factors that influence managers to give their best performance. In Rido Sanjaya's research, it was found that motivation has a significant effect on performance. One's motivation can be generated through various activities with intermediaries from within and outside oneself.

Motivation is an encouragement that can make someone move to take action or deed. The greater the driving force for a person, the more optimal the results of actions taken (Burhanudin, 2021). Motivation can affect actions for a person or organizational group, either in the form of positive motivation that results in good actions or negative motivation that results in bad actions.

Ummul Quro Al-Islami Modern Islamic Boarding School has a special organization for female students; it is the Female Santri Association, abbreviated as ISPI. ISPI is the driving wheel of the organization in Islamic boarding schools, especially for female students. ISPI management serves as a form of dedication to the boarding school, they do not receive a salary or wages, yet they must continue to provide good performance. The role of administrators is very influential as they have a very large responsibility towards the Islamic boarding school. A lot of energy and thought are spent on self-dedication to the Islamic boarding school in order to achieve organizational goals without being paid. Hence, there are other things that can motivate them to improve the management's performance in achieving organizational goals.

Based on this description, the researchers are interested in conducting research with the title "The Influence of Motivation on the Performance of the Board of Santri Putri Association (ISPI) at the Ummul Quro Al-Islami Bogor Modern Islamic Boarding School."

Literature Review

A. Motivation

1. Motivation Definition

According to Sthephen P. Robbins quoted by Surianto, motivation is a process that can generate enthusiasm, circumstances, direction, and perseverance in an effort to achieve goals (Surianto, 2021). Motivation is encouragement with the aim of being an encouragement or activator for someone in an effort to do something both in positive and negative terms. Motivation is an English word which comes from the word *motive*. In Malay, it means the goal or all efforts to encourage someone to do something (Sulasmi, 2020). According to Mc. Donald quoted Raja Maruli, motivation is a change in energy in a person's self that can be seen or marked by the emergence of feelings and reactions to achieve goals. According to Tabrani Rusyan, motivation is a force that encourages someone to do something to achieve a goal (Maruli, 2020).

2. Motivation Theory

According to McClelland in Abdul & Present (1996), people who have a need for success are those who have a strong desire to achieve something with the following characteristics: 1) The goals they set are a challenge to be done well, not too high and not too low. 2) They set goals because they believe they can have the results when they do them on their own. 3) They enjoy their job and they are very concerned with its success. 4) They prefer to work on a job that can give an idea of how the job is.

3. Motivation Indicators

McClelland's motivation indicators in Robbin quoted by Yono and Nunung show that the things motivating someone are as follows:

a. Achievement needs

The need for achievement is the need for high achievement that encourages a person to set goals, work hard, and use the skills and abilities needed to achieve these goals. This need encourages a person to

develop skills and mobilize all capabilities to achieve maximum work performance.

b. The need for power

The need for power is the need to be influential and to be able to control other individuals. Individuals with a high need for power tend to be responsible, trying to influence other individuals. Individuals with this need tend to be more concerned with authority and gaining influence over other individuals than with effective performance.

c. Relationship/affiliation needs

The need for affiliation or relationship is the need to interact or relate socially, be friendly and familiar. They prefer cooperative situations rather than competitive situations, and want relationships that involve a high level of mutual understanding. According to Hasibuan (1996), this need will stimulate one's enthusiasm for work because everyone wants the need for a sense of belonging, the need for a sense of importance, and the need for a sense of participation.

B. Performance Variables

1. Definition of Performance

Performance is the result and work behavior that has been achieved in completing the tasks and responsibilities that have been given in a certain period (Kasmir, 2016). Performance is one's real result which is calculated periodically both in quality and quantity based on predetermined standards and criteria and the responsibilities of a job in a company or organization (Sinaga, et al, 2020). According to Prawirosentono quoted by Lijan Poltak (2020), performance is the result of work achieved by a person or group within an organization, in accordance with the authority and responsibility given, in order to achieve the goals of the organization concerned legally, not violating the law and under morals and ethics. Based on some of the previous understandings, the authors conclude that performance is the work (achievement) of a person or group following the tasks and responsibilities given within a certain period.

2. Performance Indicators

According to Kasmir (2016), there are six indicators used to measure performance, they are:

a. Quality

Quality is the result of completing a job or task close to the point of perfection. The more perfect the quality of work produced, the better the performance. If the quality of work produced is low then the performance is also low.

b. Quantity

Quantity is the result of a person's work whether the result is under a predetermined target or exceeds the target.

c. Time (term)

Timeliness is where the work can be completed within a predetermined time. If the work is completed in accordance with a predetermined time, it can be said that one's performance is good.

d. Cost emphasis

Cost emphasis is a budget that has been set before carrying out work or activities so as not to exceed what has been budgeted. This cost is spent on resources, such as production costs, technology, and so on.

e. Supervision

Supervision is very necessary to pay attention to and control one's activities so as not to deviate from what has been planned or determined.

f. Relations between employees

In this relationship, it is measured whether an employee is able to develop social attitudes, feelings of mutual respect, goodwill, and cooperation among fellow employees. Good interpersonal relations will create a comfortable atmosphere and cooperation.

C. **Relationship between Motivation and Performance**

According to Kasmir (2016), one of the factors influencing performance is motivation. Motivation is an encouragement for someone to do something or an activity. If good and strong motivation is formed within or from out of themselves, it will give good performance. It can be said that the increase in motivation given to someone in carrying out their duties will provide an increase in their performance. In their research, Indra Jaya and Surya Ningsih stated that motivation has an impact in the form of encouragement for someone to carry out a work activity. Performance is the result of work (achievement) of a person or group under the tasks and responsibilities given within a certain period. Every organization will always try to improve the performance of the organization's management to be better so that the organization can achieve its goals.

Organizational efforts in improving the performance of its management can be influenced by various factors, one of which is the motivational factor. The motivational factors carried out by the organization aim to improve the performance of its management and achieve organizational goals. Organizations also need to know the indicators of motivation so that the efforts that the organization makes in motivating its management can run well and achieve organizational goals.

Motivation Variable (X)	⟹	Performance Variable (Y)
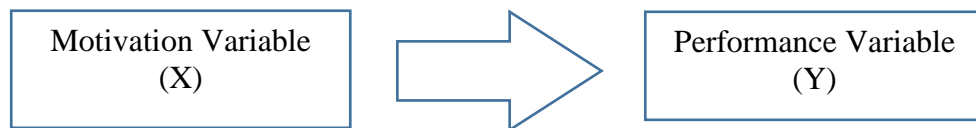
Picture 1.1. Framework of thought

Based on the background of the problem and the theoretical framework that has been mentioned, the hypotheses in this study can be arranged into two, they are as follows:

Hk: there is a motivational effect on the performance of the Female Santri Association (ISPI) management at the Ummul Quro Al-Islami Bogor Modern Islamic Boarding School.

6Ho: there is no effect of motivation on the performance of the Female Santri Association (ISPI) management at the Ummul Quro Al-Islami Bogor Modern Islamic Boarding School.

Research Method

The method used in this research was a quantitative research method. The quantitative research method is a method for examining certain samples, collecting data using research instruments, and data analysis with the aim of testing the established hypotheses (Sugiyono, 2013). The data collection method used three data collection techniques; they were questionnaires, interviews, and documentation. The population is the entire object to be studied (Syahrum and Salim, 2014). The population in this study was ISPI Management for the 2021-2022 Islamic Boarding School of Modern Ummul Quro Al-Islami, with a total of 273 administrators. The sample used in this study was the Cluster Sampling technique or a group sample with a total of 63 administrators. This study used validity tests and reliability tests. The data analysis techniques used analysis of assumption tests, simple linear regression tests, and hypothesis testing.

Result and Discussion

Result

Validity Test

Table 1.1

Results of the Validity Test of Variable X (Motivation)

Question Variable X	rcount	rtable	Note
X1	0,423	0,248	Valid
X2	0,543	0,248	Valid
X3	0,458	0,248	Valid
X4	0,699	0,248	Valid
X5	0,672	0,248	Valid
X6	0,514	0,248	Valid

Source: Data Processing Results of SPSS 25 of 2022

Based on Table 1.1, it can be seen that the statement above has rcount > rtable. The question item variable X (motivation) in the questionnaire is valid, so all of the question items in the questionnaire on the motivational variable can be used in conducting research.

Table 1.2

Y Variable Validity Test Results (Performance)

Question Variable X	rcount	rtable	Note
Y1	0,736	0,248	Valid
Y2	0,505	0,248	Valid
Y3	0,584	0,248	Valid
Y4	0,585	0,248	Valid
Y5	0,772	0,248	Valid
Y6	0,471	0,248	Valid
Y7	0,575	0,248	Valid
Y8	0,558	0,248	Valid
Y9	0,680	0,248	Valid
Y10	0,706	0,248	Valid
Y11	0,648	0,248	Valid
Y12	0,673	0,248	Valid

Source: Data Processing Results of SPSS 25 of 2022

Based on Table 1.2, the results of the validity test for variable Y (Performance) show that the statement above has rcount > rtable. The question item variable Y (performance) in the questionnaire is valid, so all of the question items in the questionnaire on the performance variable can be used in conducting research.

Reliability Test

The technique used in the validity test was using the help of the SPSS version 25 program for the decision-making. If rAlpha > rtable, the variable is declared reliable but if rAlpha < rtable, the variable is declared unreliable.

Table 1.3

Reliability Test Results

Variable	rAlpha	rtable	Note
X (Motivation)	0,571	0,248	Reliable
Y (Performance)	0,858	0,248	Reliable

Source: Data Processing Results of SPSS 25 of 2022

Based on Table 1.3, it can be seen that the value of rAlpha on the motivation and performance variables is greater than the rtable value, so all of the question items from all these variables are declared reliable or consistent.

Normality test

Table 1.4

Normality Test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		63
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	4.15765643
Most Extreme Differences	Absolute	.112
	Positive	.112
	Negative	-.056
Test Statistic		.112
Asymp. Sig. (2-tailed)		.049[c]
Exact Sig. (2-tailed)		.384
Point Probability		.000

Source: Research Data Processing Results of 2022

Based on Table 1.4, it can be seen that the significance value on the One-Sample Kolmogorov-Smirnov Test (Exact Sig.) is 0.384 > 0.05. Hence, it can be concluded that the data tested is normally distributed, so the assumptions of normality requirements have been fulfilled.

Linearity Test

Table 1.5

Linearity Test

ANOVA Table			Sum of Squares	Df	Mean Square	F	Sig.
Performance Motivation	Between Groups	(Combined)	597.098	8	74.637	4.609	.000
		Linearity	399.912	1	399.912	24.693	.000
		Deviation from Linearity	197.186	7	28.169	1.739	.119
	Within Groups		874.553	54	16.195		
	Total		1471.651	62			

Source: Research Data Processing Results of 2022

Based on Table 1.5, it can be seen that the deviation from linearity value shows a significant value of 0.119 > 0.05, which means that motivation and performance variables are significantly linear.

Simple Linear Regression Test

Table 1.6

Simple Linear Regression Test

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	18.711	5.810		3.220	.002
Motivation	1.129	.237	.521	4.771	.000
a. Dependent Variable: Performance					

Source: Research Data Management Results of 2022

Based on Table 1.6, it can be seen that the coefficient of motivation variable (X) is 1.129 with Constants (a) of 18,711. As the value of the regression coefficient is positive (+), motivation (X) has a positive effect on performance (Y).

Hypothesis testing

Table 1.7

t Test

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	18.711	5.810		3.220	.002
Motivation	1.129	.237	.521	4.771	.000
a. Dependent Variable: Performance					

Source: Research Data Management Results of 2022

a) Criteria

If the probability value t <0.05 then Ho is rejected and Hk is accepted

If the probability value t > 0.05 then Ho is accepted and Hk is rejected

b) Results

Based on Table 1.7: The t-test can be seen that a significance value of 0.000 <0.05 is obtained.

c) Conclusion

Based on the results above, it can be concluded that Ho is rejected and Hk is accepted, which indicates that there is a significant influence of motivation on the performance of ISPI administrators.

The coefficient of determination test is used to find out how big the percentage is between motivation and performance. It can be seen in the following table:

Table 1.8

Determination Coefficient Test

Model Summary[b]				
Model	R	R Square	Adjusted Square	Std. Error of the Estimate
1	.521[a]	.272	.260	4.19160
a. Predictors: (Constant), Motivation				
b. Dependent Variable: Performance				

Source: Research Data Processing Results of 2022

Based on Table 1.8, it can be seen that the correlation value (R) is 0.521 and the value of the coefficient of determination (R Square) is 0.272 which implies that the effect of the motivational variable on the performance variable is 27.2% while the remaining 72.8% (100% -27.2%) influenced by other variables.

Discussion

Based on the t-test, it can be seen that motivation and performance show a significance value of 0.000 <0.05. It shows that Ho is rejected and Hk is accepted, which means there is a significant influence of motivation on the performance of ISPI management. Also, based on the coefficient of determination test results, it can be seen that the coefficient of determination value (R Square) is 0.272 which implies that the effect of the motivational variable on the performance variable is 27.2%. The results of this study are in line with Kasmir's theory which stated that one of the factors that influence performance is motivation. It was also proven by previous research conducted by Andi Kafwari Jafar in 2018, the results of his research showed that motivation has a positive and significant effect on performance and has the highest significant level. It is in line with Muhammad Nuh Hudawi's research which stated that encouragement that arises from within oneself or as a result of encouragement from outside gives a moral injection to an employee's performance to provide more optimal work processes.

Motivation is one of the factors that influence the performance of ISPI management at the Modern Ummul Quro Al-Islami Bogor Islamic Boarding School because providing motivation for ISPI management can improve their performance.

In addition to motivation that comes from external factors, each ISPI administrator also has an inner drive to serve the Islamic boarding school through the ISPI organization to be able to carry out work programs that can support the activities of female students in pursuing their education. Hence, motivation must always be given to ISPI management properly and further enhanced to encourage ISPI management to be responsible and even more enthusiastic in the organization.

Conclusion

Based on the results of data processing on the effect of motivation on the performance of ISPI management at the Modern Ummul Quro Al-Islami Bogor Islamic Boarding School, it shows that the results of a simple linear regression test are a significance value of 0.000 <0.05. Also, the percentage effect of motivation on performance based on the results of the determination test is equal to 0.272 or 27.2%. Hence, it can be concluded that motivation has a significant effect on the performance of ISPI management and the percentage effect of motivation on ISPI management performance is 27.2% while the remaining 72.8% (100% -27.2%) is influenced by other variables.

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