

## Analysis of the Influence of Motivation, Work Discipline and Recruitment on Performance of Tni-Au Members at Disbangopsau Mabasau Cilangkap Jakarta



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**ABSTRACT:** The purpose of this study was to analyze the influence of motivation, work discipline and recruitment on the performance of TNI-AU members at the Cilangkap Jakarta Air Force Operations Development Office, either simultaneously or partially. This study also wants to analyze which variables of motivation, work discipline and recruitment have a dominant effect on the performance of the Air Force members in the Cilangkap Jakarta Air Force Operations Development Office. This type of research is explanatory research. The study population was all members of the first officer of the Indonesian Air Force at the Cilangkap Jakarta Air Force Operations Development Service, which were 76 members. Considering that the population was not too large, a census study was used, in which all members of the first officer in the Cilangkap Jakarta Air Force Operations Development Office would become research respondents. The analysis method uses multiple linear regression and hypothesis testing. The results showed that motivation, work discipline and recruitment on the performance of the first officer members at the Cilangkap Jakarta Air Force Operations Development Office, either simultaneously or partially. Furthermore, this study identifies that work motivation has a dominant effect on the performance of TNI-AU members at the Cilangkap Jakarta Air Force Operations Development Office.

**KEYWORDS:** Motivation, Work Discipline, Recruitment and Performance.

### I. INTRODUCTION

The TNI Air Force is an integral part of the Indonesian National Army, which has duties including carrying out TNI air force duties in the field of defense, enforcing the law and maintaining security in national jurisdictional airspace in accordance with the provisions of national law and international law that have been ratified, carrying out TNI duties in development. and developing air force and carrying out the empowerment of air defense areas. The implementation of the tasks mentioned above is realized in military operations for war (OMP) and military operations other than war (OMSP).

In carrying out its duties, one of the Central Implementing Bodies at Headquarters level which is located directly under Kasau is the Air Force Operations Development Service, hereinafter referred to as Disbangopsau. In the regulation of the Chief of Staff of the Indonesian Air Force Number 38 of 2020 concerning the Organization and Duties of the Indonesian Air Force Operations Development Service, it is stated that Disbangopsau is tasked with carrying out the function of fostering the development of systems and requirements for air operations, the use of biochemical weapons and nuclear (Nubika), air bases and services. air navigation, air traffic and aviation meteorology as well as determining professional and career development patterns as well as the placement of Air Traffic Control (PLLU) and Meteo personnel.

In the job description above, one of Disbangopsau's duties is as a professional and career coach as well as the placement of PLLU and Meteo personnel, so the coaching and development of professional human resources must continue to be carried out considering that this is an important part for the Indonesian Air Force in carrying out its duties according to its capacity.

To support their duties in serving as a defense force, especially in the air force, as professional warriors they must uphold moral/ethical values, noble values of national culture, norms and ways of life, sapta clan values, soldier's oath, code honor of TNI officers and leadership. With nurturing activities, it is hoped that the maturity of an independent character will be achieved and can practice the values mentioned above, situations and conditions will be created that can support the achievement of academic thinking skills with the enthusiasm to explore knowledge and professional engineering skills in the Air Force and the

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creation of situations and conditions that can support achieving physical fitness and sports skills with the emergence of the traits of sportsmanship, cooperation, loyalty, tolerance, discipline and alertness as well as a healthy competitive spirit.

Human resources (HR) are a central factor in managing an organization. They are the driving forces of the organization in achieving and realizing the goals and objectives set. Even though they are supported by facilities and infrastructure as well as excessive financial resources, without the support of reliable human resources, organizational activities will not be completed well.

In the work context, motivation is an important factor in encouraging someone to work. Motivation is the willingness to exert high effort to achieve organizational goals (Donaldson et al., 2021). There are three key elements in motivation, namely effort, organizational goals and needs. Motivational factors appear more often in discussions regarding how to improve member performance. According to (Trlifajová & Hurrle, 2018) Motivation is a state in a person's personality that encourages the desire to work to carry out certain activities to achieve goals. Providing motivation during caregiving activities is believed to be able to improve members' abilities.

One factor that can influence member performance is discipline. Etymologically, discipline comes from the English "disciple" which means follower or adherent of teaching, training and so on (van der Vaart et al., 2019). Discipline is a certain situation where people who are members of an organization submit to existing rules with pleasure. Meanwhile, work is all human activity carried out to achieve the goals that have been set.

Discipline is one of the main keys to achieving success (Haraguchi et al., 2022). Apart from being the main key in achieving success, discipline is also an essential element for every individual in forming good behavior patterns, both from the perspective of humans as individual creatures and social creatures. Individuals who are disciplined can carry out their duties in an orderly and regular manner in accordance with the applicable regulations which will make their lives orderly. (Suandi, 2014) stated that self-discipline is "a person's conscious and responsible effort to organize, control and control his behavior and attitude in life so that his entire existence does not harm others and himself".

Several studies that link recruitment to member performance include research conducted by (Raj & Axelby, 2019) which states that recruitment has a positive and significant effect on member performance. The results of this research are in line with the research conducted (Doussard & Yenigun, 2022; Hastings & MacKinnon, 2016) which states that recruitment has a negative influence on employee performance.

Performance is the real behavior displayed by each person as a work achievement produced by members in accordance with their role in the organization. Meanwhile, according to (Sutrisno, 2019) Performance is a general term used for some or all of the actions of an organization in a period with reference to a number of standards such as past or projected costs, on the basis of efficiency, management responsibility or accountability and the like. Performance is divided into two, namely, individual performance and organizational performance. Individual performance is the result of members' work both in terms of quality and quantity based on predetermined work standards, while organizational performance is a combination of individual performance and the performance of the Mangkunegara group.

Member performance is the result of work in quality and quantity achieved by a person in carrying out his duties or work in accordance with the responsibilities that have been given to him and is the result of work that has been achieved by a person with predetermined standards, in carrying out his duties the member is in accordance with the responsibilities assigned to him (Fagbemi et al., 2022; Idike et al., 2020; Tong & Kang, 2020; van der Plas et al., 2020). provided by the organization which is based on spiritual, intelligence, emotional intelligence and the intelligence to transform obstacles into opportunities as well as physical skills directed at utilizing the resources provided by the organization (Sinambela, 2017). Member performance is the main implementer of every organizational function regarding existing facilities, infrastructure and infrastructure. Members are one of the key organizational factors that must be considered because they always experience various dynamics within the organization (Azuh et al., 2020).

Based on the background of the problem above, this research determines the magnitude and explains the influence of motivation, work discipline and recruitment on the performance of TNI-AU members at the Air Force Operations Development Service Headquarters Cilangkap Jakarta so that this organization can be better in the future.

## **II. METHOD**

The research design is quantitative research, namely research that has a hypothesis where statistical tools are needed to prove the hypothesis. This type of research is causal comparative using three independent variables and one dependent variable. The

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results of the influence between the variables studied will be explained in more depth so that this type of research is explanatory.

Location This research was carried out within the Air Force Operations Development Service at Cilangkap Headquarters, Jakarta and Air Force Air Bases. The selection of this research location is based on the field of human resources, especially serving flight crews in meeting the need for air traffic management and meteorological information. This will be achieved if the members of the Air Force Operations Development Service on duty have high motivation and discipline with good recruitment and have high performance responsibility for the programs and policies of the Head of the Air Force Operations Development Service.

The type of data used is quantitative data. Quantitative data is questionnaire data that is converted into numbers (Umar, 2003). In the process, the processing of data expressed in numbers or figures is then explained and interpreted in the description. The data used in this research are primary data and secondary data. Primary data was obtained from distributing questionnaires to respondents where the questions were first provided by the researcher. Meanwhile, secondary data used to support primary data is in the form of administrative data obtained from documents at the Air Force Operations Development Service. The dependent variable used in this research is Member Performance (Y). Meanwhile, the independent variables are Motivation (X1), Work Discipline (X2), and Recruitment (X3).

The method for analyzing data in this research is that if all the data has been collected in its entirety, it will then be analyzed using an appropriate and easy to understand method with the aim that the raw data collected is meaningful and meaningful in order to answer existing problems. Basically, the data in question can be analyzed quantitatively using statistical models in the SPSS (Statistical Program for Social Science) computer program version 25.0.

Descriptive analysis aims to describe or provide an overview of the phenomenon being studied through sample data as it is without making conclusions that apply to the general public Ghozali (2007). Descriptive analysis is used to provide descriptions of the variables analyzed based on the scores of respondents' answers to the distributed questionnaires. In this case, the mode value and the average score value are used so that the category of each variable can be identified.

### **III. RESULTS AND DISCUSSION**

Disbangopsau members' motivation is measured by 5 indicators, namely physical needs, security needs, social needs, esteem needs and actualization needs. For indicators of physical needs, most respondents tend to strongly agree that the basic salary received is sufficient to support themselves and their families. This shows that Disbangopsau members receive sufficient salaries. For the safety need indicator, namely protection at work regulated by regulations, it was shown that most respondents tended to agree with choosing the statement that protection at work was regulated by regulations, work equipment and safety benefits. For the social needs indicator, namely the relationship between superiors and subordinates, it is shown that most respondents tend to agree with the statement that the relationship between superiors and subordinates can be well developed and mutually respectful. For the indicator of the need for appreciation, namely appreciating work performance, it was shown that most respondents tended to agree with choosing statements about appreciating work performance and work creativity. For the actualization needs indicator, namely attending training and training, it was shown that most respondents tended to agree with the statement that every member has the opportunity to take part in education and training. The results of the analysis of descriptions of motivation found that the motivation of Disbangopsau members influences member performance, so member motivation is needed.

The work discipline of Disbangopsau members is measured by 3 indicators, namely obeying time rules, obeying organizational regulations and obeying rules of behavior at work. For indicators of compliance with time regulations, namely punctuality of working hours, it was shown that most respondents tended to strongly agree with Disbangopsau members' statements about the accuracy of members' working hours. For indicators of compliance with organizational regulations, namely working conditions are quite harmonious and always in accordance with work procedures, it is shown that most respondents tend to strongly agree and agree with choosing the statement that working conditions are quite harmonious and always in accordance with work procedures. For indicators of compliance with the rules of behavior at work, namely members carrying out work in accordance with their position, it is shown that most respondents tend to strongly agree with the statement that members carry out work in accordance with their duties and responsibilities. The results of the analysis of descriptions of work discipline found that work discipline influenced the performance of Disbangopsau members.

Recruitment of Disbangopsau members is measured by 3 indicators, namely timeliness, effectiveness and independence. For the punctuality indicator, namely the recruitment process according to schedule, it is shown that most respondents tend to agree with the statement that the recruitment process for prospective Disbangopsau members is carried out without any

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complications. For the effectiveness indicator, namely the implementation of recruitment, it is shown that most respondents tend to agree with the statement that the member recruitment process can be completed smoothly, effectively and efficiently. For the indicator of independence, namely helping with recruitment, it was shown that most respondents tended to agree with the statement of having the initiative to help in accordance with the tasks assigned to recruit prospective Disbangopsau members. The results of the analysis of the description of recruitment found that the recruitment of Disbangopsau members influenced the performance of members who would become more active in their duties.

The performance of Disbangopsau members is measured by 5 indicators, namely work quality, work quantity, responsibility, cooperation and initiative. For the quality of work indicator, namely being able to maximize abilities at work, it was shown that most respondents tended to agree that members were able to maximize abilities at work at Disbangopsau. For the quantity of work indicator, namely being able to work according to procedures, it was shown that most respondents tended to agree with the statement that members were able to work according to procedures set by Disbangopsau. For the responsibility indicator, namely that it has become my responsibility to complete the work, it is shown that most respondents tend to agree with the statement that it is my responsibility to complete the work. For the cooperation indicator, namely having a good cooperative relationship with colleagues, it was shown that most respondents tended to agree with the statement that members had a good cooperative relationship with colleagues at Disbangopsau Headquarters Cilangkap Jakarta. For the initiative indicator, namely always working independently and automatically, it was shown that most respondents tended to agree in choosing the statement that members always work independently and automatically without supervision. The results of the analysis of descriptions of performance found that the performance of Disbangopsau members was able to complete work on time in accordance with the targets and provisions imposed. Member performance at Disbangopsau is measured on quality of work, quantity of work, responsibility, cooperation and initiative. The results of the analysis of descriptions of performance found that the performance of Disbangopsau members was able to complete work on time in accordance with the targets and provisions imposed.

Maslow identified five levels in the hierarchy of needs, because Maslow did not mean that his hierarchy of needs could be applied to work motivation, so Douglas Mc Gregor in his book *The Human Side of Enterprise*, Maslow's theory of the hierarchy of needs can be applied in the satisfaction model of work motivation. According to respondents' perceptions, it was found that member motivation can influence performance. The results of the analysis of the description of motivation found that the motivation of Disbangopsau members influences member performance, so it is necessary to resolve motivation with fellow members. The research results are similar to Ina's (2019) research regarding the influence of work motivation and discipline on the performance of PDAM Tirtanadi members, Tuasan Medan branch, showing simultaneously that there is a positive and significant influence simultaneously between work motivation and work discipline on member performance. The research results show a positive and significant joint influence between work motivation and work discipline on member performance.

According to (Vadlamannati et al., 2020), they explain the dimensions of work discipline regarding the rules of what members in the organization can and cannot do. This research is measured by obeying time rules, obeying organizational regulations and obeying behavioral rules at work. According to Retno (2016), research results show that motivation and work discipline have a positive and significant effect on the performance of members at the South Sulawesi Provincial Education Office in Makasar City. The results of the analysis of descriptions of work discipline found that the work discipline of Disbangopsau members influenced members' performance so that they were not disturbed in their duties.

According to (Vaish & Hepach, 2019), namely: in terms of quality and quantity by a member in carrying out his duties in accordance with the responsibilities given by the organization which is based on spiritual, intelligence, emotional and intelligence in changing obstacles into opportunities as well as physical skills directed at utilizing available resources provided by the organization (organization). The results of the analysis of descriptions of recruitment found that the recruitment of Disbangopsau members influenced the performance of members who would be recruited at work.

From the research results, recruitment greatly influences member performance. As member recruitment increases, it can produce excellent performance. Some explanations regarding the results of this research compared with the results of previous research can be concluded that members who have the role and function of carrying out service work, especially service to the community, require quality, quantity, responsibility and member initiative in their duties. If everything is fulfilled then the opportunity to achieve good performance is realized.

### **IV. CONCLUSION**

Based on the objectives of the problem, the conclusion of this research is that work motivation received a good perception from members of the Disbangopsau Mabasau Cilangkap Jakarta, which was responded positively by respondents. The work discipline

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of members adheres to time regulations and it is found that punctuality of working hours can lead to work discipline. Recruitment of members can be found that punctuality, effectiveness and independence can improve member performance. The performance of Disbangopsau members was found to be of work quality and work quantity capable of completing work on time in accordance with the applicable rules and regulations.

The research results show that motivation, work discipline, and recruitment influence the performance of Disbangopsau members. Motivation, work discipline and recruitment in responding quickly to instructions have a positive impact on members' performance in completing work on time.

Member work motivation is the most dominant symptom measured and has the most influence on member performance. Thus, improving the performance of Disbangopsau members is greatly influenced by the quality of work, quantity of work and recruitment..

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