

Description of Work Motivation of The Management of HMJ Islamic Psychology UIN Antasari Banjarmasin During Pandemic

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Abstract: The pandemic has had an impact on system changes in the organization, thus creating its own challenges for the management. To face this challenge, work motivation is needed by each individual who joins the HMJ Islamic Psychology organization to achieve a common goal until the end. The purpose of this study, among others, is to find out a description of the work motivation of administrators who continue to carry out activities during the pandemic. The method used is descriptive qualitative approach and data collection techniques using unstructured interview techniques. The results of the study showed that the work motivation of the HMJ Islamic Psychology board was still in the good category even though they were active during the pandemic.

Keywords: Pandemic, Work Motivation

1 INTRODUCTION

According to (Hasibuan, 2015) Motivation in Latin "move" has the meaning of encouragement or moving. Motivation can be said as a factor driving a person's behavior. Motivation itself can also be said as an encouragement so that an individual or group can carry out activities with the aim of achieving the wishes of the organization. Meanwhile, the notion of motivation according to (Robbins, 2013) is a benchmark for the level, persistence, and goals of an individual with his efforts in achieving a goal. Meanwhile, according to (Sunyoto, 2013) work motivation is a condition that causes an individual to be encouraged in activities in order to achieve what is desired. As stated by (Nawawi, 2009) where motivation is a condition of an individual that causes or motivates the individual to do something consciously, but there is still a possibility if the individual is in a forced condition and does something he does not like, so that what he did in the end became ineffective. Motivation has become a very important part. Because, every individual basically has motivation and there are also some individuals who may be more active than other individuals. In general, people will be even more active at work if they do not get obstacles in realizing something that is in accordance with what they expect. If the work drive is strong, there will also be a great opportunity for the individual to focus more on his goals. There are even individuals who prefer the encouragement of work without rewards because they have found happiness and pleasure in what they do (Mardiana and Saleh, 2021). However, the emergence of this pandemic caused all activities to be limited. One of the organizations affected by the pandemic is the HMJ Islamic Psychology organization at UIN Antasari Banjarmasin. The pandemic period is a situation where everything is not as usual for all people, groups, and organizations. During the pandemic, of course, all activities must be stopped and it is difficult to carry out activities. The existence of this pandemic has forced the government to issue a policy to overcome or break the chain of transmission of Covid-19 in Indonesia. One of the things the government does is to keep a distance and stay away from various activities that cause crowds and gatherings of many people (Siahaan, 2020). Meanwhile, the definition of the organization is as a gathering place for several people to achieve mutually agreed goals, meaning that in an organization there needs to be meetings and associations of people to carry out various activities (Duha, 2020).

The organization is actually a forum for students to channel their aspirations and experiences. However, because of this pandemic situation, it certainly brings its own challenges for administrators within the organization

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to carry out activities and carry out work programs that have been designed. Every organization has its own goals and objectives to be achieved. Therefore, the purpose of an organization is to integrate a common goal and desire of members in the organization. Thus, to achieve this goal, it is necessary to have work motivation from the management itself. (Rosi Utari and Rosa Susanti, 2020). The Islamic Psychology Department Student Association or HMJ Islamic Psychology is a student organization in the Psychology Department which is a place for aspirations, communication, and also the integrity of Islamic Psychology students, Faculty of Ushuluddin and Humanities UIN Antasari Banjarmasin. Within the HMJ Islamic Psychology organization there are members and administrators of the HMJ Islamic Psychology. Members are students majoring in Islamic Psychology. Meanwhile, the management are people who have positions in the management structure which consist of the general chairman, deputy general chairman, general secretary, deputy general secretary, general treasurer commonly referred to as core management and 5 fields which also have a head of field, secretary of the field, and members of the field. Related to the current conditions, namely the pandemic period, the administrators also experience obstacles to carry out activities directly (offline) and can only be done online (online). If you have to carry out activities directly, it can be said to be quite difficult because you need prior permission from the Department of Islamic Psychology. Based on what has been described, researchers are interested in knowing what the description of the work motivation of the management at HMJ Islamic Psychology UIN Antasari Banjarmasin during this pandemic is like so that they can carry out and carry out activities well.

2 MATERIALS AND METHODS

Work motivation

According to (Hasibuan, 2015) motivation comes from the Latin, namely, "movere" which means encouragement or movement. Meanwhile, according to the term, motivation is an effort made to do work effectively and can achieve the goals that are expected to be realized. (George and Jones, 2005), says that motivation is a psychological push to an individual in determining the direction of the individual's behavior in terms of the level of effort made and the level of persistence or resilience in the face of a problem. Meanwhile, according to (Melayu, 2001), motivation is something that is done so that someone does a movement or does work by protecting both the individual and the future and of course so that the goals to be achieved are realized and as an effort to achieve satisfaction.

The word motivation is a word that comes from the word motive, which means the strength in a person that makes him move or do something (Badrianto, 2021). The power that is inside or outside a person that makes him move to make a movement to do a job in order to achieve the goals that have been made is motivation. This power is called motivation. Motivation is usually called something that causes a relationship when someone is faced with a certain situation. Motivation helps someone to do a job so that it is done as well as possible according to what was previously planned. Because motivation is the achievement can be achieved and as expected. (Puspanegara, 2012) Motivation has the main benefit of making a person very enthusiastic in doing work activities so that they are carried out well and the purpose of motivation in general is to move someone so that a desire and willingness to do something arises so that they can get results or achieve a goal. certain goals (Purwanto, 2006). Meanwhile, according to (Hasibuan, 2006), mentions the purpose of motivation, among others: increasing morale, increasing discipline, increasing a sense of responsibility and maintaining stability. Based on the above understanding, the researcher can conclude that work motivation is a condition in which a person is driven and moved to do something in order to achieve the goals to be achieved.

Work Motivation Factors

Fuad et al. (2006) stated that there are factors that can influence work motivation, including: personal needs, goals and views of individuals or most people as well as efforts in creating these needs, goals, and views. If, every board member is happy with his job, considers the task given to be full of obstacles, and is happy with the organizational environment, then in general, the board will usually try as much as possible to carry out the assigned task with enthusiasm and will make a full contribution. (Saydam, 2006) says that work motivation can be caused by various things, either in the form of internal factors (inside) or external factors (outside). Internal factors usually refer to motivation that is driven by a sense of pleasure for the work being done, and is contained

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in an administrator. These internal factors will affect individual work motivation, which include: maturity of oneself, level of education, ideals as well as expectations, self-actualization, fatigue and boredom. Meanwhile, external factors are motivations that arise from outside the management. External factors that will affect one's work motivation include: work environment, compensation, good supervision, rewards for achievement, status and job responsibilities.

Work Motivation Indicator

Work indicators according to (Sedarmayanti, 2010) are things that can be measured and calculated as well which will be used as a basis for assessing or seeing a person's level of ability in achieving the targets and goals to be achieved. Regarding motivation indicators (McClelland, 1987) divide them as follows:

1. Responsibility, an individual who has a sense of responsibility for the task at hand, that person will try to succeed in completing it.
2. Considering risk, someone will first consider the risks that will occur before carrying out activities.
3. Feedback, someone likes feedback because they think feedback is very important to complete tasks effectively.
4. Creative innovative, someone will be creative to try new ways to complete the given task.
5. Task completion time, individuals will try to complete each task in a fast time.
6. The desire to be the best, someone will always show the best work with the aim of getting the best predicate.

There are several indicators to measure work motivation according to (Syahyuti, 2010), namely:

1. Encouragement, someone who has high work motivation then he also has a strong drive in him to do work to the fullest, and of course it will also affect the goals of an organization that is followed.
2. Morale, someone who has a high morale will bring pleasure in him and will be more active and will be more consistent in doing things.
3. Initiative and creativity: someone whose initiative is defined as the ability to start or continue a job of his own free will without the support of others. Meanwhile, creativity is defined as a person's ability to be able to create something new.
4. Responsibility, an individual who has work motivation he will have a sense of responsibility for the work given and complete it as quickly as possible.

Aspects of Work Motivation

Munandar (2011) mentions several aspects of work motivation, including:

1. Discipline, which means that the attitudes and behavior or actions of the management in carrying out activities must comply with certain rules. Decisions that have been determined and mutually agreed upon, either in writing or verbally and are able to accept the consequences if found to have violated the duties and authorities that have been given.
2. High imagination and combination power, this can create a work result and a combination of several ideas arranged more carefully or from one's own initiative, thus creating a result that will support better work quality.
3. Self-confidence, feeling confident in one's own abilities. Positive thinking power to face a reality that will happen and be responsible for the decisions that have been taken as a result can resolve the problem peacefully.

This study uses a qualitative approach to the type of descriptive research. Creswell (2016) states that the qualitative approach method is a method used to explore and understand meaning in a number of individuals/groups of people who come from social problems. In carrying out qualitative methods, of course, involves an important effort. Such as, asking some questions and procedures, and collecting specific data from participants. As for the technique used in this study, namely the interview technique. For this type of interview using unstructured interviews, this type of interview is free and does not use interview guidelines that are arranged systematically. The subjects of this study were 9 administrators of the HMJ Islamic Psychology for the period 2021-2022.

3 RESULTS

Interviews were held on March 21, 2022. Interviews were conducted with 9 administrators of the HMJ Islamic Psychology, namely five members of the field with the initials SW, SA, GK, RE, and AH; two people as secretary of the field, namely HN, RW; one person as the head of the field, namely R; and one person with the initials UN as deputy general chairman of HMJ Islamic Psychology. After completing the interview, the first thing to discuss is related to the question of whether they need motivation and how important that motivation is for them, then the result is that they really need what is called motivation, because motivation for them is very important and must always be there. The researcher found several internal factors that influenced the work motivation of the HMJ Islamic Psychology board. From these interviews, the researchers obtained the factors of the wishes and expectations of the administrators in carrying out all the expected activities. 7 out of 9 administrators interviewed said that the thing that made their motivation not decrease was by remembering their goals from the beginning of entering the organization. They all also said that they felt excited about organizing even during the pandemic.

Then, for the second question, what are the obstacles they get when organizing during the pandemic. It turns out that they all have their own obstacles and problems, some have network problems during online meetings, some are busy studying, some have difficulty getting parental permission due to the pandemic, some have not been able to contribute directly because they are still in their hometown. adapt quickly to the situation, lack of human resources, and the difficulty of communicating and coordinating directly between one administrator to another. However, even though all of them have their own obstacles but that does not reduce their enthusiasm in organizing they still enjoy the process and live it with enthusiasm. They consider what they are doing as a challenge and will not be an obstacle for them in the process, seeking experience, adding knowledge, and relationships. As is the case with the theory of affiliation needs by (Mullins, 2001) in which he argues that the theory of affiliation needs is a need that unites a relationship in an organization and makes people in the organization always eager to do various jobs and responsibilities given. Furthermore, the question regarding responsibilities in the HMJ Islamic Psychology organization, SW and GH said that if someone has entered the organization, everything in the organization has become a shared responsibility. Meanwhile, the opinion of the management who has greater responsibility, such as the deputy general chairman, the head of the field, and the secretary of the field, says that responsibility is a mandate that must be carried out as well as possible.

If it is measured based on indicators of work motivation, the results obtained from the interview are regarding the responsibilities of the HMJ Islamic Psychology board, even though in terms of time discipline, there are still many administrators who come late and also get permission when there are meetings and activities due to several things. one of them when online activities, many are constrained by the network. Then regarding creativity and innovation, the administrators of the HMJ Islamic Psychology must be able to be creative and innovate in carrying out activities or holding events even though they are carried out during a pandemic. The management was also interviewed regarding the completion of tasks, the management said that they tried their best to complete each task that had been given in accordance with the allotted time. For work morale, each of them has a fairly high work spirit because apart from adding experience, their relationships can also contribute directly to the Department of Islamic Psychology where they also have the opportunity to be known by Islamic Psychology lecturers.

4 DISCUSSIONS

The results of this study indicate that the majority of HMJ Islamic Psychology administrators have a good level of work motivation during the pandemic. 7 out of 9 administrators interviewed can be said that the thing that keeps their motivation from decreasing is remembering what their goals were from the start of entering the organization. Which means that each of them certainly has goals to be achieved, both personal goals and the goals of the organization itself. (George and Jones, 2005), said that work motivation is a psychological encouragement to an individual in determining the direction of the individual's behavior in an organization, the level of effort made and the level of persistence or resilience in the face of a problem. Motivation is a process of explaining the intensity, direction and goals as well as the process of providing encouragement to increase morale so that they

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can make maximum efforts, so they can provide the best for personal goals and for the organization. Someone who has motivation tends to do what is best for the organization. The 9 administrators of the HMJ Islamic Psychology also said that they felt enthusiastic about organizing even during the pandemic because it would be a challenge and not an obstacle for them to gain knowledge, experience and relationships. They can still get it online.

Saydam (2006) stated that work motivation can be caused by various things, either in the form of internal factors (inside) or external factors (outside). Internal factors usually refer to motivation that is driven by a sense of pleasure for the work being done, and is contained in an administrator. These internal factors will affect individual work motivation, these activities become encouragement for the management in carrying out activities. And they also said that something that could motivate the management was an activity that challenged them. Furthermore, for external factors that can affect the work motivation of managers, one of which is the environment. A comfortable and fun environment, having many friends in an organization makes the administrators enthusiastic and stays at HMJ. Motivation has become a very important part in an organization. Because, every individual basically has motivation and there are also some individuals who may be more active than other individuals. In general, people will be even more active at work if they do not get obstacles in realizing something that is in accordance with what they expect. If the work drive is strong, there will also be a great opportunity for the individual to focus more on his goals. There are even individuals who prefer the encouragement of work without rewards because they have found happiness and pleasure in what they do (Mardiana and Saleh, 2021).

5 CONCLUSIONS

Based on the results of the interviews that have been conducted, it can be concluded that the current work motivation of the HMJ Islamic Psychology board can be said to be good even though they have to carry out activities during the pandemic, which is a challenge for the administrators and does not make their enthusiasm to continue their activities. For work morale, each of them has a fairly high work spirit. The researchers saw this based on the indicators of work motivation mentioned above. The administrators have responsibilities, which can be said to be good, although in terms of discipline, there are still many administrators who arrive late when there are offline or online meetings due to several things, such as the management who have their respective activities and are constrained by the network at the time of the activity or online meetings.

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