

## ANALYSIS OF WORK MOTIVATION IN IMPROVING EMPLOYEE PERFORMANCE AT THE BUMI JAYA OIL PALM PLANTATION VILLAGE UNIT COOPERATIVE, TELUK GELAM DISTRICT, OKI REGENCY

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### Abstract

*This study entitled "Analysis of work motivation in improving employee performance at the Bumi Jaya Oil Palm Plantation Village Unit Cooperative, Teluk Gelam District, OKI Regency", aims (1) to determine and analyze work motivation in improving employee performance at the Village Plantation Unit Cooperative. Palm Oil (KPKS) Bumi Jaya Teluk Gelam District OKI Regency (2) To find out the efforts made by the Bumi Jaya Oil Palm Plantation Village Unit Cooperative (KPKS) in Teluk Gelam District OKI Regency in improving employee performance through work motivation. The type of research used is qualitative research methods. Qualitative research method is a research procedure that produces descriptive data in the form of written or spoken words from people and observable behavior. The data required include secondary data and primary data obtained in various ways, including: documentation, interviews, observations. The results of employee performance motivation analysis are still low, seen from the indicators of work motivation, namely 1) remuneration, 2) working conditions, 3) work facilities, 4) work performance, 5) recognition from superiors, 6) the work itself. While the performance indicators are 1) work quality, 2) work quality, 3) work constraints, 5) work attitude. The leadership's efforts to improve employee performance through motivation include establishing discipline, creating a conducive climate, providing incentives, and compensation. The type of motivation used to improve employee performance is in the form of salaries, bonuses, work facilities, praise, rewards, and punishments. The conclusion from the results of the study is that the implementation of work motivation carried out by the Bumi Jaya Oil Palm Plantation Village Unit Cooperative, Teluk Gelam District, OKI Regency is considered not good, there are still obstacles faced in improving employee performance, Suggestions for leaders to improve the quality of human resources, create a good cooperative relationship, provide sanctions to employees who violate the rules.*

**Keywords:** *Employee Performance, Work Motivation*

### INTRODUCTION

The presence of cooperatives as one of the economic actors in the Indonesian economy is expected to be able to provide its own role for the welfare of members and society in general, so as to create an advanced, just and prosperous society. The definition of cooperatives in the Law of the Republic of Indonesia No. 25 of 1992 concerning Cooperatives, article 1 paragraph 1 states that cooperatives are business

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entities consisting of one person or cooperative legal entity by basing their activities on the cooperative principle as well as a people's economic movement based on the principle of kinship. Jaya is a multi-business cooperative located in Bumi Harapan Village, Teluk Gelam District, OKI Regency. The Bumi Jaya Oil Palm Plantation Village Unit Cooperative (KPKS) was established in 1997 by community leaders in Bumi Harapan Village. In its development, the Bumi Jaya Oil Palm Plantation Village Unit Cooperative (KPKS) has 575 cooperative members, which are managed by 3 administrators, 3 supervisors and 4 employees.

## **MATERIAL AND METHODS**

This study uses a qualitative descriptive method, where the research discussion and the results are described in words based on the empirical data obtained. The data obtained in this study is qualitative data, so the analysis used is non-statistical. Data analysis in qualitative research takes place interactively, where the pattern of each stage of activity does not run independently. Although the research phase is carried out in accordance with the planned activities, this activity is still carried out repeatedly between data collection activities, data reduction, data presentation, and the flow of verification or drawing a conclusion (Miles, 2007:15-19). To analyze the data in this study, used steps or flows that occur simultaneously, namely data collection, data reduction, data presentation and conclusion drawing or data verification flow according to Sugiyono (2009:17-19).

### **SUBSECTION 1**

The results of the interview on how giving and the effect of rewards in motivating employees to Mr. Hermawan as chairman of KPKS Bumi Jaya he stated: "I give awards to my employees in the form of rewards and get incentives if my employees have worked beyond the target and this has a very good effect on employees I motivate them to work even better." (results of interview on 10 May 2022). The same thing was also expressed by Zessi, Udin, Joko, Shinta and Lina as employees there stating: "The awards given are incentives if we work well and correctly, such as diligently coming to work not skipping or coming home on time, and also for employees overtime. This is one of the things that makes us enthusiastic in doing the work that has been assigned to us." (results of interview on 10 May 2022).

### **SUBSECTION 2**

A leader has a very important role in motivating employees to want to work well, so that the goals the company wants can be achieved easily. There are many ways that can be done in terms of providing work motivation, one of which is by providing positive and negative motivation in the form of material and non-material.

## **RESULTS AND DISCUSSION**

In the Village Unit Cooperative for Palm Oil Plantations (KPKS) Bumi Jaya, Teluk Gelam Sub-district, OKI Regency, the working environment is considered to be not good, seen from the dirty and dusty environment. This is because there is no Office boy/girl, employees have to divide up the tasks to clean the office and there are some employees who are lazy enough that other employees feel burdened. And also the attitude of the Bumi Jaya KPKS chairman who is sometimes not firm with employees who are lazy to clean the office. This is one of the causes of lack of enthusiasm at work. The working conditions at the Bumi Jaya Oil Palm Plantation Village Unit Cooperative, Teluk Gelam District, OKI Regency are not in accordance with Afandi's theory which says "The condition or condition of the work environment of a company that is a place of work for employees who work in that environment". Good working conditions are comfortable and support workers to be able to carry out their activities well, based on interviews with several employees at the Bumi Jaya Oil Palm Plantation Village Unit Cooperative (KPKS) Bumi Jaya District, Teluk Gelam Regency, OKI Regency, employee performance has decreased due to a dirty and dusty work environment.

In this case, the Head of the Bumi Jaya Oil Palm Plantation Village Cooperative Unit (KPKS) in Teluk Gelam District, OKI Regency stated that his employees or employees had not applied the motivation given by the leadership. The motivation given is in the form of praise and punishment. Praise for employees who complete work on time and achieve targets, and punishments if there are employees who violate the rules. However, employees stated that the leadership of KPKS Bumi Jaya was less motivating and not firm with employees who did not work well or violated the rules, as a result, employee performance decreased as seen from the decreased employee absentee level such as employees often arriving late, the number of employees who were sick or absent, did not Completing work on time due to going home early. So at the Bumi Jaya Palm Oil Plantation Village Unit Cooperative (KPKS) Bumi Jaya District Teluk Gelam District OKI concluded that there was a difference of opinion between the leadership and employees. The leadership said that it had provided motivation to employees but the employees did not apply the motivation, but the employees said that the leadership lacked motivation and was not firm to employees who violated the rules such as arriving late, many employees who were sick or absent, and did not complete work on time. because they go home early, this is what makes employees less enthusiastic about work.

## **CONCLUSION**

The low performance of employees occurs due to a lack of work motivation and lack of employee knowledge in understanding tasks, the covid-19 pandemic greatly affects the implementation of employee performance which is not completed on time, but cooperation at KPKS Bumi Jaya is quite well established between employees and employees, employees and leaders , and employees with local residents.

The leadership of the Bumi Jaya Oil Palm Plantation Village Unit Cooperative, Teluk Gelam District, OKI Regency has implemented remuneration in the form of bonuses to employees, but work motivation has not gone well and is still low. This can

be seen from the presence of employees who arrive late, do not complete assignments on time, uncomfortable working environment conditions, decreased work performance, employees have not applied the given motivation, and competition among employees.

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