



Motivation and Human Resource Development's Impact on Work Spirit

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ABSTRACT

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The Palopo City Trade Office, as a public agency that offers services to the community, must improve the quality of such services. The purpose of this research is to examine the link between employee morale, motivation, and human resource development. This is a quantitative study in which data will be collected using questionnaires and evaluated using SPSS. Employee morale was found to have a favorable and significant relationship with the variables of motivation and human resource development. Staff morale can be increased by expanding employee capacity in terms of abilities and knowledge earned via education and training, as well as increasing employee motivation from both within and outside the company.

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1. Introduction

Organizations must consider the best strategy for dealing with these changes as the times change and management paradigms shift rapidly, aided by increasingly fast technology. How to enhance motivation and human resource development (HRD) in an organization to boost employee morale is one technique.

Employees are less motivated in carrying out their duties, according to numerous results, which are influenced by several elements such as the work environment, the task itself, and leadership issues, causing employees to be less excited [9]. Other studies have discovered that motivation plays a vital role in enhancing employee morale, which is critical for businesses and organizations [20].

It is vital to have appropriate human resources to support these changes and increase internal strength within the organization. Organizations must also consider how to build their own resources in order to get optimal results in accomplishing organizational objectives. Human resource development, particularly human resource development, must be carried out to increase the abilities of employees through training, seminars, workshops, and anything else that might help human resources in the firm [8]. Human resource development programs are one way to meet the demand for talented, competent, and broad-minded human resources in their areas. It is intended that by executing the program, staff performance will improve, and with improved employee performance, optimal service will be provided.

Human resource development must be carefully planned in order to yield desirable and predictable results. Before beginning, undertake an analysis to determine the type and manner of development that employees require. The proper method should be chosen to ensure a seamless implementation. It is vital to analyze the implementation of human resource development in order to determine whether the outcomes gained are in agreement with the objectives. Employee training is one of the ways in which the firm develops its human resources.

Motivation and human resource development help the organization maintain a positive corporate culture so that employees feel valued and appreciated as a result of employee training and growth. Employee morale will improve as a result of the positive feelings that arise, allowing them to perform at their best for the company.



2. Method

This study is a sort of quantitative research that involves giving questionnaires to a group of employees and conducting a survey of them. This study was carried out at Palopo City's Trade Office. Employees of the Palopo City Trade Office made up the study's population. The sampling strategy utilized in this study was saturated sampling, in which all members of the population are sampled, hence the sample in this study consisted of all 130 employees of the Palopo City Trade Office. Using the SPSS statistical program, the analytical strategy employs the Multiple Linear Regression Analysis method. Researchers undertake correlation study to discover the degree of association between two or more variables without changing, adding, or manipulating data that already exists.

3. Result and Analysis

In the following table, the results of data processing using SPSS are shown

Table 1.
Result of Analysis Data

R	R Square	Adjusted R Square
,959 ^a	0,919	0,917

a. Predictors: (Constant), Motivation, HRD
b. Dependent Variable: WorkSpirit

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1706,852	2	853,426	466,408	,000 ^a
	Residual	150,042	82	1,83		
	Total	1856,894	84			

a. Predictors: (Constant), Motivation, HRD
b. Dependent Variable: WorkSpirit

Coefficients^a

Model		Unstandardized Coefficients	Standardized Coefficients		t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,92	1,534		0,357	0,722
	Motivation	0,797	0,083	0,352	8,535	0
	HRD	0,237	0,08	0,627	2,202	0,03

a. Dependent Variable: WorkSpirit

Source: Primary data processed, 2021

3.1 Result

Based on the table. 1 above, then the regression equation is obtained as follows:

$$\text{WorkSpirit} = 1.920 + 0.797 \text{ Motivation} + 0.237 \text{ HRD}$$

The value of the constant is 1.920, where the morale is 1.920, if the value of motivation and HRD as variables X are assumed constant or equal to zero, according to the regression equation above. The coefficient value for the motivation variable is 0.797, which means that a 1 point rise in motivation in the company will result in a 1 point improvement in morale, providing all other factors remain constant (other variables are constant). Furthermore, the HRD coefficient of 0.237 shows that a 1 point increase in HRD will result in a 1 point rise in morale, providing all other factors remain constant (other variables are constant). Table 1 shows that the p-value for the F test is 0.000 < 0.05, indicating that the regression model already passes the model fit criteria (goodness of fit).



The Adjusted R² value from statistical computations has a coefficient of determination of 0.917, or 91.7 percent. This means that the variation in the motivation variable may be explained by the variation in the motivation and HRD variables, with the remaining 8.3% impacted by factors outside of the study model.

a. Motivation and Work Spirit

The partial significance test (t-test) revealed that motivation has a positive and significant effect on work spirit, with a t-count value of 8.535 and a probability value (sig value) of 0.000. sig value. $0.000 < 0.05$, **so it can be concluded that motivation has a positive and significant effect on work spirit.**

Motivation can have a favorable impact on work morale, according to the results of a multiple linear regression analysis. This validates motivational elements as a collection of shared values that can link an organization to its personnel. This close link can drive employees to offer their all in terms of power and effort, resulting in a boost in workplace morale.

b. Human Resource and Work Spirit

The t count for HRD has a significance value of 2.202 and a probability value (sig value) of 0.030. HRD has a favorable and significant effect on work spirit, as evidenced by the p-value (sig.) of $0.030 < 0.05$. **so it can be concluded that HDR has a positive and significant effect on work spirit.**

HRD has a beneficial effect on work morale, according to the results of multiple linear regression analysis. Employee morale can be improved by improving employee abilities through training and education since they are more confident in carrying out their job tasks because they have the capacity and knowledge to do so. Employees with high morale are emotionally (affective), rational (normative), and want to work for a long time (continuous). These three elements motivate employees to work at their best.

3.2 Discussion

a. Motivation Impact on Work Spirit

The results of the data analysis revealed that the motivational variables had a positive and significant impact on the work spirit variable. This demonstrates that employee morale can improve when they are encouraged to work. Career growth, the educational system, and the leadership's attention to personnel in a business can all provide motivation.

Many studies [14]; [1]; [16]; [15]; [18] suggest that work motivation has an impact on work morale. Phytanza & Burhaein [15], for example, claim that motivated employees are more productive than non-motivated employees. Naziah et al [14] expressed the same thing, stating that the variables of incentives, motivation, and working environment have a substantial impact on morale in Indonesia. Work spirit, in addition to being influenced by work motivation, can have an impact on performance. Morale is derived etymologically from the English term morale, which implies fighting spirit [17]. Despite the fact that the term 'work spirit' is virtually often used in business and in people's lives in general, the concept of 'work spirit' remains a tough one to grasp.

b. Human Resource Development Impact on Work Spirit

Data analysis revealed that human resource development has an impact on morale. This indicates that when an employee's competence in the form of knowledge and expertise grows, he or she will become more confidence in performing his or her job, resulting in increased motivation to work. Employee morale is also influenced by the placement of the correct position in accordance with an employee's abilities and expertise. Employee human resource development can be achieved in a variety of ways, including through training, seminars, and offering knowledge to employees in order to boost employee confidence and morale.

Several more investigations have come to the same conclusion. [10]; [12]; [5]; [19]; [16] as a result, it is advised that businesses continue to invest in their human resources through training and education.

4. Conclusion

The following are some of the inferences that can be drawn from the study's findings:

- a. Employee morale is influenced by motivation; motivation that originates within employees is the consequence of processes or impulses obtained from the outside or from individual employees.
- b. Staff morale is influenced by the development of human resources; the development of employee competencies can also lead to employee trust and morale. Employees' ability and knowledge can be improved through training and education, allowing them to be more confident and enthusiastic about their profession.



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