

The Influence of Intrinsic Motivation on The Work Ethic And Work Discipline of Employees At The Pekanbaru City Culture And Tourism Office.

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Article Information	Abstract
Article History: Received: March 2024 Accepted: March 2024 Published: April 2024	This research was conducted at the Culture and Tourism Office of Pekanbaru City, Tenayan Raya District, Pekanbaru, Riau, with the aim of investigating the influence of intrinsic motivation on work ethic, work ethic on work discipline, and intrinsic motivation on work discipline at the Pekanbaru City Culture and Tourism Office. The study population involved 33 people, with a sampling method using saturated techniques. Data is processed using Smart PLS 3.2.9. The results showed that intrinsic motivation has a positive and significant influence on work ethic, work ethic has an influence, but not significant, on work discipline, while intrinsic motivation has a positive and significant effect on work discipline.
Keywords: Intrinsic Motivation, Work Ethic, Work Discipline.	
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INTRODUCTION

Each agency uses human resource management to achieve its goals. HR management is a form of problem solving sourced from managers, employees, and workers. HRM helps achieve the vision and mission of the organization (Sinambela 2016). HR management is very important for agencies. The success of employees in achieving the best results is a form of success in managing HR Management. In service activities to tourism, employees are required to apply the nature of work discipline, which in carrying out their duties.

Work Discipline is a rule that is written and not written and if you violate it, sanctions will be given for mistakes (Khaeruman 2021). Discipline is very important in the world of work. The nature of work discipline does not arise directly but is obtained from proper education from each employee. Work discipline for employees must be supported by appropriate skills and salaries. Discipline for government agencies is very important to ensure employees carry

out their work well. Work discipline is very important in performing many activities in achieving better results.

Problems in the cultural and tourism office of Pekanbaru City itself are related to the lack of discipline in attendance, meeting activities, receiving orders and not maximizing in reporting work results on time. Work ethic is part of employee work behavior that encourages positive activities and improves better work quality. The problem of work ethic in the Pekanbaru City Culture and Tourism Office itself is caused by the lack of a strong foundation in carrying out duty obligations, a sense of responsibility, lack of work initiative, and morale that has not been optimal.

In addition, the work of employees is also influenced by intrinsic motivation. Intrinsic motivation is a self-drive. The problem of intrinsic motivation found is a lack of sense of responsibility, lack of effectiveness in improving skills and skill development in improving better work results. Based on the foundation of the problem, researchers want to know more deeply related to: "The Influence of Instinctive Motivation on Work Ethic and Work Discipline of Employees at the City Culture and Tourism Office Pekanbaru". The formulation of the problem in this research is Does intrinsic motivation passively affect work ethic and work discipline and intrinsic motivation for work discipline?. The purpose of this study is to see the relationship of intrinsic motivation to work ethic and work discipline and intrinsic motivation to work discipline

RESEARCH METHOD

This research was conducted in Pekanbaru disdudpar starting from August 8, 2023 to November 10, 2023. The study used 33 samples with saturated sample techniques. Quantitative approach method. Data processing using Smart PLS 3.2.9 software.

RESULTS AND DISCUSSION

Convergen Validity

Smart PLS uses outer loading to measure validity, where the required loading factor should exceed 0.70.

Table 1. Outer Loading

Indicator	Work Discipline	Work Ethic	Instinctive Motivation	Status
DK1	0,840			Valid
DK2	0,857			Valid
DK3	0,818			Valid
DK4	0,874			Valid
DK5	0,788			Valid

Indicator	Work Discipline	Work Ethic	Instinctive Motivation	Status
DK6	0,877			Valid
DK7	0,834			Valid
DK8	0,863			Valid
EK1		0,877		Valid
EK2		0,827		Valid
EK3		0,854		Valid
EK4		0,833		Valid
EK5		0,794		Valid
EK6		0,873		Valid
EK7		0,898		Valid
EK8		0,917		Valid
MI1			0,822	Valid
MI2			0,795	Valid
MI3			0,820	Valid
MI4			0,815	Valid

Source: Processed Data, 2023

By referring to Table 1, it can be concluded that the outer loading value exceeds the threshold of 0.70, signifying construct acceptance.

Discriminat Validity

Discriminant validity in Smart PLS can be evaluated through three aspects, namely Fornell-Larcker Criterion, cross loading, and heterotrait monotrait of correlations. The Fornell-Larcker Criterion test states that discriminant validity is satisfied when the Average Variance Extracted (AVE) is higher than the corresponding latent variable. Meanwhile, in cross loading, the indicator has a higher value on other constructs, which can be considered as an indication of a lack of discriminant validity.

Table 2. Cross Loading.

Indicator	Work Discipline	Work Ethic	Instinctive Motivation
DK1	0,840	0,394	0,280
DK2	0,857	0,421	0,388
DK3	0,818	0,554	0,324

Indicator	Work Discipline	Work Ethic	Instinctive Motivation
DK4	0,874	0,370	0,196
DK5	0,788	0,374	0,189
DK6	0,877	0,481	0,425
DK7	0,834	0,361	0,179
DK8	0,863	0,405	0,323
EK1	0,455	0,877	0,577
EK2	0,483	0,827	0,525
EK3	0,269	0,854	0,472
EK4	0,255	0,833	0,542
EK5	0,305	0,794	0,593
EK6	0,452	0,873	0,574
EK7	0,543	0,898	0,495
EK8	0,617	0,917	0,626
MI1	0,414	0,491	0,822
MI2	0,355	0,469	0,795
MI3	0,243	0,551	0,820
MI4	0,124	0,585	0,815

Source: Processed Data ,2023.

Table 2 shows that the cross loading value for one variable has exceeded the 0.50 limit.

Table 3. Average Variance Extracted (AVE)

Variable	Average Variance Extracted (AVE)
Work Discipline (Y2)	0,713
Work Ethic (Y1)	0,739
Motivation Instrinsik (X ₁)	0,661

Source: Data, 2023.

An Average Variance Extracted (AVE) value is considered valid if it exceeds the 0.5 limit.

Table 4. Fornell-Larcker Criterion.

Indicator	Work Discipline	Work Ethic	Instinctive Motivation
Work Discipline (Y2)	0,844		
Work Ethic (Y1)	0,509	0,860	
Instinctive Motivation (X ₁)	0,353	0,644	0,813

Source : Processed Data, 2023.

The Fornell-Larcker criterion is met when each construct has an average variance extracted (AVE) value that is greater than its correlation with other variables.

Table 5. Heterotrait Monotrait of Correlations (HTMT).

Indicator	Work Discipline	Work Ethic	Instinctive Motivation
Work Discipline (Y2)			
Work Ethic (Y1)	0,508		
Instinctive Motivation (X ₁)	0,389	0,723	

Source: Processed Data, 2023.

A multitrait-multimethod matrix is considered good if its value is less than 0.9.

Table 6. Composite Reability

Variable	Composite Reability
Work Discipline (Y2)	0,952
Work Ethic (Y1)	0,958
Instinctive Motivation (X ₁)	0,886

Source: Processed Data, 2023.

All variable composite reliability values are greater than 0.6.

Table 7. Cronbach's Alpha

Variable	Cronbach's Alpha
Work Discipline (Y2)	0,943
Work Ethic (Y1)	0,950
Instinctive Motivation (X ₁)	0,829

Source: Processed Data, 2023.

Cronbach's Alpha variable is more than 0.7, it indicates that the research variable qualifies reliability. Therefore, the overall variable can have a good degree of reliability.

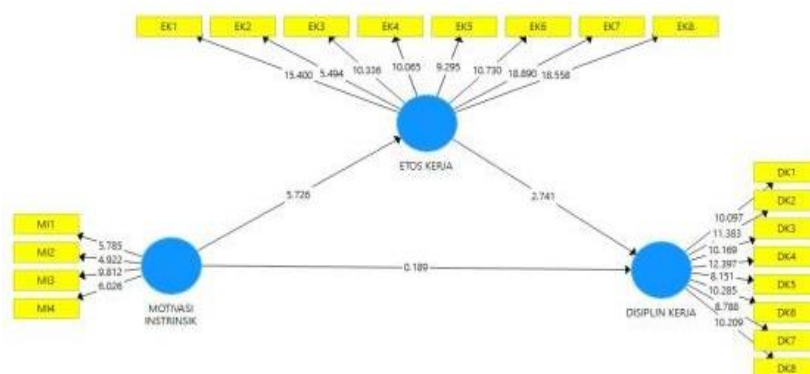


Figure 1. PLS Algorithm.
Source: Processed Data, 2023.

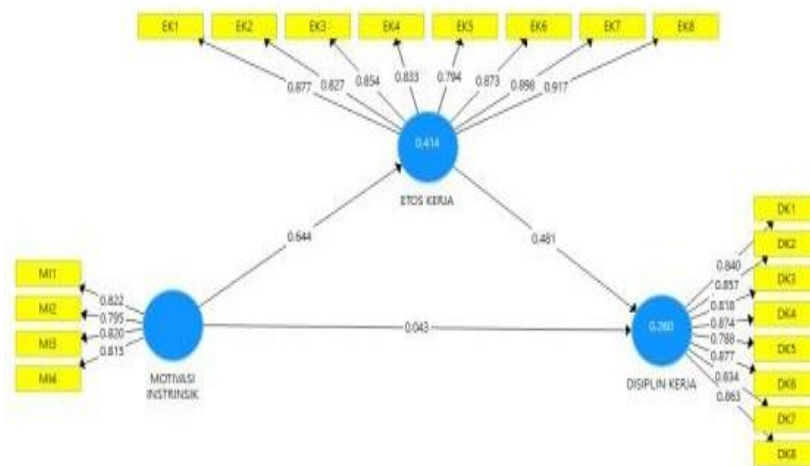


Figure 2. Bootstrapping
Source: Processed Data, 2023.

Evaluate the Inner Model.
Patch Coefficient.

The coefficient is used to evaluate how strong the relationship between the independent and dependent variables is, while the coefficient of determination (R-Square) is used to observe the variability of endogenous variables.

Table 7. R-Square.

Variable	R Square
Work Discipline(Y2)	0,260
Work Ethos (Y1)	0,414

Source: Data,2023.

A work discipline R-Square value of 0.260 signifies that 26.0% of the variation in work discipline can be explained by intrinsic motivation. Meanwhile, for the work ethic variable, the R-Square value was 0.414, which translates to 41.4% of the variation in work ethic explained by intrinsic motivation.

Q-Square

$$\begin{aligned}
 &= 1 - [1 - R21 \times (1 - R22)] \\
 &= 1 - (1 - 0,260) \times (1 - 0,414) \\
 &= 1 - (0,260 \times 0,414) \\
 &= 1 - 0,10764 = 0,8923
 \end{aligned}$$

A Q-Square of 0.8923 shows that the research model can explain the research data by 89.23%. The rest, about 10.77%, is explained by other factors not included in the model.

Table 8. T-Statistics , P-Values and T-Table

Hypothesis	Influence	T-Statistics	P-Values	T-Tabel	Information
H1	Instinctive Motivation → Work Ethic	5,726	0,000	1,960	Influential
H2	Work Ethic → Discipline Work	1,944	0,052	1,960	Influential But not significant
	Instinctive Motivation → Discipline Work	2,741	0,006	1,960	Influential

Source: Processed Data, 2023.

Hypothesis Test Results:

H1 : T-Statistics (5.726) > T-Table (1.960) Instinctive Motivation has an effect and is significant on Work Ethic.

H2 : T- Statistics (1,944) < T-Table (1,960) Work Ethic has an influence on Work Discipline, but it is not significant.

H3 : T- Statistics (2.741) > T-Table (1.960) Influential Instinctive Motivation and significant to Work Discipline

CONCLUSIONS AND SUGGESTIONS

Conclusion

1. Instinctive Motivation has a positive and significant effect on Work Ethic.
2. Work Ethic influences Work Discipline, but not significant.
3. Instinctive Motivation has a positive and significant effect on Work Discipline.

Suggestion

1. Implement an automated SOP-based employee performance tracking system to ensure the execution of tasks according to procedures. Support with regular training so that employees have a deep understanding of SOPs and can coordinate effectively with the leadership.
2. Apply measurable performance metrics to assess employee level of responsibility and efficiency in completing tasks.
3. Implement an integrated time management system to ensure optimal utilization of time. Provide performance-based incentives that can encourage employees to always be responsible. Develop a skills development program that focuses on improving employee work, including leadership training and task management.

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