

## ANALYSIS OF EMPLOYEE WORK MOTIVATION IN THE SCOPE OF TANRALILI SUBDISTRICT GOVERNMENT, MAROS REGENCY

**Asrin Tandi**

Universitas Kristen Indonesia Paulus, Indonesia

Email: [asrintandi@ukipaulus.ac.id](mailto:asrintandi@ukipaulus.ac.id)

### ABSTRACT

*This research aims to analyze employee work motivation, focusing on physiological, safety, social, esteem, and self-actualization needs within Tanralili Subdistrict Government, Maros Regency. The study utilizes a qualitative descriptive analysis approach, collecting data from primary and secondary sources through observation, informant interviews, and documentation. Data analysis involves qualitative descriptive analysis, comprising data collection, reduction, presentation, and conclusion drawing. Findings reveal that employee motivation stems from their work activities in providing administrative services. Motivation efforts aim to enhance performance, with Maslow's hierarchy of needs theory guiding motivation strategies, including: a) Addressing physiological needs through break time provision, position-based allowances, and incentives. b) Implementing safety needs via standard facilities, tools, and health benefits. c) Fulfilling social needs through community service, fostering employee relationships, and promoting positive community interactions. d) Realizing esteem needs through attention, recognition, and timely appreciation. e) Achieving self-actualization needs through study leaves, skill enhancement, and technology mastery opportunities. These strategies contribute to improved employee performance, emphasizing the importance of motivation in organizational effectiveness.*

**KEYWORDS** Motivation, Performance and Employees



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### INTRODUCTION

The government has established various rules and policies to serve as a legal basis for actions and conduct in order to avoid negative impacts in the workplace. In Law No. 43 of 1999 concerning Civil Service Regulations and Procedures for Managing the Salaries of Civil Servants at the Central and Regional Levels, it is

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stated that civil servants are servants of the state and public servants. Based on this legal basis, every civil servant strives to perform their duties and functions well in order to realize a clean and authoritative government. Specifically, within the scope of the Tanralili Subdistrict Government in Maros Regency, it is evident that this institution has its main tasks and functions, which involve providing good services to the community in line with the organization's vision, mission, and goals, according to the strategies and policies applied in the institution.

The results of observations and surveys conducted by the researcher within the Tanralili Subdistrict Government in Maros Regency indicate that the policy of providing motivation by the leadership to its subordinates in the execution of their duties and functions has not been implemented optimally to enhance the work motivation of its employees. In any institution, work motivation is crucial to implement and enhance because, without it, complaints, suggestions, and various criticisms about the leadership's policies may arise, hindering the smooth execution of daily work activities. The core of the concerns expressed by employees in facing their daily work activities is the lack of motivation based on the hierarchy of needs. Hierarchy of needs motivation is essential for every individual in facing their daily work activities (Amni, 2023; I. I. Anggraini, 2023; Berliana & Martini, 2023).

Motivational needs related to a sense of comfort and safety have not received attention, particularly when faced with a very high level of work risk, using electronic tools and equipment that can jeopardize health and occupational safety. For example, the need for a sense of safety involves the availability of work tools, a pleasant working environment, and conditions free from unexpected events. Information obtained by the researcher at the research site indicates that every employee wants their need for appreciation for the work done to be fulfilled as motivation in providing services, such as recognition, praise, awards, and respect for what has been achieved in achieving organizational goals, serving as a form of power, ego, job promotion, and status symbol. Additionally, employees desire the fulfillment of their self-actualization needs. For instance, self-actualization is demonstrated by employees' desire to improve their competence, advance their career and education, acquire new skills, actualize work experience, and master work technology. These forms of self-actualization are applied in completing challenging assignments, engaging in creative work, and developing work skills.

This research focuses on the analysis of work motivation factors for employees based on Maslow's hierarchy of needs, ranging from the lowest to the highest needs, including physiological needs, security and safety needs, social needs, needs for recognition, and the need for self-actualization. These factors significantly influence individuals to be motivated in carrying out their daily work activities to achieve organizational goals (Robbins, 2001:210). The goal of this research is to analyze employee work motivation, which consists of fulfilling physiological needs, security and safety needs, social needs, needs for recognition, and self-actualization needs within the Tanralili Subdistrict Government in Maros Regency.

### **Literature Review**

Motivation, according to the Indonesian Dictionary (1995:665), is the drive that arises within a person, whether consciously or unconsciously, to perform an

action with a specific purpose. The term "motivation" is derived from "mover," meaning "impetus or driving force." This concept is particularly relevant in the context of human interaction, especially in relation to subordinates or followers. The focus of motivation is on how to stimulate the work enthusiasm of subordinates so that they willingly work diligently, utilizing all their abilities and skills to achieve organizational goals.

Robbins (1999:50) formulates motivation as the willingness to exert high effort to achieve organizational goals, influenced by the ability and effort to meet individual needs in line with the results achieved. Motivational theories are generally divided into need-based approaches, such as Maslow's theory, further developed by Alderfer, McClelland, and Herzberg. Kertonegoro (1994) asserts that human needs never cease, and the satisfaction of one need can trigger the emergence of other needs, driving the motivation process continuously.

Maslow presents the concept that fulfilled needs will lead to the emergence of the next need, which becomes dominant after the previous need is satisfied. Handoko (2004:76) identifies three specific conditions that trigger motivation: when someone starts a new job, begins a new task, or when a worker's enthusiasm declines. Motivation will not arise without the existence of needs or satisfaction. McClelland highlights three primary motivations: Achievement (need for achievement), Power (need for power), and Affiliation (need for affiliation). Achievement motivates continuous improvement, Power motivates influence over others, while Affiliation emphasizes the desire to interact and join with others.

Siagian (2002:102) defines motivation as the drive to contribute as much as possible for the organization's success. Maslow's view states that the concept of hierarchy of needs consists of two fundamental principles: human needs are arranged in a hierarchy, and a satisfied need will cease to be the primary motivator of behavior. Martoyo (1992:95) notes that physiological needs motivation involves incentives and compensation to fulfill the basic needs of individuals or their families. The fulfillment of physiological needs is given significant emphasis in policies aimed at increasing income and individual welfare. The need for safety, according to Sastrohadiwiryo (2001:25), creates a safe working condition for every employee. Assurance of safety and security, as expressed by Jack (2003:69), is necessary for work activities to be enjoyed effectively. Social needs emphasize the importance of interaction between leaders, subordinates, and peers in achieving harmony, cohesion, and good communication in the workplace (Sanderson, 2003:187).

Motivation for physiological needs, as an application of motivational theory, involves providing incentives and compensation to fulfill basic needs (Indrawanto, 2000:19). The concept of self-actualization, developed by Kurtz (2004:10), asserts that self-actualization is a central motivation in individual work activities. Research by Rosali Andi Liong (2002) and Hariwa (2010) highlights the influence of factors such as well-being, education, training, compensation, motivation, work environment, and leadership on employee performance in the context of public service. This provides a brief overview of various perspectives and motivation theories that form the basis for understanding the factors influencing individual behavior and performance in an organizational context.

The factors of work motivation, directly or indirectly, become a necessity for every employee to desire and obtain motivation in facing work dynamics that demand the provision of the best service, as illustrated more clearly in the framework below:

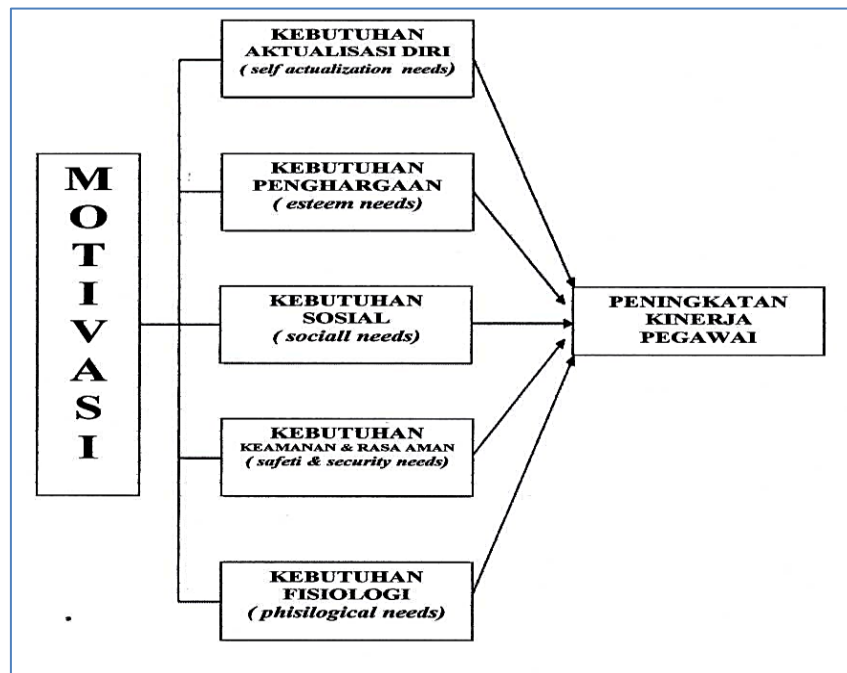


Figure 3. Frame of Mind

## RESEARCH METHOD

The type of research conducted is qualitative descriptive research. The purpose of this research is to comprehensively analyze the factors motivating employees within the scope of the Tanralili Subdistrict Government in Maros Regency. The research was conducted in Tanralili Subdistrict, Maros Regency, and the location was chosen to facilitate the researcher academically in obtaining both primary and secondary data through interviews with informants. The data collection methods used in this research are as follows:

1. **Observation:** Observation is a data collection technique based on direct observation related to the research method and objectives.

2. **Interviews:** Interviews are a data collection technique conducted directly through dialogue and asking a series of questions to obtain information from selected informants in gathering relevant information for the research to be conducted within the scope of the Tanralili Subdistrict Government in Maros Regency. Interviews were conducted with 5 (five) employees within the Tanralili Subdistrict Government in Maros Regency, who were chosen as informants:
  - Sub-district Secretary's Staff
  - Head of the Order and Public Safety Section
  - Head of the Social Welfare Section
  - Head of the Governance Section
  - Head of the Economic and Development Section
3. **Documentation:** Documentation is a data collection technique involving the recording of information from documents present at the research location.
4. **Data Analysis Technique:** Data analysis is carried out through the stages of data reduction, data presentation, and drawing conclusions. Data reduction is a process to sharpen, classify, direct, simplify, and eliminate unnecessary elements. Data presentation is the process of arranging and presenting information obtained from various sources of information, drawing conclusions from the research results obtained. In line with the descriptive nature of this research and the qualitative method used, primary data is presented narratively, supported by secondary data. Data analysis in this research is descriptive, meaning analyzing data by describing and interpreting the collected data.

## RESULT AND DISCUSSION

### Descriptive statistics and characteristics of respondents

#### *Descriptive respondents by gender*

Table 1. Descriptive respondents by gender

Gender	Frequency	Percentage
Male	12	40%
Female	18	60%
<b>Total</b>	<b>n = 30</b>	<b>n = 100%</b>

Tanralili District is one of sixteen (16) sub-districts in Maros Regency. This sub-district has a very important role in realizing the vision and mission of regional development that leads to nation building, because the sub-district is an institution that is in direct contact with the community. Tanralili District is a district that is quite strategic in supporting the general tasks of government for community development. The existence of human resources in this case civil servants within the scope of the Tanralili District Government, Maros Regency is as follows:

Table 2. Data on the Existence of Human Resources in the Scope of the Tanralili District Government, Maros Regency in 2023

<b>Human Resources</b>	<b>Number (People)</b>
<b>Gender</b>	
Male	20
Female	17
<b>Total</b>	<b>37</b>

*Source : Processed Data, 2023*

The organizational structure of the Tanralili Subdistrict Office of Maros Regency consists of the Sub-District, Sub-District Secretary, Government Section, Economic and Development Section, Public Peace and Order Section, Social Welfare Section, and Functional Position Group (Rohmah & Rahman, 2023).

### ***Officer Work Motivation***

The benchmark of a success in increasing work motivation can be seen from the achievement of the realization of work results from the set targets. Success in achieving realization is a manifestation that employees have tried to carry out their main duties and functions optimally, which is a community assessment for the institution in this case within the scope of the Tanralili District Government of Maros Regency, as well as a reference and guideline for leaders in seeing the *outcome* of providing work motivation to employees whether it has a positive / beneficial impact or a negative / unfavorable impact in order to provide encouragement, support and stimulation to employees to carry out their main duties and functions correctly and properly (Tikupadang & Tandi, 2022). The data on community service activities based on motivation factors within the scope of the Tanralili District Government of Maros Regency for five years (2018 - 2023) are as follows:

Data 3. Table of Community Service Activities Based on Employee Work Motivation Factors in the Government Scope of Tanralili District, Maros Regency (January - December 2023 (people))

<b>Number</b>	<b>Month</b>	<b>Information</b>
1	January	5
2	February	7
3	March	10
4	April	10
5	May	10
6	June	8
7	July	15
8	August	20
9	September	5
10	October	5

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11	November	6
12	December	4
<b>Total</b>		<b>104</b>

*Source : Processed Data, 2023*

Based on the table above, it can be seen that since January community services have been 5 people, which increased in February by 7 people. The increase continued in March to 10 people until in May the number remained at 10 people. While June decreased to 8 people. In July it increased to 15 people, and continued to increase to 20 people in August, the decrease occurred again in September to October to 5 people and in November there were 6 people until December experienced a decrease to 4 people. Forms of community service activities in the form of requests for services for the management of Identity Cards, Family Cards, Temporary Stay Certificates/domicile certificates, health service cards/health insurance, SKCK management cover letters (police record certificates), land management letters and other letters as an assessment of increasing employee work motivation.

The following is data on the realization of service administration costs based on employee motivation factors for community services obtained from budgeting service administration costs in the last one year, namely from January 2023 to December 2023, within the scope of the Tanralili District Government, Maros Regency. This is a measure to assess the success / performance of employees in carrying out their main duties and functions in accordance with the provision of work motivation in the Table below :

Table 4 Data on the Realization of Service Administration Costs Based on Employee Motivation Factors within the Tanralili District Government in Maros Regency in 2023 (in Rp.)

<b>Number</b>	<b>Month</b>	<b>Information (Rp)</b>
1	January	50.000
2	February	70.000
3	March	100.000
4	April	100.000
5	May	100.000
<b>6</b>	June	80.000
7	July	150.000
8	August	200.000
<b>9</b>	September	50.000
10	October	50.000
11	November	60.000
12	December	40.000
<b>Total</b>		<b>1.050.000</b>

Source: Data Processed 2023

According to the table above, it can be concluded that over the course of one year, the realization of administrative cost acquisition imposed on the community receiving services fluctuated every month. In January 2023, the realization was Rp. 50,000, then increased in February to Rp. 70,000. From March to May, it increased to Rp. 100,000, and a decrease occurred in June to Rp. 80,000. There was an increase again in July, reaching Rp. 150,000, and continued to rise in August, reaching Rp. 200,000. In September and October, there was a decrease to Rp. 50,000, in November it reached Rp. 60,000, until December it experienced a decrease to Rp. 40,000. Motivation needs to be enhanced to avoid gaps in carrying out work activities. This indicates that each employee, in performing their main duties and functions in providing services to the community, consistently receives motivation tailored to the policies of the leaders, serving as encouragement to remain committed to providing the best career service to the community, driving oneself to gain support in developing work achievements, and always doing things that stimulate creativity in carrying out good performance tasks. Therefore, motivating factors such as physiological needs, security, social needs, recognition, and self-actualization are crucial.

Results of interviews with informants, in this case, the Secretary of Tanralili Subdistrict, Maros Regency, about how motivation is provided to support work activities within the Tanralili Subdistrict, Maros Regency. Interviewed on July 7, 2023, he stated: "In my capacity as the Subdistrict Secretary within Tanralili Subdistrict, Maros Regency, from the perspective of public service, it has been carried out in accordance with its main duties and functions. So, what underlies the success of employee services is the need for very adequate work motivation, whether in terms of facilities and infrastructure, award-giving, participating in training, and so on, so that the harmonization between leaders and subordinates creates employee welfare."

The opinion of the informant above, according to the researcher's understanding, is that the success of a service activity to the community is inseparable from the leadership's policy that understands the importance of motivational elements to support, encourage, and stimulate employees to develop their potential from within and outside the employees themselves to carry out their main duties and functions by developing the best work achievements. This is supported by the theory of "achievement" proposed by McClelland in Handoko (2005:159), stating that every human being has the potential for achievement within them, so motivation is crucial. This means that the view on providing work motivation to every employee in an institution is essentially an effort to encourage, support, and stimulate each employee to carry out their main duties and functions well to produce outstanding work results. Therefore, the forms of motivation desired by employees are inseparable from meeting basic needs or meeting the hierarchy of employee needs, starting from the lowest needs, such as meeting physiological needs, security, social needs, recognition, up to the highest needs, which is self-actualization.

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**Work Motivation Factors for Employees within the Tanralili District Government, Maros Regency.**

*Fulfillment of physiological needs*

Meeting physiological needs that are commonly applied in an organization in the form of motivation to recover fatigue and fatigue from work activities, and meeting the needs of increasing income and welfare. Usually manifested in the form of providing food, beverages, providing incentives and health insurance during service activities. Food and beverage needs are usually provided on a daily basis, providing incentives adjusted to the level of work involvement.

Physiological needs as a factor in employee work motivation are essentially reflected in the fulfillment of monthly salary needs used by employees to meet the needs of eating, drinking, as an incentive for work outside of salary and get health insurance. The following secondary data on the acquisition of physiological needs calculated in rupiah based on employee position in the Table below:

Table 5. Data of Physiological Needs Fulfillment in the Form of Position Allowance (Rp.) per Month

Number	Department	Amaunt (Rp) PPh 15%	Amount Received
1	Camat	1.250.000	1.062.000
2	Sekretaris Camat	980.000	833.000
3	Lurah	540.000	. 459.000
4	Kepala Seksi	540.000	459.000

Source: Data Processed, 2023.

Based on the table above, it is known that the provision of job honor is differentiated based on positions, including the Sub-District Chief (Camat) with an allowance of Rp. 1,250,000, Secretary of the Sub-District Chief with Rp. 980,000, and Allowance for Village Heads and Section Heads amounting to Rp. 540,000. This reflects the fulfillment of the physiological needs desired by employees in providing services to the community, including satisfying hunger, thirst, incentive shortages, and maintaining optimal health guarantees in carrying out their duties. The specific allocation of honor/incentives is perceived by employees as motivation to work and improve income/well-being. In addition, employees, while performing their duties, require amenities such as readily available drinking water and various beverages to avoid dehydration during their routine service provision (Lambe & Tandi, 2021). Furthermore, employees aim to fulfill their physiological needs, including income levels and family well-being, with incentives aiding in overcoming financial difficulties. This illustrates that employees, fundamentally, work to fulfill their psychological needs, and these needs motivate them to improve their work motivation through the provision of allowances (A. D. Sipi & Tandi, 2021)(L. Anggraini et al., 2014; Ramadhani et al., 2014; Satria & Bobby, 2018; Savitri et al., 2015; A. D. S. Sipi & Tandi, 2021).

Employees, in providing public services, desire a neat appearance with attire that adds credibility to the service profession. The provision of work incentives, such as work attire, influences employees' motivation to provide the best service to the community. Uniforms boost employees' confidence, contributing to optimal service delivery. Beyond the regulated basic salary outlined in the Civil Service Law Number 43 of 1999, employees also require incentives as additional income to enhance their well-being and meet the needs of their families directly impacting their work motivation. In summary, the provision of work motivation by employees in meeting income and well-being needs, through the allocation of work allowances, covering meal and beverage allowances, work attire procurement costs, incentives, and occupational health service guarantees, significantly influences employee work motivation.

An interview with an informant, a staff member of the Secretary of the Tanralili Sub-District, Maros Regency, was conducted on July 7, 2023, regarding how the provision of physiological needs motivation supports work activities within the Tanralili Sub-District. The informant stated, "I strongly agree because these needs are the right of every individual/employee for the improvement of work quality. Therefore, with this motivation, good performance can be achieved by the employee himself." This opinion emphasizes that every individual, as a human being, desires the fulfillment of their physiological needs, especially those related to physiological requirements (food, beverages, incentives, and health guarantees). This is intended to enhance the quality of work, enabling employees to carry out their daily work activities optimally, demonstrating good work performance, leaving no reason for an employee not to give their best for the organization in achieving its targets and objectives. This is supported by the theory of "Basic Needs" introduced by Filipop Wales, as cited in Mahendra (2005), which emphasizes the psychological needs to maintain basic survival activities. This correlates with Maslow's hierarchy of needs theory introduced by Handoko (2005), where one of the aspects is the theory of fulfilling psychological needs.

#### ***Meeting the Need for Security***

Work dynamics that increasingly demand excellent service for administrative service activities at the sub-district office, employees within the Tanralili District Government of Maros Regency strive to meet these demands by continuing to improve service delivery to achieve optimal work realization, especially the realization of achieving service targets that increase in accordance with the number of people served. Therefore, without ignoring the work risks, every employee wants to be met with the demands of security needs, a sense of security at work, especially avoiding the risk of using work tools, the risk of the availability of standard work equipment, the availability of Occupational Safety and Health (K3) guarantees to anticipate accidents / excidences and injuries, providing certainty of uninterrupted work guarantees and away from noise in carrying out activities work. Efforts to minimize work risk are something needed by employees to remain comfortable in

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carrying out their main duties and functions so that they can obtain maximum results, for that it is necessary to need security and a sense of security in increasing work motivation.

The following inventory of tools, work equipment and other facilities to realize the fulfillment of motivational needs in providing work services is shown in the following table:

Table 6. Employee Work Inventory Data within the Tanralili District Government, Maros Regency in 2023

No	Motivasi Kebutuhan Sosial	Jlh	No	Motivasi Kebutuhan Sosial	Jlh
1	Meja	35 bh	11	Lemari Arsip	10 bh
2	Filling Cabinet	6 bh	12	Printer	3 bh
3	Brangkas	-	13	TV 17”inchi	2 bh
4	Mesin Ketik	2 bh	14	Kamera Digital	2 bh
5	Komputer	3 bh	15	Mesin Rumput Gendong	3 bh
6	Aksesoris Gbr Kantor	2 bh	16	Telepon	2 bh
7	Air Conditioning	1 bh	17	Tabung Gas + kompor	1 bh
8	Kipas Angin	2 bh	18	Motor	5 Unit
9	Kursi Tamu	2 Set	19	Mobil	1 Unit
10	Kursi Rapat	70 bh	20	Alat Pembersih Ruangan	5 Set

Sumber : Data Diolah, 2023

Data regarding work inventory, such as tools, work equipment, and other facilities, are tools used by employees in providing services to the public. These tools and equipment are utilized to facilitate, streamline, and expedite the procedural mechanisms of services. It is essential to maintain them to avoid risks and job disruptions that could compromise the sense of security at work, leading to work-related stress, fatigue, exhaustion, and psychological and psychic disturbances for employees performing their core duties and functions to provide the best services to the community. Based on this, employees request assurance of a safe working environment as a manifestation of fulfilling the increased work motivation due to the establishment of security at work from the risks of disruptions and damages to tools and work equipment. The tangible reality experienced by employees in delivering services to the public is the frequent occurrence of work-related risks that disturb employees in performing their core duties and functions. These risks typically involve the level of damage to tools, equipment, automated work tools, or transportation vehicles.

The results of an interview with an informant, the Head of the Public Order and Safety Section, regarding how the provision of motivation for security and a sense of safety (safety and security needs) supports work activities within the Tanralili Sub-District of Maros Regency were obtained on July 8, 2023. The informant

stated, "In carrying out our duties and functions to be done well and maximally, in order to maintain security and a sense of safety, it needs to be supported by facilities and infrastructure, such as facilities for personnel of the Public Order Police unit, including support for two-wheeled vehicles, communication tools, and other needed facilities." Analyzing the informant's statement, according to the researcher, the provision of work motivation in the form of fulfilling the need for a sense of safety for employees in performing their core duties and functions needs to enhance motivation provision. Various work-related obstacles, disruptions, or risks, whether direct or indirect, intentional or unintentional, sometimes create a feeling of insecurity for employees at work. For instance, if employees experience work disturbances or risks resulting in physical, mental, and psychological injuries in their daily activities. Therefore, it is crucial to ensure that the use of tools, equipment, and work automation is safe in operation to boost employee work motivation. The theory supporting the importance of fulfilling a sense of safety at work to enhance employee work motivation is the "feasibility" theory introduced by Thuram, as cited in Margono (2005:29), stating that every assurance of safety at work, if the elements determining a work implementation are suitable for use, is crucial.

#### ***Fulfillment of Social Needs***

Employees, as social beings and part of the Tanralili Sub-District Government Department in Maros Regency, require the fulfillment of social needs to enhance their work motivation in providing services to the community. The desired form of fulfilling social needs to boost work motivation for providing the best services to the community includes creating harmony among employees through various levels of social interaction, fostering solid teamwork in developing work implementation, establishing effective communication in various social interactions to perform core duties and functions effectively, and consistently cultivating a high level of work solidarity.

Secondary data supporting the fulfillment of social needs to enhance employee work motivation in providing services to the community, as implemented by the Tanralili Sub-District Government Department in Maros Regency, includes efforts to create work harmony through consolidation meetings, coordination, meetings, and seminars discussing organizational and employee development.

Motivation for social needs applied to employees for work harmony is implemented through consolidation meetings, coordination, meetings, and seminars. Cooperation is carried out through individual, teamwork, and collectivity efforts conducted daily, twice a week, and three times a month. Communication is a procedural mechanism and administrative prerequisite for services, while work solidarity is expressed through togetherness, integrity, and orientation, performed daily. The applied work harmony includes consolidation meetings between leaders and subordinates, coordination, meetings, and seminars conducted an average of 12 times in a year. Cooperation between individuals, teamwork, and collectivity is done once a week. Communication, as part of fulfilling work motivation needs, is carried out

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daily and is related to communication in work mechanisms, procedures, and administrative service requirements. This indicates that the evolving dynamics of employees in the Tanralili Sub-District Government Department are dynamic, where each employee is required to have social interactions to motivate them in enhancing work motivation. Commonly applied forms of social interaction include proactive work communication, harmonious collaboration among employees, continual development of mutual assistance attitudes in completing tasks, and actions of mutual respect (greetings) that directly influence employee work motivation. The existence of social interaction based on proactive communication actions will have a positive impact on accessing information and data relevant to the development of an organization. Work motivation in social interaction, such as mutual assistance actions, will influence employee work motivation. Similarly, providing work motivation in social interaction changes the development of behaviors of mutual respect. To maintain social interaction, understanding and awareness of the importance of mutual respect among employees within the Tanralili Sub-District Government Department are needed. Forms of mutual respect can be reflected in habits of greetings or actions that honor or regard older employees as a form of respect. Forms of motivational social interaction that mutually respect each other influence employee work motivation.

The above descriptions explain that motivation in work interaction has an impact on employee work motivation, where social interactions developed by employees are adjusted based on the level of communication, cooperation, mutual assistance, and mutual respect to achieve organizational goals based on tangible forms of work motivation produced by employees.

The results of an interview with an informant, the Head of the Social Welfare Section, regarding the provision of motivation for social needs in supporting work activities within the Tanralili Sub-District of Maros Regency, were obtained on July 9, 2023. The informant stated, "Motivation for social needs in supporting work activities is the necessity of good cooperation, mutual support in carrying out work activities, avoiding blaming each other, and being patient in socializing with colleagues both inside and outside the office or avoiding the AIDS disease (Arrogance, Envy, Grudge, and Sentiment)." The informant's response to fulfilling social needs to enhance work motivation, from the researcher's perspective, is something that needs to be encouraged by leaders, heads of departments, sections, and work units both individually, as work units, teamwork, and work collectives to develop social interactions as a fulfillment of work motivation needs that require the implementation of harmonious work activities, integrated cooperation, the development of effective communication in the implementation of work mechanisms and administrative service requirements, and the cultivation of solidarity in togetherness, integration, and goal orientation.

Based on the above description, supported by the "Partner" theory, introduced by Harzet William in Santoso (2005), which states that the highest assessment of social interaction is the realization of a partner. A partner in human resource

development is a combination of work communication activities, cooperation, mutual assistance, and mutual respect to achieve organizational goals. This theory is related to Maslow's theory in Handoko (2005) regarding social needs. It is stated that every human need requires social interaction, also known as bilateral relationships, to develop interests, goals, and collaborative actions and work solidarity to achieve common goals.

#### ***Meeting Award Needs***

Every employee in carrying out his work activities in accordance with his main duties and functions requires a motivation from outside the employee, including in this case every employee needs a form of motivation in the form of appreciation, both in the form of praise and recognition which is an appreciation of the appreciation of activities, creativity, work results and morale in achieving a goal of service activities carried out by employees so that fulfilled realization of the set targets.

The following data shows that the awarding motivation has been applied to the Tanralili District Government Scope, Maros Regency. The form of motivation for giving awards given to employees in 2023, according to the table as follows :

Table 7. Data on the Form of Motivation for Appreciation to Employees within the Tanralili District Government Scope, Maros Regency in 2023

No	Motivasi	Jumlah (Orang)	Keterangan
	<b>Penghargaan</b>		
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	<b>Pujian</b>		
	- Individu	<b>1</b>	Pegawai Teladan
	- Unit kerja	<b>1</b>	Potensial
	- Kenaikan	<b>4</b>	Naik Pangkat
	Pangkat		
<b>2</b>	<b>Pengakuan</b>		
	- Sertifikat	<b>1</b>	Diklat Struktural
	- Lencana	-	Instansi
	- PIN	-	Instansi

*Sumber: Data Diolah, 2023*

The table above shows that the form of reward motivation for employees in the Tanralili Sub-District Government Department in Maros Regency consists of praise and recognition. Praise is given to individual employees, with one employee recognized as an exemplary employee, and praise for the work unit is given to one person who has developed the potential of the work unit in providing the best service to the community. Promotion for employees is granted to four individuals who have qualifications for structural and functional rank promotions. Furthermore, the provision of work motivation in the form of recognition is manifested in certificates, badges, and pins. One employee receives a certificate for completing structural Analysis of Employee Work Motivation In The Scope of Tanralili Sub-district Government, Maros Regency

training. This indicates that every organization strives to provide work motivation to each employee, both individually and collectively, to determine work motivation. The enhancement of work motivation can be achieved through promotion activities. Job promotion is the highest form of assessment of attitudes and work behavior appreciated by employees through recognition. Forms of job promotion that employees can receive are developed based on the level of appreciation for the promotion received, whether in the form of praise, rank promotion, awards, and job mutation to a better workplace. The provision of job promotion motivates employees in the Tanralili Sub-District Government Department in Maros. Developing a job award that an employee receives essentially represents praise, as every person develops their actions requiring recognition/praise. Recognition becomes a motivation for them to always perform their core duties and functions optimally to receive appreciation, whether from leaders, peers, or others who acknowledge their presence and contribute to career advancement through job promotions, experiencing a promotion in the form of praise/recognition is a motivational factor that influences employee work motivation.

The results of an interview with an informant, the Head of the Governance Section, regarding the provision of motivation for the need for recognition (esteem needs) to support work activities within the Tanralili Sub-District of Maros Regency, were obtained on July 10, 2023. The informant stated, "As the Head of the Governance Section in Tanralili Sub-District, Maros Regency, in carrying out my duties and functions, I always provide motivation and enthusiasm and recognition to every staff member so that they can consistently carry out their tasks and provide services to the community, especially in delivering services to the community." The opinion expressed by the informant above, according to the researcher's assessment, is a high appreciation for acknowledging employees for performing their core duties and functions well, especially in providing services to the community. With recognition in the form of praise and acknowledgment, employees will be motivated to continuously challenge themselves and receive external encouragement to continually provide the best administrative services to the community, which is inseparable from the improvement of work motivation (Pride Lambe & Tandi, 2021). This description is supported by the "Position" theory proposed by Tonra in Nasrullah (2006), stating that success in achieving a position is due to the importance of the "position." This position motivates individuals to receive the expected recognition (esteem). Additionally, the theory introduced by Maslow in Handoko (2005) also states that every human needs recognition to ensure the realization of motivation for progress and development in facing the dynamics of life.

#### ***Fulfillment of Self-Actualization Needs***

Providing self-actualization needs in increasing employee motivation is one of the efforts applied by an agency in encouraging, supporting and stimulating employees to always achieve success in carrying out their main duties and functions properly. The form of self-actualization needs in increasing employee work motivation, especially within the scope of the Tanralili District Government of

Maros Regency, is applied in the form of providing competencies, opportunities to follow higher education levels, improving work skills, developing work experience, and mastering technology. Forms of self-actualization developed by employees are principally to provide work motivation to employees in the face of work dynamics that always require employees to be able to actualize themselves at work.

Within the scope of the Tanralili District Government of Maros Regency, various ways and efforts have been implemented to improve employee performance. Efforts to improve employee performance are given in the form of self-actualization motivation in the form of efforts to improve education, improve skills and debriefing in mastering technology used in supporting daily work activities related to work units in each field / staff according to their respective functions (Palayukan & Tandi, 2023). The following data supports employee self-actualization in increasing work motivation in the form of increasing education, skills, and mastery of technology as follows:

Table 8. Data on the form of employee self-actualization motivation within the scope of the government of Tanralili District, Maros Regency in 2023

<b>No</b>	<b>Motivasi Penghargaan</b>	<b>Jumlah (Orang)</b>
<b>1</b>	<b>2</b>	<b>3</b>
<b>1</b>	<b>Pendidikan</b>	
	- Izin belajar	9
<b>2</b>	<b>Keterampilan</b>	
	- Diklat PIMIV	1
	- SPAMA	-
<b>3</b>	<b>Penguasaan Teknologi</b>	
	- SIAK	-
	- Komputer/Laptop	10
	- Telepon	1
	- Printer	2
	- Kamera	1

Source: Data Processed 2023

The table above indicates that every employee in an institution needs self-actualization as a form of the required motivation to carry out their core duties and functions, especially in providing administrative services to the community (Darlin et al., 2021). Thus, each employee requires self-actualization by obtaining promotions in structural and functional positions, educational opportunities to higher levels through study permits, skill enhancement through structural, functional, and technical training, as well as the development of technological proficiency through various technology applications offered to employees according to the needs of their work units (Tandi, 2021).



The results of the interview with the informant, in this case, the Head of the Economic and Development Section, regarding the provision of motivation for self-actualization needs to support work activities within the Tanralili Sub-District of Maros Regency, were obtained on July 12, 2023. The informant stated, "As the Head of the Econ and Development Section, I try to propose several considerations to the leadership in providing work motivation to employees, including encouraging them to pursue higher education at the undergraduate (S1) and postgraduate (S2) levels through study permits/educational leave; attending structural training; participating in relevant training according to their duties and functions, and paying attention to the welfare of employees."

The informant's opinion above, according to the researcher's analysis, indicates that an institution requires employees with sufficient or advanced capabilities to perform their core duties and functions, supported by the provision of work motivation. Specifically, in providing motivation that has prospects and work-oriented orientation, encouraging each employee to develop their self-actualization for the sake of delivering excellent service. The manifestation of self-actualization motivation commonly applied in the Tanralili Sub-District Government Department in Maros is in the form of opportunities for employees to receive competency motivation through job promotions, self-development opportunities through education levels, skills, and work experience, as well as in mastering technology.

The theory supporting the provision of work motivation in the form of self-actualization is the "Expectancy" theory proposed by Vroom in Handoko (2005:421). It states that to actualize oneself well, every individual needs many expectations as motivation to enhance their potential and self-development. The manifestation of this potential and self-development includes providing competency, opportunities for further education, skills enhancement, work experience, and mastery of technology required to increase employee work motivation. Referring to the descriptive research, the description of work motivation consisting of self-actualization needs, recognition, social needs, safety, and physiological needs, as shown from the interview results with the informant, the researcher's opinion on the informant's response, and the supporting theory, leads to a limitation related to the provision of work motivation for employees in the Tanralili Sub-District Government Department in Maros in providing services to the community, distinguishing three different needs fulfillment:

1. For policymakers, in this case, leaders and heads of departments generally require the provision of work motivation in the form of self-actualization and recognition needs.
2. For policy controllers, in this case, sub-departments and subsections generally require the provision of work motivation in the form of social needs and safety in the workplace.
3. For policy implementers, in this case, staff generally require the provision of work motivation in the form of physiological needs that can be directly

enjoyed, serving as motivation to restore energy, please the mind, and alleviate economic burdens.

These three prioritized limitations in providing work motivation to employees in an institution will undoubtedly differ based on the working conditions and dynamics faced by an organization. The more an organization advances and develops, the more demands for work motivation at the top level are eager to be fulfilled, assuming that the demands for work motivation at the lower levels have been firmly addressed by the organization.

## CONCLUSION

Based on the analysis of employee work motivation factors within the scope of the Tanralili Subdistrict in Maros Regency, several conclusions can be drawn. First, employee work motivation is based on the achievement of work activities in providing administrative services to the community. The provision of motivation aims to encourage, support, and stimulate employees to perform their duties well, resulting in improved performance. Second, the provision of motivation is implemented based on Maslow's hierarchy of needs theory. Physiological needs are met through mealtime and job allowance. The need for security is realized by providing standard work facilities and safety assurances. Social needs are fulfilled through the best service to the community and good relationships among employees. The need for recognition is met by giving attention, acknowledgment, and praise, including certificates of appreciation and timely promotions. Finally, the need for self-actualization is realized by providing opportunities for potential development, such as study leave, functional training, and skill development through relevant technology within the work unit.

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