
ENHANCE MODEL INTRINSIC MOTIVATION AND COOPETENCE FOR MEASURING EMPLOYEE'S PERFORMANCE HOSPITALSMARTHA FRISKA MULTATULI

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ABSTRACT

This paper aims determine intrinsic motivation and competence can be used as a model for measuring employee performance and to find out one of the two variables that have a dominant influence on employee performance. The type of research used in this study is associative research. The population in this study were all employees of Martha Frsika Multatuli Hospital with special characteristics. The number of employees of the Martha Friska Multatuli Hospital that meets the characteristics is 300 people. The sampling technique used is Probability sampling. To determine the number of research samples used Slovin formula. The number of samples used was 76 people. The data analysis tool used in this study is multiple linear regression. From the analysis results can be seen the influence of intrinsic motivation and competence on employee performance with the value of Determination or the amount of R Square Square of 0.842, which means that intrinsic motivation and competence are able to explain variations in performance variables by 84.2%. While the remaining 15.8% is explained by other factors not described in this study.

Keywords: *intrinsic motivation, competence, performance*

I. INTRODUCTION.

Human resources As a company asset, human resources should always be ready, capable, and alert in achieving the success of an organization or company that depends on the activities and creativity of human resources (HR) in the company (ary ginanjar, 2008). The company not only wants capable, capable and skilled employees, but one of the most important things is how they work diligently and have a high desire to achieve maximum work results (Bernadyn, 1993). In order for employees who have good quality work, the role of leaders to provide motivation to their employees involved in the company is a necessity. Through this motivation, it is expected that employees will have high enthusiasm in working and having good competence. The development of the business world in Indonesia today, demands that companies be able to maintain and improve the quality of work and the quantity of work of their services. This is so that companies can compete with other similar companies, both at

national and international levels. One important part that plays a role in determining the success of the company is by fostering a potential workforce. The company seeks and fosters employees with high enthusiasm, creates and maintains excellence in human resources that are able to compete. As an example of how the company manages its employees so that we can become reliable human resources, we can see it at the Martha Friska Multatuli Hospital. As a private hospital, Martha Friska Hospital which is engaged in the health services section is very concerned about maximum service to its patients. This hospital is one hospital that offers quality health services accompanied by competitive prices. The price offered by Martha Friska Multatuli Hospital is in accordance with the quality of services provided so that users of health services in this hospital get satisfaction. In Medan itself, there is a lot of competition in the health sector of both international standard hospitals and government-owned hospitals (Rusiadi, Et al, 2014). Therefore, all hospital employees need to increase motivation and control their competence in work so that they can improve the quality of good work and improve quality in working and providing good service to consumers or patients. But from the results of observations in the field there are still employees who have not been motivated at work, are not good at communicating, coordinating, and still lack the quality of performance of some employees. This problem arises because employees are not motivated to work and have not realized the importance of having competence in working in the service sector, so that the performance of some employees has decreased (Sanusi Anwar, 2012).

II. LITERATUR REVIEW.

Intrinsic motivation is a motivation that encourages a person to have an individual-based achievement, better known as a motivational factor, which is classified as a motivational factor, including:

1. Achievement)

The success of an employee can be seen from the work achievement he achieved. So that someone can be successful in carrying out the lesson, then the leader must provide encouragement and opportunities so that subordinates can achieve good work performance. When a subordinate has good work performance, the boss must give an award for the achievements of the subordinate.

2. Recognition / recognition)

As a continuation of the successful implementation, the leader must give a statement of acknowledgment of the success of subordinates in various ways, namely:

- 1) Directly declare success in the place of work, better done when there are others
- 2) Letter of appreciation
- 3) Give gifts in cash
- 4) Provide medals, letters of appreciation and cash prizes
- 5) Provide salary increases and promotion

3. Work it self (Job itself)

Leaders must make conditions where subordinates understand the importance of the work they do and make subordinates avoid the boredom of work routines in various ways, and can put the right people in the right time.

4. Responsibility (responsibility)

In order for true responsibility to be a motivating factor for subordinates, leaders must avoid strict money supervision, by allowing subordinates to work alone (autonomy) as long as the work allows and applies the principle of participation. The application of the principle of participation makes subordinates fully plan and carry out their work so that they are expected to have a positive performance.

5. Enhancement (Development)

Development is one of the motivating factors for subordinates. This development factor actually functions as a motivator, so the leader can start by training his subordinates for more responsible work. If this has been done, the leader can provide recommendations about subordinates who are ready for development, development can be done by sending employees to conduct training and promotion promotions.

III. METODE PENELITIAN

This research was conducted using a survey approach with the understanding that research was carried out by not making changes (there was no special treatment) on the variables under study. This type of research is descriptive quantitative, namely studying the problem, the procedures that apply and the situations, attitudes, views, processes that are taking place in the company. Furthermore, seeing the influence of a phenomenon that occurs in the company and then making careful measurements of the phenomenon. The nature of the research is explanatory which means to explain the causal relationship between variables through testing the hypothesis.

The population in this study were all employees at the Martha Friska Hospital who had fulfilled the characteristics to be sampled in a study of 300 people. In this study the sampling technique was used with Probability sampling because the sample had been identified with certainty, namely the number of employees at the Martha Friska Multatuli Hospital, such as work, employee age and employee gender. According to (Sanusi: 101) "In determining the size of the research sample, Slovin included elements of leeway inaccuracy due to sampling errors that can still be tolerated". This tolerance value is expressed as a percentage, for example 5% or 10%. From the formula used obtained a sample of 76 people.

IV. ANALYZE RESULT.

From processing questionnaire data using the SPSS 16.00 for Windows Software application tool, the results obtained as the table below:

Table 1. Coefficients (a)

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	3.765	1.635		3.745	.000
motivation	.425	.096	.521	3.830	.000
Competition	.573	.093	.610	5.215	.000

Based on the Table of Coefficients (a) above the regression equation is obtained:

$$Y = 3.765 + 0.425X_1 + 0.574X_2$$

The multiple linear regression equation can be summarized as follows:

- 1) If intrinsic motivation and competence are considered constant, the value of employee performance (Y) is 3.765.
- 2) The value of intrinsic motivation (X1) continues to be increased by one point, the employee's performance (Y) will increase by 0.425 units.
- 3) Competency (X2) continues to be increased by one unit so that employee performance will increase by 0.574 units.

To measure how far the ability of the model to explain the variation of the dependent variable can be seen from the value of the coefficient of determination (R²). The coefficient of determination is between zero and one. A value close to one means that the independent variables provide almost all the information needed to predict the dependent variable and vice versa if it is close to zero. The calculation results can be seen in the table below

Tables 2 Model Summary

	R Square	Adjusted Square	R	Std. Error of the Estimate
1	.897 ^a	.880	.842	1.806678

Based on the table above, it can be seen that the amount of adjusted R Square is 0.842 which means 84.2%, which means that the independent variable (intrinsic motivation and competence) is able to explain the variation of the dependent variable (employee performance) 84.2%, while the remaining 17, 8,% explained other variables not included in this research model, such as compensation (salary), motivation, performance evaluation and so on

V. CONCLUSIONS

From the results of data processing on research measuring employee performance through intrinsic motivation models and competencies can be summarized as follows:

1. Intrinsic motivation and competence have a positive and significant influence on employee performance. In other words, the greater the intrinsic motivation and competency in the employee, it will improve employee performance.
2. Employee performance can be measured using intrinsic motivation and intelligence models with the value of Determination or the magnitude of R Square Square of 0.842, which means that intrinsic motivation and competence are able to explain variations in the performance variable by 84.2%. While the remaining 17.8% is explained by other factors not described in this study.

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