

**Analysis of the Application of Work Motivation in the House Security Unit of Bank Indonesia
PT. Jakarta Profitri Fund Trans**

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ABSTRACT

This research aims to analyze and explain the work motivation of the Bank Indonesia home security unit at PT. Trans Dana Profitri Jakarta. This research is a type of qualitative descriptive research with data collection techniques used through interviews, documentation, and field observations, literature studies. The data sources for this research are primary and secondary data sources. The data analysis method for this research is in stages 1) data reduction, 2) data presentation, and 3) drawing conclusions. The results of the research show that motivation for security units in the Bank Indonesia office environment must be intensively carried out by leaders in the field and also the company must continue to monitor the performance of leaders in the field. The results of the survey that was carried out found findings regarding several things or indications that caused a decrease in the work motivation of security forces in the field. Some of the factors found in the field include 1. The absence of a career path, 2. Leave rights that cannot be taken, 3. The contract work system which is always looming which can be terminated at any time by the company if there is the slightest problem. 4. There is an impact other things, such as the existence of a new policy regarding the corona virus outbreak, PT Trans Dana Profitri Jakarta can make efforts to provide policy information in the field so that security unit personnel can accept the policy gracefully and also the leadership can provide solutions to current problems. faced in the field considering the number of personnel who complained about this. Work motivation such as praise, appreciation, work equipment, work comfort, work ability, and work discipline are felt to be sufficient. The direct motivation given emphasizes direct encouragement such as praise given, such as positive motivation in the form of flattery, awards given according to performance. Meanwhile, indirect motivation itself emphasizes equipment that is suitable for use so that work comfort can be felt in the field.

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INTRODUCTION

In running its business, a company certainly needs various resources such as capital, materials and machines. Companies also need human resources, namely employees. Employees are an important resource for the company, because they have the ability, energy and creativity that the company really needs to achieve its goals. On the other hand, human resources also have various needs that they want to fulfill (Wahyuni, 2018).

The desire to fulfill this need is seen as a driving force or driver for a person to do something, including doing work or work. An important factor in employee performance is increasing work motivation and providing compensation or rewards in accordance with the performance achievements that employees have worked on. Motivation is a factor that encourages a person to carry out a certain activity, therefore motivation is often interpreted as a factor that drives a person's behavior. Motivation can encourage an employee to fulfill his duties and responsibilities, including carrying out tasks according to deadlines and time discipline (Mangkunegara, 2018: 93).

The term motivation comes from the Latin word *movere*, which means "to move." Definition in terms of comprehensive about Motivation is a physiological and psychological deficiency process that drives behavior or encouragement intended for incentive purposes. the motivation process depends on the understanding and relationship between needs, drives, and incentives (Sutrisno, 2019: 108).

One of the private companies that has been operating for quite a long time now is PT. Trans Dana Profitri, whose office is located in Pondok Bambu Village, RT.11/RW.7, Duren Sawit District, East Jakarta Municipality, is a company operating in the general trade sector, providing goods and services, and transportation.

requirements and criteria set by Bank Indonesia for prospective members of the Bank Indonesia home security unit

1. Minimum high school education
2. Own qualifications mace pratama
3. Has intermediate mace qualifications
4. Have a minimum of brown belt karate martial arts skills
5. Have English language skills
6. Own driving ability with proof of driver's license. A
7. Minimum height 168 cm and ideal body weight

PT. Trans Dana Profitri Jakarta continues to strive to complete the capabilities of its personnel in the field, such as regularly carrying out karate self-defense training, driving training, excellent English service training and other skills training that can support security to continue to develop and in comply with the wishes of users in terms of This is Bank Indonesia's job.

METHOD

This research method uses descriptive qualitative methods. According to Moleong (2020: 45), qualitative research methods are research procedures that produce descriptive data in the form of written or spoken words from the people or actors being observed. The data collected in this research consists of primary and secondary data. Primary data is data obtained directly from its original source and has not been processed by other parties. In this research, primary data was obtained from the results of a survey of 42 Bank Indonesia home security unit personnel and from direct interviews with PT Trans Dana Profitri. Secondary data, on the other hand, is data that has been processed by someone else before, including official documents, books, research reports, diaries, etc. related to work motivation.

This research was carried out at the Bank Indonesia Office House and PT Trans Dana Profitri in Jakarta, with the research period starting from November 2022 to February 2023. Research instruments, according to Arikunto (2018: 68), are tools for researchers in collecting data. In this research, the instruments used include interviews with personnel managers, surveys of security unit members, and field observations.

The unit of analysis in this qualitative research refers to the components related to determining cases in the research. In the context of a classic case study, the unit of analysis can be an individual, so that the individual becomes the primary unit of analysis (Arikunto, 2018: 70).

The data collection procedures used in this research include interviews, documentation and field observations. Observation is defined as the activity of paying attention accurately, recording phenomena that arise, and considering the relationship between aspects of the phenomenon. Literature studies were also carried out to enrich the data through careful observation of relevant literature. Documentation is used as a complementary data source, including written sources, photos, films and monumental works that are relevant to employee identity (Moleong, 2020: 190). Interviews are conducted with a specific purpose between the interviewer and the respondent, where the

interviewer asks questions and the respondent provides answers to these questions (Moleong, 2020: 186). Apart from that, the survey was carried out by compiling a list of questions to ask respondents to collect the necessary information (Sujarweni, 2015: 13).

This research method is designed to collect relevant and comprehensive data in accordance with qualitative research objectives. It is hoped that the combination of interviews, observations, documentation and surveys can provide a clear and in-depth picture of the research object, especially in relation to the work motivation of security unit personnel within Bank Indonesia and PT Trans Dana Profitri.

RESULTS AND DISCUSSION

Survey Results of Bank Indonesia Home Security Unit Personnel

Table 1. Various issues that influence the work motivation of Bank Indonesia's home security unit.

No.	Internal factors	Yes	%	No	%
1.	There is no career path	42	100	0	0
2.	No Leave	42	100	0	0
3.	Work Pressure	38	90.47	4	9.52
4.	Contract Work System	42	100	0	0
No	External Factors	Yes	%	No	%
1.	The Covid 19 Outbreak	30	71.42	12	28.57
2.	Holiday Location Report	42	100	0	0
3.	There is Punishment	35	83.33	7	16.66

Source: Bank Indonesia office, processed by the author in 2023.

The following are the results of a survey of Bank Indonesia office security units conducted on July 17 2023 starting from the company's internal factors in the field as follows:

1. Career Path

From the results of a survey of security unit personnel in the field, 100% of the results were found to provide correct information that the personnel in the field had no career path.

2. Leave Rights

From the results of a survey of all Bank Indonesia home security unit personnel, there is a right to leave in the work contract, but since the Covid-19 outbreak, personnel have not been allowed to take annual leave until now.

3. Work Pressure

From the results of a survey of Bank Indonesia office security units in the field, it was found that there was work pressure from many leaders regarding work discipline, there was no reason to make a mistake. If there was a mistake in the field, they would immediately receive reprimands from many leaders and also threats to make mistakes. transferred or returned to the company.

4. Contract Work System

From the results of a survey of Bank Indonesia home security unit personnel in the field, they have worked in the Bank Indonesia environment for decades until now and are still under a contract with a security company which continues to change every 3 years.

5. There is a Covid 19 outbreak

From the results of a survey of Bank Indonesia home security unit personnel in the field, it was stated that the Covid 19 outbreak had an impact on the security unit in various ways, especially when returning to their hometown or losing their leave rights. The existence of Covid-19 has really affected the situation in the field, especially security personnel who are required to maintain their health and well-being.

6. Location report during holidays.

From the results of a survey among Bank Indonesia home security unit personnel, it was stated that at the time security personnel were still regularly required to send their current location during holidays or WFH (work from home) which was felt to be a very burden because they could not travel far and would continue to be monitored until evening and in the afternoon a video call will be made to all personnel who are on holiday.

7. There is punishment.

From the results of a survey of Bank Indonesia home security unit personnel in the field, it was stated that security personnel were charged with this punishment policy. If members were found to have made the slightest mistake, they would immediately receive a warning followed by a warning letter 1,2,3 until they were returned to the security service company. shelter members.

These are the survey results obtained from information from security unit personnel in the field.

DISCUSSION

The following are the results of interviews and survey results conducted with the personnel manager, Mr. Viktorius Feber and members of the Bank Indonesia office security unit, including the following:

The results of the interview with the personnel manager, Mr. Viktorius, stated that from all aspects, it was praise, appreciation, work equipment, work place, work ability, work discipline, work responsibility. He stated that everything was considered to be working quite well in accordance with what the company expected, such as praise had been carried out by all elements of leadership to their subordinates, awards were given to those who excelled, work equipment was up to standard, and a comfortable workplace. All of this has been running and is assessed well by the leadership and the company.

Company always inform all employees about the company's developments and conditions without exception, explaining the company's vision, mission and goals. This is intended so that employees do not just work and get stuck in a routine, but can know everything about the company's goals, so that a sense of belonging can be fostered between employees and the company, because employees are seen as assets and not as means of production. In this case company management PT Trans Dana Profitri Jakarta in accordance with Mangkunegara's statement (2018: 100) which uses the principle of communication, namely the leader communicates everything related to efforts to achieve tasks with clear and precise information.

CONCLUSION

Based on the analysis in the previous chapter regarding Analysis of the Application of Work Motivation in the Bank Indonesia Home Security Unit PT Trans Dana Profitri Jakarta, it can be concluded that motivation in the security unit in the Bank Indonesia Home Office environment must be intensively carried out by leaders in the field and the company must also continue to monitor The performance of leaders in the field looked at the results of surveys that had been carried out in the field and found findings regarding several things or indications that caused a decline in the work motivation of security units in the field.

Some of the factors found in the field include 1. The absence of a career path, 2. Leave rights that cannot be taken, 3. The contract work system which is always looming which can be terminated at any time by the company if there is the slightest problem. 4. There is an impact For example, there is a new policy related to the corona virus outbreak, so PT Trans Dana Profitri Jakarta can make efforts to provide policy information in the field so that security unit personnel can accept the policy gracefully and also the leadership can provide solutions to current problems. faced in the field considering the number of personnel who complained about this.

Of the seven indicators to support the work motivation of PT Trans Dana Profitri Jakarta employees, it has gone well. As stated by the personnel manager, Mr. Viktorius, the components of work motivation such as praise, appreciation, work equipment, work comfort, work ability and work discipline are already felt to be quite felt in the field considering that Bank Indonesia itself pays great attention to these matters, such as training or training is routinely carried out, equipment is rejuvenated, workplace conditions are continuously improved or refreshed so that it can be concluded that the direct motivation given emphasizes direct encouragement such as praise given, such as positive motivation in the form of flattery, awards given according to performance. Meanwhile, indirect motivation itself emphasizes equipment that is suitable for use so that work comfort can be felt in the field.

Based on the researcher's direct experience in this research process, there are several limitations experienced and there can be several factors that future researchers can pay more attention

to in further perfecting their research because this research itself certainly has shortcomings that need to be continuously improved in research. -future research. Several limitations in this research include:

1. This research is only limited to employees (employees of PT Trans Dana Profitri Jakarta), so the conclusions of the research results are only limited to being generalized to employees of PT Trans Dana Profitri Jakarta, and cannot be generalized to employees who do not have the same characteristics as this research.

2. Carrying out research cannot be separated from knowledge, so researchers are aware of the limitations of their abilities, especially in terms of knowledge to create scientific work. However, researchers have tried their best to carry out research in accordance with their scientific abilities and guidance from their supervisors.

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