

## Relationship of Work Motivation with the Work Commitment of Cooperative Employees Kencono Wungu Mojokerto

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### Abstract

*This study aims to determine the relationship between work motivation and work commitment in the Kencono Wungu Cooperative. The research hypothesis is that there is a positive relationship between work motivation and work commitment of employees at the Kencono Wungu Cooperative. Employees who have high motivation will have a high work commitment as well. Vice versa, employees who have low motivation will have low work commitment as well. A quantitative approach with correlational research was used in this study. Purposive Sampling with 20 subjects as a sampling technique. Some of the research instruments used include validity tests with the results of the validity index of work motivation (x) being 0.934 and work commitment (y) being 0.937. To test the reliability of the variable (x) of 0.934 and the variable (y) of 0.937. Both variables are normally distributed because the results of the normality test show the results of 0.065;  $p=0.05$ . And the two variables have a linear relationship because the results of the linearity test are 0.542;  $p=0.05$ . The correlation test results show that there is a positive and significant relationship between work motivation and work commitment ( $r = 0.542$ ;  $p = 0.000 < 0.05$ ). As a result, the goal is to have a high level of work motivation and a high level of work commitment.*

### Keywords

work motivation; work commitment; cooperative employee



## I. Introduction

Because of the influence of fast economic development, the competition between these companies is tightening, making the problems encountered by each company even larger, especially in the management of human resources inside the organization. The significance of human resources in the management of a business. The ability to progress and compete in the global economy is influenced by the quality of human resources. (Hasibuan; 2002).

According to Mangkunegara in Purba and Sudibjo (2020), motivation is a process that plays a role in the intensity, direction, and duration of individual efforts towards achieving goals. According to Hasibuan in Purba and Sudibjo (2020), motivation is the provision of a driving force that creates the excitement of one's work, so that they want to work together, work effectively and be integrated with all their efforts to achieve satisfaction. According to in Purba and Sudibjo (2020), motivation is a condition in a person that drives an individual's desire to carry out certain activities in order to achieve goals. So the motivation that is in someone is the driving force that will manifest a behavior in order to achieve the goal of self satisfaction. Motivation is something in a person who pushes himself to meet his needs in achieving satisfaction according to his goals. The success of leadership is partly determined by the ability of leaders to develop

their organizational culture (Arif, 2019). Achievement motivation is often seen as an encouragement in achieving success in an organization (Werdhiastutie et al, 2020).

To get a high work commitment, it must also be balanced with high work motivation so that it can contribute positively to all company activities in order to achieve goals. If the company wants its employees to be able to contribute positively to achieving company goals, then motivation plays an important role.

Based on the background above, this research was intended to find out the work motivation of the Kencono Wungu Cooperative employees, the work commitment of the Kencono Wungu Cooperative employees, and determine the role of work motivation which provides a very influential relationship to the work commitment of the employees of the Kencono Wungu Cooperative.

## **II. Research Methods**

### **2.1 Research design**

Quantitative with two variables, namely the independent and dependent variables, is the research method. Correlation is also used as a research design. The data collection method was carried out by Survey, Observation, and Documentation Method. This study aims to detect the extent to which a variable is related to other variables or not.

### **2.2 Identification of Research Variables**

In this research, there is one of each independent and dependent variable. These variables include:

- a. Independent variable: work motivation.
- b. Dependent Variable: work commitment.

### **2.3 Operational Definition of Research Variables**

The following is an explanation of the operational understanding of the research variables carried out, namely:

#### **a. Work motivation**

Motivation is “the driving force of individual work enthusiasm so that individuals want to work effectively, can work together, and are integrated with all efforts to achieve satisfaction”. Based on Wiener (2005), “individuals who have high work motivation can be viewed from various aspects such as: having initiative, being resistant to failure and continuing to try, having work intensity”.

#### **b. Work Commitment**

Work commitment is an employee's attitude to be seen as a whole in the organization and has a high relevance in achieving the mission, vision, and values of the organization which can be seen from the high level of loyalty and dedication of employees at work. Based on Steers (2005), “employee commitment to the organization has three main parts, namely: identification, involvement, loyalty”.

### **2.4 Population and Sample**

#### **a. Population**

Population is “a collection of all elements that show special characteristics that can be used as conclusions”. 70 employees of the Kencono Wungu Cooperative were used as the population in this study.

b. Sample

Sample is “part of all selected population elements”. The selected sample is one that can represent the characteristics of the population seen from the level of accuracy and level of precision.

As for the sampling method, the researchers used population research because the samples used by the researchers in this study were 70 employees of the Kencono Wungu Cooperative.

### III. Results and Discussion

#### 3.1 Results

##### Descriptive Statistical Analysis

##### a. Validity test

##### 1. Work Motivation

**Table 1.** Indicator of Variables

No.	Indicator	No. Item		Amount
		Favorable	Unfavorable	
1.	Have Initiative	1, 2, 3, 4, 5, 6	29, 30, 31, 32, 33, 34	12
2.	Hold In Failure	15, 16, 17, 18, 19, 20, 21	42	8
3.	Work Intensity	35, 36, 37, 38, 39, 40, 41	7, 8, 9, 10, 11, 12, 13, 14	15
4.	Choosing a Job	28	22, 23, 24, 25, 26, 27	7
		Total		42

It is known that the r-statistic numbers for items 1 to 43 and r-tables are 0.444. There are only 39 valid items which are 2, 4, 5, 6, 7, 10, 11, 12, 13, 14, 16, 17, 18, 19, 21, 22, 23, 25, 26, 27, 28, 29, 30, 31, 34, 35, 36, 37, 38, 39, 40, 42, and 43 because  $r\text{-statistic} > r\text{-table}$  and the acquisition of significant figures  $< 0.05$ . While other items are invalid or declared invalid because  $r\text{-statistic} < r\text{-table}$  and the significance number is  $> 0.05$ . This means that there are 33 items that are declared valid and 10 items that are declared invalid (invalid).

## 2. Work Commitment

**Tabel 2.** Indicator of Variables

No.	Indicator	No. Item		Amount
		Favorable	Unfavorable	
1.	Identification	1, 2, 3, 4, 5, 6, 7, 8, 9	28, 29, 30, 31, 32	14
2.	Hold in Failure	33, 34, 35, 36, 37, 38, 39, 40, 41	10, 11, 12, 13, 14, 15, 16, 17	17
3.	Work Intensity	18, 19, 20, 21, 22, 23, 24, 25, 26, 27	42	11
		Total		42

It is known that the calculated r numbers for items 1 to 42 and r tables are 0.444. There are only 33 valid items namely 1, 2, 4, 5, 6, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 35, 36, 37, 38, 39, 40, 41 and 42 because r-statistic > than r-table and significance value < 0.05. And other items are invalid or declared invalid because r-statistic < than r-table and its significance number > 0.05. This means that there are 36 items that are declared valid and 6 items that are declared invalid (invalid).

### b. Reliability Test

#### 1. Work Motivation

The results of reliability testing of work motivation variables with SPSS, The item is interpreted as reliable if the Cronbach alpha value is > 0.80. It is known that the value of cronbach's alpha is 0.934 so > from 0.80 is included in the category of reliability which is fairly high and can be used to measure in research.

**Table 3.** Cronbach Alpha Results

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.934	.933	42

#### 2. Work Commitment

The results of reliability testing with spss, the item is declared reliable if the Cronbach alpha value is > 0.80. It is known that the value of cronbach's alpha is 0.937 so > from 0.80 is included in the category of reliability which is fairly high and can be used to measure in research.

**Table 4.** Cronbach Alpha Results

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.937	.936	42

**c. Classic Assumption Test**  
**Shapiro Wilk Test**

**Tabel 5.** Shapiro Wilk Test Result  
**Tests of Normality**

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Motivation	.215	20	.016	.891	20	.028
Commitment	.162	20	.176	.911	20	.065

Lilliefors Significance Correction

Based on the table above, it is known that the Sig value on work motivation is .028 which means  $> 0.05$  and is normally distributed, while the number on Sig of work commitment is .065 which means more than 0.05 and is normally distributed.

**d. Linearity Test**

**Table 6.** Linearity Table  
**ANOVA Table**

	Sum of Squares	df	Mean Square	F	Sig.
ombined)	5887,000	17	346,294	3.429	.249
linearity	3918,822	1	3918,822	38,800	.025
Between Groups Deviation					
from	1968.178	16	123.011	1.218	.542
Linearity					
Within Groups	202,000	2	101,000		
Total	6089,000	19			

Based on the results of the linearity test of work motivation and work commitment of employees, the value of  $p = 0.542$  ( $p > 0.05$ ) with a value of  $F = 3.429$  can be interpreted if there is a linear relationship between the variables of work motivation and commitment.

## e. Hypothesis Testing

**Tabel 7. Correlation Analysis**  
**Correlations**

	Motivation	Commitment
Pearson Correlation	1	.802**
Motivation Sig. (2-tailed)		.000
N	20	20
Pearson Correlation	.802**	1
Commitment Sig. (2-tailed)	.000	
N	20	20

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Based on the results of the *Pearson* correlation test, it shows that there is a positive and significant relationship between work motivation and employee work commitment as evidenced by the acquisition of the correlation coefficient ( $r$ ) which is 0.802 and a significant number ( $p$ ) shows the results of  $0.000 < 0.05$ .

### 3.2 Discussion

This research was conducted on employees at the company of Kencono Wungu Cooperative which is the subject of quantitative research, the correlation with the independent variable is work motivation ( $x$ ) and the dependent variable is work commitment ( $y$ ). Taking a sample of 70 people using a sampling technique, cluster random sampling.

From the validity of the variables carried out using SPSS version 21, the validity of the work motivation variable ( $x$ ) gets an index Cronbach alpha of  $p = 0.934$  while for work commitment variable ( $y$ ) get index Cronbach alpha is  $p = 0.937$ . From these data, it can be concluded that the two variables are valid and included in very high reliability, which is feasible to be tested.

The normality of the data analyzed using the results of the Shapiro Wilk test on work motivation and work commitment obtained a significance value of  $p = 0.028$  ( $p > 0.05$ ) and  $p = 0.065$ , which means that a value above 0.50 makes the variables studied are normally distributed. The Shapiro Wilk method used in the normality test resulted in the variables studied, including work motivation and work commitment, which were normally distributed.

To determine the linearity of the variable work motivation ( $x$ ) and work commitment ( $y$ ) academically, a significance value of  $p = 0.542$ , ( $p > 0.05$ ) with a value of  $F = 3,429$  with sig. so that it can be interpreted, the variables  $X$  and  $Y$  have a linear relationship.

For the correlation of the variables  $X$  and  $Y$  obtained data that is positively and significantly related because it is supported by the acquisition of a correlation coefficient ( $r$ ) of 0.802 and a significance number ( $p$ ) of  $0.000 < 0.05$ . So it can be interpreted that the higher the work motivation, the higher the work commitment.

In the explanation of the information, it can be accepted that there is a relationship between work motivation and work commitment. It can be said that someone with high work motivation will have a high commitment to the company. Because the positive results are seen from the increased productivity generated by loyal and committed employees. According to Kaswara and Santoso (2008), "committed employees will also remain in the company, protecting company assets and various beliefs and company goals". The proof of

the research results, it can be understood that the higher the employee's work motivation, the higher the employee's work commitment.

So, thus there is a relationship between work motivation and employee work commitment.

#### IV. Conclusion

The conclusions that can be drawn from the results of this research are:

From the results of the validity of this research variable, there are two indicators, namely work motivation and work commitment. For variable (x) with a validity index of 0.933, while for variable (y) with a validity index of 0.927. This means that from the two variables it can be said that:

1. The higher a person's motivation, the higher the work commitment to the company.
2. That there is a positive and significant relationship between work motivation (x) on work commitment (y) on employees (r) is 0.802 and the significance number (p) is  $0.000 < 0.05$ , which means that the higher the motivation, the higher the work commitment of the employees.
3. There is a significant relationship between work motivation and employee work commitment.

#### Suggestion

1. For employees: In order to increase the expected work commitment, employees are advised to be more enthusiastic and more motivated towards the work they are doing and comply with or follow the norms that exist in the company.
2. For companies: To further increase work commitment, company employees are asked to provide comfortable working conditions and environment so that employees do not leave their employees often. And companies need to conduct a performance appraisal of employees. If the employee is able to work well, the employee will get bonuses and rewards from the company.
3. For the next researcher: It is recommended to find out more about aspects of work motivation and also to look for other factors that influence work commitment more fully so that if later there are variables that can be controlled, it can improve previous research.

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