

**PERBEDAAN MOTIVASI KERJA DITINJAU DARI JENIS KELAMIN  
DAN MASA KERJA PADA APARATUR SIPIL NEGARA BADAN  
PENANGGULANGAN BENCANA DAERAH PEMERINTAH PROVINSI  
SUMATERA UTARA**

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**OLEH:**

**NADILA PUTRI SUPRAPTO**

**158600284**



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UNIVERSITAS MEDAN AREA  
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## **DIFFERENCES IN WORK MOTIVATION IN TERM OF GENDER AND WORKING TIME ON CIVIL STATE PERSONNEL BPBD PEMPROVSU**

**Author:**

**Nadila Putri Suprpto**

**Npm:**

**15.860.0284**

### **ABSTRACT**

This study aims to determine the differences in work motivation among civil servants at the BPBD PROVSU office, male and female, and the length of service of the employees. The research approach used is a quantitative approach with comparative research types. The population in this study were 69 civil servants at BPBD PROVSU. The data collection method in this study used a total sampling scale. The research instrument was a work motivation scale. Based on the research results, the gender hypothesis is rejected and the tenure hypothesis is accepted. With the following results: 1. There is no difference in work motivation between male and female employees, with an average value (mean) where for men it is 99.19 and women are 100.38. 2. There is a difference in work motivation between employees over 6 years old and under 6 years old with an average value (mean) where the working age of 0-6 years is 95.28 and the working period over 6 years is 102.27. 3. There is a difference in work motivation between sex and working age, the sex of women over 6 years is 103.91 with a total of 22 people, meanwhile for male sex, the work period is over 6 years with a mean value of 100.64 as many as 22 person.

**Keywords:** Job Motivation, Gender, Working Time.

## CHAPTER I

### INTRODUCTION

#### A. The Background of the Study

Every government organization is required to optimize human resources and how human resources are managed. Humans are the most important resource in the organization's efforts to achieve success because quality human resources are one of the important elements in the progress of the organization. These human resources support the organization with encouragement, talent, creativity, or achievement. No matter how perfect the technological and economic aspects are, without the human aspect, it would be difficult to achieve organizational goals by Rivai (2004).

Human resource management cannot be separated from the employee factor who is expected to perform as well as possible in order to achieve the goals of government organizations. Employees are the main asset in an agency, because without their participation, agency activities will not be carried out.

The agency does not mean if there are no employees, employees have an important role for the agency, because they have the talent, energy and creativity to move the agency. Good management is part of the life cycle of an agency in achieving its goals. For this reason, it must be utilized as best as possible, including employees as the main factor.

In achieving maximum profit, it takes human resources who have high discipline. So, agencies need employees who have high motivation in working to be able to realize success in the agency. The level of success of an agency in carrying out all activities is highly dependent on employees. In order to achieve organizational goals, employees need motivation to work more diligently. Seeing the importance of

employees in the organization, employees need more serious attention to the tasks performed so that organizational goals are achieved.

Agencies in hiring employees expect a good work motivation from their employees because the agency really upholds the higher work value. Good work motivation is aimed at achieving the targets targeted by the agency, for example an increase in the work of the employee himself and the greater the profit that can be achieved by the agency. Competition in looking for jobs is increasing in the era of globalization, therefore the importance of the value of work for everyone is increasingly felt.

Anoroga (2001) said that in the industrial sector employees have a very important role in achieving organizational goals so that the attention of agency leaders is currently not only directed at the production process but is more directed at fostering and increasing employee resources, therefore employees are no longer seen as a robot and the work process of the agency is already concerned with the development and improvement of human resources as implementers. With regard to the demand for higher quality human resources, the agency expects employees to be able to provide high performance. This can be realized from employees who have work motivation.

Motivation is something that must be considered by agency management if the agency wants every employee to work well. Employees who have high motivation are able to work with enthusiasm and high responsibility in carrying out their duties, on the contrary, employees who have low motivation will find it difficult to work well and tend to be irresponsible, even though the employee has good individual abilities.

Motivation comes from the Latin word *movere* which means encouragement or moving. Concretely, motivation can be defined as "The process of giving motivation (movement) to subordinates in such a way that they want to work sincerely for the achievement of organizational goals efficiently. According to Hodges and Luthans (in Hasibuan, 2008) stated that work motivation is a psychological process through unsatisfied desires, which are directed and driven by the achievement of incentive goals, and is a basic process that begins with the existence of a need.

Matthis and Jackson (in Harry, 2013) mention human motivation which has been developed by Maslow through the explanation, that motivation is triggered by human efforts to fulfill needs. High motivation is needed by agencies from employees to achieve the desired target.

According to Wahjosumidjo (in Arsyad, 2009) work motivation is a work urge that arises in a person's self to behave in achieving predetermined goals. individuals to carry out desires to achieve goals. This means that work motivation is an encouragement from outside a person who appears to achieve something desired. When motivation does not arise from within employees, the survival of the agency or the interests of the agency will be hampered. Conversely, when the motivation of employees is high, it will be a guarantee for the success of the agency in achieving the vision and mission of the agency.

Work motivation is a desire in a person that causes that person to take the action of working to do something (Robert L. M, 2006), while according to (Rivai, 2004), work motivation is a set of attitudes and values that influence individuals to achieve things. specific to individual goals.

According to LN Jewel (in Marliani, 2015), the characteristics of employees who have high work motivation are competing in achievement, wanting to immediately know the concrete results of the business, oriented to the future, not wanting to waste time, having a sense of responsibility, confident and tenacious in carrying out tasks. Thus, it can be said that employees with high work motivation can complete their work more than the results of their previous work because they are able and earnest at work so that their performance will be high.

While the characteristics of employees who have low work motivation according to L.N Jewel (in Marliani, 2015), are the ability to achieve low, tend not to care about the results of the work done, low aspiration level, likes to waste time, irresponsible, not confident, and not tenacious at work.

Thus, it can be said that employees with low work motivation are unable to produce good work because they are not serious and feel unable to work. So it causes low performance.

Siagian (1995), suggests that one of the factors that influence a person's work motivation in this study is gender, namely male and female. In many societies, the main role of women is to take care of the household, not as breadwinners, let alone as main breadwinners. However, nowadays there seems to be a shift in values regarding the role of women. Many factors also influence the shift in value. Three things that seem to stand out are the emancipation movement, the increasing education of women and economic considerations.

Gender is defined as a sociocultural construct that distinguishes masculine and feminine characteristics. The term gender was put forward by social scientists with the intention of explaining the differences in roles, functions, and responsibilities between men and women which are the result of social construction and can change

according to the times. Gender division is basically carried out as a way of physical recognition, namely based on differences in the anatomical structure of the body between men and women, which lie in the function and structure of the reproductive organs. Thus, gender differences cause a fairly sharp difference to be seen physically.

In addition, another factor that affects work motivation is the period of work. The longer a person works in a job, the higher his motivation because he is more experienced and his skills in completing the tasks entrusted to him are higher (Siagian (1995).

The more workers who have a working period or long flight hours will have a big impact on the agency with the better the production results produced because they have been trained, which is very unlikely to be obtained from workers with short or new tenures.

Runge (in Agustina, 2017) states that the longer the employee's working period, the more work experience they have, because work experience is practical knowledge that a person gains from observations in dealing with an event.

Based on the phenomena that occur in the field from the observations of researchers, there are differences in work motivation between male employees and female employees. Researchers made observations and it appears that female employees are more active and diligent than male employees, it can be seen from female employees who take their duties seriously and continue to do their jobs. This is indicated by the behavior of female employees who do not like to leave the workspace, and do not get bored easily on the routine tasks given. Meanwhile, male employees show unfavorable behavior such as leaving the work room, avoiding work such as when they are given an assignment, they delay doing their work, arrive late, some of them are seen when they get bored with their duties, the employee is chatting

with friends or playing games and some are find an excuse to leave the office just to smoke.

Thus the behavior seen in employees is in accordance with the characteristics according to L.N Jewel (in Marliani, 2015). Where the behavior of male employees tends not to care about the results of the work they do, likes to waste time and is irresponsible.

However, it is different from the behavior displayed by female employees, which is in accordance with the characteristics mentioned by L.N Jewel (in Marliani, 2015). Employees who have high work motivation do not like to waste time, have a sense of responsibility.

The following are the results of interviews conducted on men and women:

*"Sometimes when I'm bored with my work from the office, I go out of the room to smoke and get some air, or sometimes I sit in the canteen with my co-workers" (on Monday, December 16, 2019)*

*"Yes, every day I work as usual, I do all the tasks first until they are finished, and I also don't leave my room if I don't need to, at least only during prayer and lunch hours, if there's nothing important, I don't go out" (conducted on Monday, December 16, 2019).*

In addition, seen from the working period, employees who have worked for more than six years have higher motivation. This can be seen from his experience and skills in completing the tasks entrusted to him. Meanwhile, employees who work under six years are not skilled enough and lack experience in the tasks given. It can be seen from the results of observations made at work, employees who are relatively new often ask colleagues who have worked in the office longer. When doing work, old employees do not look confused and can



do the assigned tasks without being seen asking here and there, because employees who have long been more experienced in doing their jobs.

This can be seen based on the interview excerpt below:

*“This is my first time working, I've only worked here for about 2 years. So sometimes some tasks that I don't understand I ask my colleagues, because I don't really understand them, maybe because of my lack of experience.” (conducted on Monday, December 16, 2019).*

*“I've been here for quite a long time, more than 7 years I've been working here, yes my task, I finish it well, because I already understand what I want to do, it's like my daily food I do it, so I'm not too confused about doing it . Besides that, I am also a housewife, I feel that I also have to work optimally, because I also have dependents” (conducted on Monday, December 16, 2019).*

Looking at the description of the results of the interview above, it was found that there were male employees who had low work motivation, this was reflected in the declining work motivation of employees, such as taking time off, stealing time at work, male employees leaving the room to smoke, and looking less spirit. And there are some female employees who have high work motivation, this is reflected in the higher work motivation of employees, such as arriving on time, being active and diligent in completing tasks, maximizing rest time, working beyond the set targets and looking always enthusiastic that tend to show high work motivation are female employees.

This is as contained in the phenomenon in an agency, where between one employee and another employee have their respective jobs, have different responsibilities outside of their work, and each employee has different work motivations in doing their job. her job. These different responsibilities can trigger the employee's work motivation to be different.

Based on the problems above, the researchers are interested in researching and raising the title of the study regarding *"The Differences of Work Motivation in terms of Gender and Working Period for Civil Servants in the Regional Disaster Relief Agency of North Sumatra Provincial Government"*.

Henceforth, the designation of the Regional Disaster Relief Agency of North Sumatra Provincial Government will be shortened to BPBD PROVSU.

## **B. The Identification of Problem**

From the background of the problem that the researcher has described, it can be identified that gender and working period will affect the work motivation of a civil servants in BPPD PROVSU. There are differences in civil servants work motivation in terms of gender, where female employees seem to have more motivation such as arriving on time, enthusiasm in doing their jobs, and having good work results such as being on time doing their jobs, and not being absent when given assignments, and also leaving room only when needed, such as during breaks. In contrast to male civil servants who appear to be late, and often steal time during working hours, such as leaving the room only to smoke when they feel bored, and also work that is less than optimal.

And also there are differences between employees with new and older working period. Where new employees who seem less experienced in their work, sometimes seem to have difficulty doing their jobs, then ask other colleagues. In contrast to the old employees who look diligent when doing their job, because they have more experience and are easy to deal with work problems.

## **C. The Limitation of the Study**

To make it easier and avoid a scope that is too broad and to get the focus of this research, the researchers set limits, namely: those relating to differences in work motivation in terms of gender and working period. The participants in this study were male, female and the working period of employees of less than six years and more than six years. Those involved in this research are civil servants.

#### **D. The Formulation of the Study**

The formulation of the study is: "Are there any differences in work motivation in terms of gender and working period for civil servants of BPPD PROVSU?"

#### **E. The Objective of the Study**

Based on the problems above, the purpose of this study is to find out whether there are differences in work motivation in terms of gender and working period for civil servants of BPPD PROVSU.

#### **F. The Significances of the Study**

##### 1. Theoretical Benefits

The results of this study are expected to be able to provide information for the repertoire of knowledge, especially in the field of psychology and especially industrial and organizational psychology. It is also hoped that this research can be used as a source of information for other researchers engaged in the same field.

##### 2. Practical Benefits

It is hoped that it can provide understanding and information to employees regarding work motivation in terms of gender and working period. And it is

expected to increase knowledge in the field of Psychology, especially Industrial and Organizational Psychology in terms of work motivation.



## CHAPTER II

### LITERATURE REVIEW

#### A. State Civil Apparatus

##### 1. Definition of State Civil Apparatus

In Large Dictionary Indonesian (KBBI), "State Apparatus" is defined as "State equipment", especially those covering the fields of institutions, management, and staffing, which have the responsibility to carry out the daily wheels of government. Management focuses on state employment, known as the "employee profession" who works in the government that carries out "Public Civil Service". State civil service in Indonesia are known as Civil Servants (PNS). Formerly known as PAMONG PROJO or PANGREH PROJO. With the Law no. 5 of 2014 concerning the State Civil Apparatus (ASN), the State civil service referred to as "State Civil Apparatus" (ASN), includes Civil Servants (PNS) and Government Employees with Work Agreements (PPPK).

State Civil Apparatus (ASN) is a profession for Civil Servants and Government Employees with Work Agreements who work for government agencies. The discussion on ASN is part of the management of state personnel under the authority of the President as head of government (Article 4 paragraph 1 of the 1945 Constitution of the Republic of Indonesia). ASN is a state administrator contained in all lines of government. Implementing administrative activities are carried out by ASN as human resources driving the bureaucracy government. According to Paul Pigers, the objectives of managing state personnel are: 1). So that its use and performance can be effective, not wasteful and produce the work that is needed; 2). Career development is clearly guaranteed in

accordance with self-potential and position potential; 3). Their welfare is guaranteed.

Based on Law Number 5 of 2014, several definitions related to the state civil apparatus are stated, namely:

- a. State Civil Apparatus is a profession for civil servants and government employees with work agreements who work for government agencies.
- b. Civil Servants (PNS) are Indonesian citizens who meet certain requirements, are appointed as permanent ASN employees by staffing supervisors to occupy government positions.

From the above understanding, it can be concluded that civil servants are Indonesian citizens who are appointed as permanent employees by staffing officers with work agreements who work for government agencies.

## **2. The Role of State Civil Apparatus (ASN)**

The role of the state civil apparatus is as a planner, implementer and supervisor of the implementation of general government tasks and national development, free from political intervention, and free from practices of corruption, collusion and nepotism. ASN employees function as implementers of public policies made by supervisory officials, qualified and professional public servants, as well as adhesives and unifiers of the Nation.

Based on the roles described above, it can be concluded that the role seen from the duties and functions of civil servants (ASN) is as a qualified and professional public servant who holds responsibilities in an organization, both in planning, implementing and mobilizing as well as acting as a supervisors in nation building as well as permanent workers who work under the orders of others and receive compensation and guarantees.

## **B. Work Motivation**

### **1. Understanding Work Motivation**

Work motivation plays a very important role in achievement and productivity. In connection with that, management has great attention to the management of employee work motivation. Work motivation can be seen as a characteristic that exists in prospective workers when accepted into work in an agency or organization. This is very supportive because the definition of work motivation is a condition influential to generate, direct, and maintain behavior related to the work environment (Munandar 2001).

Hasibuan (2008), work motivation is the provision of a driving force that creates a person's enthusiasm, so that they want to work together, work effectively and be integrated with all their efforts to achieve goals. Work motivation is a capital in moving and directing employees or workers to be able to carry out their respective duties in achieving goals with full awareness, enthusiasm and responsibility. Work motivation can provide energy that drives all existing potential, creates high and noble desires, and increase togetherness.

There are two aspects of motivation, namely the passive aspect where motivation appears as a necessity and at the same time a driving force, and the static aspect where motivation appears as a positive effort in moving the power and potential of the workforce so that they can productively achieve the goals that have been set previously.

According to Robbins (2010), motivation is the willingness to expend a high level of effort for organizational goals conditioned by the ability of that effort to meet several individual needs. Needs occur when there is no balance between what is owned and what is expected. Encouragement is a mental force that is oriented towards

fulfilling expectations and achieving goals. And goals are goals or things to be achieved by an individual.

Motivation is also a term that is often alluded to by superiors as leaders of an organization either openly or personally or individually. Motivation is closely related to leadership. It is a difficult thing for the leadership, namely how to motivate members of the organization or their subordinates. Likewise, the individual must know how to motivate himself at work. Usually an employee who is sluggish and sluggish in doing work then this becomes a question and problem that must be resolved. An organization always craves a situation where its employees have high performance. As we have seen that there is a view of work motivation.

According to Gibson, et al, motivation is defined as a concept that describes the forces that exist within employees that initiate and direct behavior. Motivation is also an explanatory concept used to understand the observed behavior. It is important to note that motivation is predictable. This concept can be explained in terms of differences in behavioral intensity, where more excitable behavior is the result of a stronger level of motivation.

Thus, it can be concluded that work motivation is an employee's behavioral impulse that generates, directs and provides the driving force so that they are willing to work together, work effectively, complete their respective tasks and are willing to spend a high level of effort for organizational goals.

## **2. Factors Affecting Work Motivation**

According to Siagian (1995), suggests there are several factors that can affect a person's work motivation. Some of these factors are:



a. Age

Based on the research and experience, a person's age will show the level of employee satisfaction at work. Where job satisfaction tends to be high based on efforts to pursue a career in a number of years which is achieved optimally. So that managers need to take a different approach by providing motivation in the form of treatment of employees who are relatively young compared to employees who are older.

b. Gender

There is no significant difference between male employees and female employees as long as they are able to become constructive and contributive members of the organization. But apart from that, it can be seen that a man is more motivated to work, because by nature a man is the head of the family who has to provide a living for his wife and children, while a woman works mostly only driven to actualize and socialize.

c. Marital status

An employee who is married will tend to be more satisfied in his work compared to a person who is not married, this is due to a great sense of responsibility to support his family. So that in this case a person's marital status also provides clues about the procedures and motivational techniques that are suitable for him compared to people who are not married.

d. The number of dependents

The number of dependents is one of the influences for a manager in applying motivation theory in an agency. In a society that still adheres to the concept of an

"extended family system", those who are considered to be the responsibility of the main breadwinner of the family are all those whose living expenses depend on the main breadwinner, not limited to only their wives or husbands and children.

e. Working period

Working period is one indicator of the tendency of workers in various aspects of organizational life. A manager assumes that the longer a person works in an organization, the higher his productivity because he is more experienced and has the skills to complete the tasks entrusted to him. So that the desire of managers and agencies to provide a motivation to their employees in doing their job well.

Stoner and Winkel (in Ali, 2011), say that the factors that influence work motivation are individual characteristics, job characteristics and work situation characteristics.

- a. Individual characteristics; the factors that exist within the individual affect the individual's work motivation such as the interests, attitudes and needs that a person brings into work situations that differ from one individual to another, thus the motivation of people in doing work is also different.
- b. Job characteristics; the work itself that affects work motivation such as the nature and duties of employees which include the number of responsibilities as well as the types of tasks. This condition plays a role in increasing or decreasing employee motivation.
- c. Characteristics of Work Situations; the work environment factors that affect one's work motivation, such as whether colleagues encourage individuals to work with high or low standards.

Based on the description above, it can be concluded that there are several factors that influence work motivation, namely age, gender, marital status, number of dependents, and working period.

### 3. Aspects of Work Motivation

According to Jurgensen (in Suseno and Sugiyanto, 2010) to express work motivation must pay attention to the following aspects”

- a. Work that creates a sense of security, namely all work that can create a sense of security for the employee.
- b. Agencies that give a sense of pride to employees, namely places where employees work have a good name.
- c. Opportunities for advancement, namely opportunities for promotion and opportunities to gain new experiences.
- d. Work groups, namely coworkers who can be invited to work together in doing work.
- e. The work itself, namely work that is in accordance with interests, talents, education and experience.
- f. Salary, which is high according to the employee.
- g. The relationship between superiors and subordinates, namely the style of superiors to subordinates and superiors who have good relations with their subordinates.
- h. Guaranteed work, namely very short working hours or not too long working hours.
- i. Working conditions, namely workplace conditions such as air regulation, temperature and cleanliness of the workplace.
- j. Health insurance, namely workplace facilities such as insurance.

According to Asnawi (2002) there are four main aspects that distinguish individual motivation at work, namely:

a. Take responsibility for his actions

Individuals with high motivation feel themselves responsible for the tasks they do. A person will try to complete every task that is done and will not leave it before completing it.

b. Pay attention to feedback about his actions

In individuals with high motivation, giving feedback on the results of their efforts or work that has been done is highly preferred and tries to improve future work results.

c. Consider the risk

Individuals with high motivation tend to consider the risks they will face before starting activities. He will choose a task with a moderate degree of difficulty, which challenges his abilities, but still allows him to successfully complete well.

d. Creative and Innovative

Individuals with high motivation tend to act creatively, by looking for new ways to complete tasks as effectively and efficiently as possible.

Based on the description above, it can be concluded that the motivational aspects are work that creates a sense of security, the agency gives a sense of pride to employees, opportunities for advancement, work groups, the work itself, salary, superior and subordinate relationships, job security, working conditions, guarantees. health, take responsibility for their actions, pay attention to feedback about their actions, consider risks and be creative and innovative.

#### 4. The Characteristics of Work Motivation

According to L.N Jewel (in Marliani, 2015), the characteristics of employees who have high work motivation are:

a. compete for achievement

- b. want to immediately know the concrete results of the effort.
- c. future oriented
- d. don't like wasting time
- e. have a sense of responsibility
- f. confident and tenacious in carrying out tasks.

Meanwhile, the characteristics of employees who have low work motivation according to L.N Jewel (in Marliani, 2015), are:

- a. low performance ability
- b. tend not to care about the results of the work done
- c. low aspiration rate
- d. likes to waste time
- e. not responsible
- f. not confident
- g. not tenacious at work.

According to McCormick and Tiffin (2002) the characteristics of people who have work motivation include:

- a. Tenacity, namely all the directives of effort in work. Someone who has high work motivation will be active and tenacious to work.
- b. The level of absenteeism, namely the frequency of a person's attendance at work. People who have high work motivation have a high frequency of attendance.
- c. Progress, namely the level of development achieved by a person in completing a job. High work motivation makes workers strive to advance in work.
- d. Achievement is the achievement of targets that have been determined by the company.

- e. High work motivation makes workers able to achieve targets and even exceed the targets set by the agency with quality work results.

Meanwhile, according to Sardiman (2000) the characteristics of individuals who have work motivation are as follows:

- a. Diligent in facing the task, which is able to work continuously for a long time and never stop before finishing.
- b. Tenacious in facing difficulties (not easily discouraged), which does not require external encouragement to perform as well as possible or not quickly satisfied with the achievements he has achieved.
- c. Realizing intentions towards various problems, namely happy to solve problems and prefer to work independently.
- d. Do not get bored easily on routine tasks, namely routine tasks that include things that are mechanical in nature, which are repeated so they are less creative.
- e. Can defend his opinion, namely employees who have high work motivation, if you are sure of something then it is not easy to let go of what they believe in.

Based on the explanation above, it can be concluded that the characteristics of people who have high work motivation are diligent in facing tasks, tenacious in facing difficulties, manifesting intentions towards various problems, getting bored quickly on routine tasks, and being able to defend their opinions. While the characteristics of people who have low work motivation are the opposite of the above characteristics.

## **C. Gender**

### **1. Understanding Gender**

According to Sunrock (2003), the terms gender and sex differ in terms of dimensions. The term sex refers to the biology of a man and woman, while gender

refers to the socio-cultural dimension of a man and woman. Beckwith (in Baron and Byrne, 2003) explains that gender is a biological term based on the anatomy and physique between men and women, the term gender was put forward by social scientists with the aim of explaining the differences between men and women who have innate characteristics (God's creation) and are formed. culture (social construction).

According to Asmarany (in Franita 2013) gender is the difference in roles, functions, and responsibilities between men and women which is the result of social construction and can change according to the times.

According to Hungu (2007) gender (sex) is the difference between women and men biologically since a person is born. Sex relates to the bodies of men and women, where men produce sperm, while women produce eggs and are biologically capable of menstruation, pregnancy and lactation. The biological differences and biological functions of men and women are not interchangeable between the two, and their functions remain with men and women in all races on earth.

From some of the opinions above, it can be concluded that gender is the difference in roles, functions, and responsibilities between men and women and refers to the biology of men and women.

## **2. Factors Affecting Gender Development**

According to Santrock (2002) there are several factors that affecting the development of gender, namely:

### **a. Biological Effect**

#### **1. Changes in Puberty and Sexuality**

The changes of puberty contribute to the increase of sexuality expression into the attitudes and behavior of one's gender. When their bodies start to flood with hormones, many women want to be the best possible woman and men want to be the best possible man. Biological changes resulting from puberty set the stage for increased integration of sexuality with sex behavior mediated by socio-cultural influences, such as cultural standards and peer group norms.

## 2. Anatomy Is Fate

Freud and Ericson (in Santrock, 2002) argue that the anatomy of the body is fate, therefore psychological differences between men and women stem from their anatomical differences.

### b. Social Influence

#### 1. Parental Influence

Parents through their actions and examples influence the development of the sexes. During the transition period, parents treat men more freely than women.

#### 2. Peers

College students spend a lot of time with their peer group, and group approval and disapproval can be a powerful influence on gender development.

## 3. Differences between Male and Female

In general, female are imaged or portrayed themselves as emotional beings, easy to give up, passive, subjective, weak in mathematics, easily influenced, physically weak, and have low sex drive. Meanwhile, male are imaged and image themselves as rational, logical, independent, aggressive, competitive, objective creatures, adventurous, active, have a strong physical and sex drive (Nurhayati, 2014).



Florence & Paludi (in Nurhayati, 2014) put forward two well-known theories in viewing female and male, namely the theory of Nature and Nurture. According to the theory of Nature, the differences in the roles of female and male are natural. According to this theory, the biological anatomy of female which is different from that of male is the main factor in determining the social roles of the two sexes. Male become the main role in society because they are considered more potential, stronger, and more productive.

According to Nurture's theory, the differences between female and male are not determined by biological factors, but are constructed by society. According to this theory, many values of gender bias in society are caused by biological factors, although in fact they are nothing but products of society's culture.

## **D. Working Period**

### **1. The Definition of Working Period**

According to Oktaviani (2009), working period is the length of time an employee contributes his energy to a particular agency. The extent to which employees can achieve satisfactory results at work depends on certain abilities, skills and abilities in order to carry out their work well.

The working period is an individual experience that will determine growth in work and position. As expressed by Andi Mapiare, position growth in work can be experienced by a person only if a learning and experienced process is carried out, and it is hoped that the person concerned has a work attitude that is progressing in a positive direction, has improved work skills (knowledge) and has good work skills. increase in quality and quantity (Faizin and Winarsih, 2008).

In addition, Allen and Meyer (1991), stated that working period is one of the demographic characteristics that is thought to have a correlation with organizational commitment. According to Seniati (2006) tenure is a component consisting of age, length of service and rank group. Liche's research results show that working period and personality traits have a greater influence on commitment than job satisfaction.

Based on the above definition, it can be concluded that the working period is the grace period used by an employee to donate his energy to the agency so that it will produce a higher quality work attitude and work skills.

## **2. Working Period Category**

Broadly speaking, the working period can be categorized into 3 (Budiono, Hariyati 2011), namely: Working Period < 6 years, Working Period 6 - 10 years and Working period > 10 years. According to Hadiyani (2013), tenure is categorized into three, namely: working period 0-6 years, 7-15 years and working period > 15 years. Meanwhile, according to Lestari (2007), the service period is categorized into two parts, namely, employees with 5 years of service and employees with 10 years of service.

The more workers who have a long working period or flying hours will have a big impact on the agency with the better production results produced because they have been trained, which is very unlikely to be obtained from workers with short or new tenures.

Runge (in Agustina, 2017) states that the longer the employee's working period, the more work experience they have, because work experience is practical knowledge that a person gains from observations in dealing with an event.

## **E. The Differences of Work Motivation in terms of Gender**

The differences in characteristics between men and women are very different, this can be seen from the differences in cognitive, affective and social behavior that differ between men and women (Walgito, 2004). This difference can then lead to differences in work motivation when viewed from a gender perspective, such as the research conducted by Tukijan and Hamanto (2001) which concluded that gender can affect work motivation, so that differences between men and women can directly affect motivation in work.

Siagian (1995), suggests that one of the factors that influence a person's work motivation in this study is gender, namely men and women, where women have higher work motivation than men. In many societies, the main role of women is to take care of the household, not as breadwinners, let alone as main breadwinners. However, nowadays there seems to be a shift in values regarding the role of women. Many factors also influence the shift in value. Three things that seem to stand out are the emancipation movement, the increasing education of women and economic considerations.

Based on some of the research descriptions presented above, it provides a fairly clear understanding that there are differences in work motivation in terms of gender.

## **F. The Differences of work motivation in terms of working period**

The more workers who have a long working period or flying hours will have a big impact on the agency with the better production results produced because they have been trained, which is very unlikely to be obtained from workers with short or new tenures.

According to Siagian (1995), another factor that influences work motivation is working period, where the work motivation of someone with a longer working period is

higher than someone who has a new tenure. The longer a person works in a job, the higher his motivation because he is more experienced and his skills in completing the tasks entrusted to him are higher.

Based on several descriptions of the research presented above, it provides a fairly clear understanding that there are differences in work motivation in terms of working period

### **G. The Differences of Work Motivation in terms of Gender and Working Period**

Siagian (1995), suggests that one of the factors that influence a person's work motivation in this study is gender, namely men and women, where women have higher work motivation than men. In many societies, the main role of women is to take care of the household, not as breadwinners, let alone as main breadwinners. However, nowadays there seems to be a shift in values regarding the role of women. Many factors also influence the shift in value. Three things that seem to stand out are the emancipation movement, the increasing education of women and economic considerations.

Where at this time women not only work in the kitchen, but also work outside the home to earn income, in order to help the family economy to meet the needs of clothing, food, and housing.

In addition, another factor that affects work motivation is working period, where the work motivation of someone with a longer working period is higher than someone who has a new working period. The longer a person works in a job, the higher his motivation because he is more experienced and his skills in completing the tasks entrusted to him are higher (Siagian (1995)).

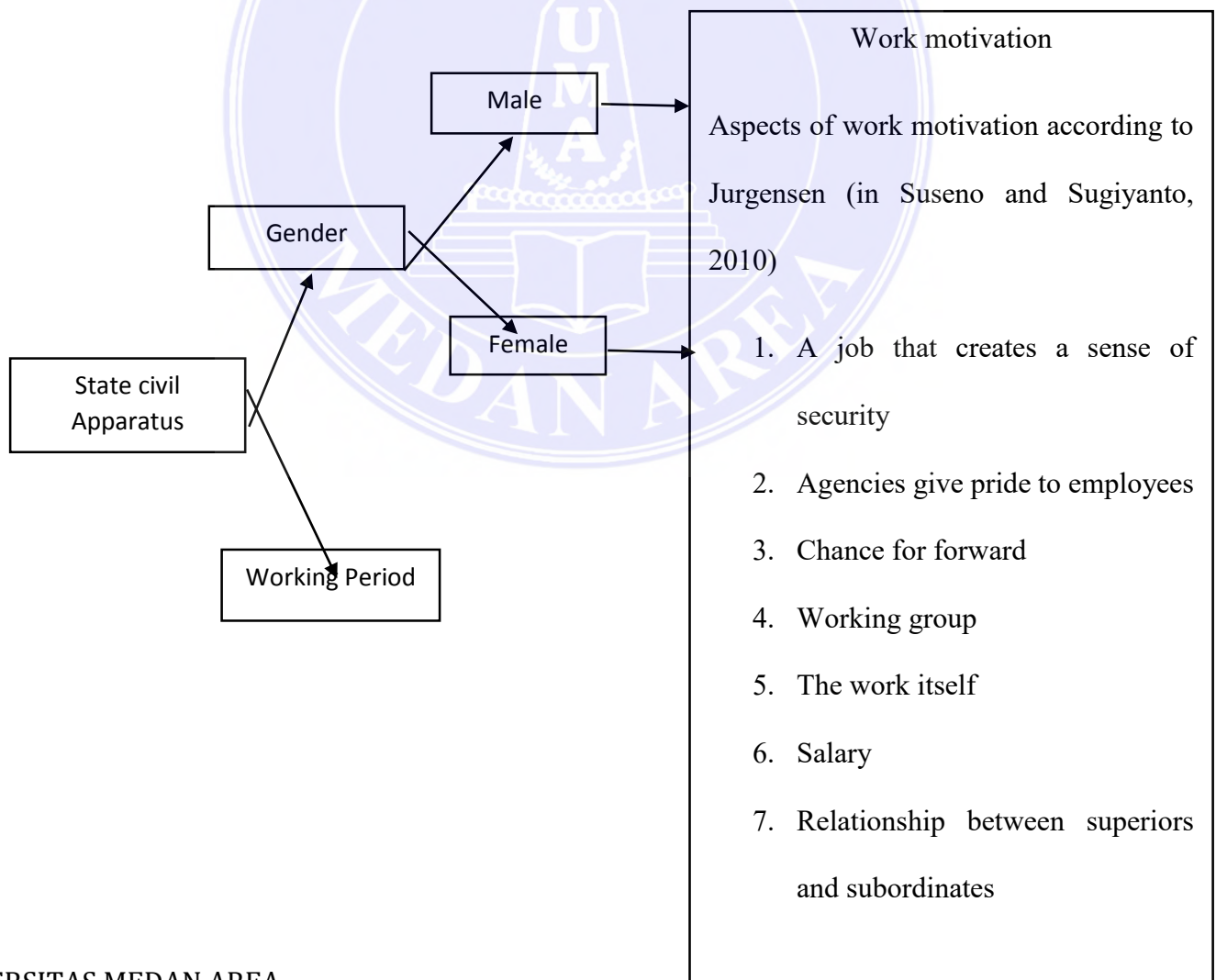
The more workers who have a long working period or flying hours will have a big impact on the agency with the better the production results produced because they have

been trained, which is very unlikely to be obtained from workers with short or new tenures.

Based on some of the research descriptions presented above, it provides a fairly clear understanding that there are differences in work motivation in terms of gender and working period. This can be seen from the importance of the responsibilities that must be carried out by employees to meet the needs of the family life they live.

Based on the explanation above, it can be concluded that work motivation that occurs in female employees is higher than male employees and employees who have worked longer or more than six years have higher work motivation.

### H. Conceptual Framework



## I. Hypothesis

In this study, a hypothesis is proposed as a temporary answer to the problems that have been raised. The hypotheses proposed in this study are:

1. There are differences of work motivation in terms of gender, with the assumption that women's work motivation is higher than men's work motivation.
2. There is a difference of work motivation in terms of working period, assuming the work motivation of the old working period is higher than the new work period.
3. There are differences of work motivation in terms of gender and working period, with the assumption that the work motivation of women with long working period is higher than that of men with new working period.

## CHAPTER III

### RESEARCH METHODOLOGY

#### A. Type of Research

The approach in this research is a quantitative and comparative approach. This research is said to be a quantitative approach, because this research is presented with numbers. This is in accordance with the opinion of Arikunto (2010) who stated that quantitative research is a research approach that is required to reveal numbers, starting from data collection, interpretation of the data, and the appearance of the results. Meanwhile, it is said to be a comparative study because this study aims to determine whether there are differences between the two variables in an aspect under study.

#### B. The Identification of Research Variables

The research variable, according to Arikunto (2010), is an attribute or nature of a person, object or activity that has a certain variation determined by the researcher to be studied and conclusions drawn.

The variables in this study consisted of the dependent variable and the independent variable (Sugiyono, 2016). The dependent and independent variables in this study are as follows:

- a. Dependent Variable: Work Motivation.
- b. Independent Variables: - Gender: Female and Male  
- Working period

#### C. Operational Definition of Research Variables

To clarify the meaning of the desired variables in a study, it is necessary to define operationally for each variable used. The operational definitions of research variables

1. Work motivation is the encouragement of employee behavior that generates, directs and provides the driving force so that they are willing to work together, work effectively, complete their respective tasks and are willing to spend a high level of effort for organizational goals. This data is revealed using a work motivation scale, based on the aspects according to Jurgensen (in Suseno and Sugiyanto, 2010).
2. Gender is the difference in roles, functions, and responsibilities between male and female and refers to the biology of male and female. Then it can be revealed based on the difference between male and female.
  - a. A female is someone who is generally portrayed or imaged herself as an emotional creature, easy to give up, passive, subjective, weak in mathematics, easily influenced, physically weak, and has a low sex drive. This data is revealed using the documentation method.
  - b. A male is someone who is generally imaged and portrays himself as a rational, logical, independent, aggressive, competitive, objective being, adventurous, active, has a strong physical and sex drive. This data is revealed using the documentation method.
3. The working period is the grace period used by an employee to contribute his energy to the agency so that it will produce higher quality work attitudes and work skills. This data is revealed using the documentation method where the selected employees are <6 years and >6 years.

#### **D. Research Subject**

##### **1. Population**

According to Arikunto (2002) population is the entire research subject that will be subject to generalization of research results. According to Hadi (2004) the



population is an individual for whom the facts obtained from the sample can be generalized. So the population is the entire research subject that has the same characteristics that will be subject to generalization from the research results. The population in this study were civil servants in the the Regional Disaster Relief Agency of North Sumatra Provincial Government as many as 69 employees. Which consists of 37 female employees and 32 male employees, then 25 employees who work less than six years and 44 employees who work more than six years.

Table 1. Respondent Population

|        | Working period <6<br>years | Working period >6<br>years | Total |
|--------|----------------------------|----------------------------|-------|
| Male   | 10                         | 22                         | 32    |
| Female | 15                         | 22                         | 37    |

## 2. Sample

The sampling technique in this study uses a non-probability sampling technique, which is a sampling technique determined by a researcher himself or based on the results of an expert's consideration (Sugiyono, 2016). The non-probability sampling technique that has been selected is total sampling, which is a sampling technique whose sampling unit is based on certain considerations with the aim of obtaining a sampling unit that has the desired characteristics or criteria in sampling. The number of samples used by researchers in this study were 69 people.

According to Hadi (2004), that the main requirement for research results to be generalized, the research sample should truly reflect the state of the population or in other words must be representative (represented). The sample used in this study has

characteristics, namely the civil servants of Regional Disaster Relief Agency of North Sumatra Provincial Government, which are male and female, and the working period is more than 6 years and less than 6 years.

Table 2. The Civil servants of BPBD PROVSU based on Characteristics

| Gender |      |       |
|--------|------|-------|
| Female | Male | Total |
| 37     | 32   | 69    |

| Working period |          |       |
|----------------|----------|-------|
| < 6 years      | >6 years | Total |
| 25             | 44       | 69    |

### E. Data Collection Techniques

Data collection is done by using a scale or a questionnaire about work motivation. This scale is prepared referring to the Likert scale, on the Likert Scale, it has 2 properties, namely Favorable (supports) and Unfavorable (does not support). Samples were asked to express their agreement or disagreement with the statements that had been prepared by the researcher. Each statement has four alternative answers, namely "Strongly Agree (SA)", "Agree (A)", "Disagree (D)", and "Strongly Disagree (SD)". Favorable statements are given a score range of 4-1 and Unfavorable statements are given a score range of 1-4.

#### 1. Work Motivation Scale

The work motivation scale in this study was compiled based on the aspects of work motivation proposed by Jurgensen (in Suseno and Sugiyanto, 2010), namely: Jobs

that create a sense of security, namely all work done can create a sense of security for the employee, agencies that give a sense of pride to employees, namely places where employees work with good names, opportunities for advancement, namely opportunities for promotion and opportunities. to gain new experiences, work groups are co-workers who can be invited to work together in doing work, the work itself is work that is in accordance with interests, talents, education and experience, salaries are high according to employees, the relationship between superiors and subordinates is the style of the boss to subordinates and superiors who have good relations with their subordinates, work guarantees, namely very short working hours or not too long working hours, working conditions, namely workplace conditions such as air regulation, temperature and cleanliness of the workplace, health insurance, namely workplace facilities such as insurance.

## **F. Data Analysis**

### **1. Validity**

Validity comes from the word "validity" which means the extent to which the accuracy (capable of measuring what is to be measured) and the accuracy of a measurement instrument in carrying out its measuring function, which can provide an overview of the smallest differences between other subjects (Azwar, 2007). Meanwhile, according to Nasution (in Pratiwi, 2009) a measuring instrument can be declared to have high validity if the measuring instrument performs its measuring function or provides measuring results in accordance with the purpose of the measuring instrument. A measuring tool for a trait, for example, then the tool is said to be valid if what is being measured is the trait X and not other properties.

The technique used to test the validity of the measuring instrument in this case the questionnaire is tested for validity by using the Product Moment analysis technique, the rough number formula from Pearson (Hadi, 2004).

The formula is:

$$r_{xk} = \frac{\sum x \cdot y - \frac{(\sum x)(\sum y)}{N}}{\sqrt{[\sum x^2 - \frac{(\sum x)^2}{N}][\sum y^2 - \frac{(\sum y)^2}{N}]}}$$

Information :

$r_{xk}$  = Correlation coefficient between each item with a total score

$\sum x$  = The number of times between each item with a total score

$\sum X$  = Total score of each subject of each item

$\sum y$  = Total score of all items on the subject

$\sum X^2$  = Sum of squares X scores

$\sum Y^2$  = Sum of squares Y scores

$N$  = Number of subjects

## 2. Reliability

According to Azwar (2007), reliability refers to the consistency or trustworthiness of the measurement results to indicate the extent to which the measurement results can be trusted. The reliability test of this measuring instrument uses an internal consistency approach, which is a form of test that only requires the imposition of a test on a group of individuals as research subjects. The technique used is the Cronbach Alpha coefficient.

The scale to be estimated reliability in the same amount to determine the reliability of the measuring instrument, the Alpha Coefficient formula will be used, as follows:

$$R_E = 1 - \frac{M}{M}$$

Information:

$R_E$  = measuring instrument reliability index

1 = constant number

$M$  = mean squared between items

$M$  = mean squared between subjects

### G. Data Analysis Method

To test the established hypothesis, the researcher analyzed the data with the 2-way Anova formula, namely to see differences in the comparison of the same amount.

The formula and design of the 2-lane Anova are as follows:

$$\sum X_i^2 - \frac{(\sum X_1)^2}{N k}$$

Information :

$\sum X_i^2$  : total score after each squared

$\sum X_1$  : the number of variable scores (X)

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N: number of samples

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K : number of differences

Before the data is analyzed, first test the assumptions of the research data which include:

1. Distribution normality test, which is to find out whether the distribution of research data for each variable has spread following the normal curve.
2. Homogeneity Test, which is to see and test whether the data obtained comes from a group of subjects who in some psychological aspects are the same (homogeneous).



## CHAPTER V

### CONCLUSIONS AND SUGGESTIONS

#### A. Conclusions

Based on the results obtained in this study, it can be concluded as follows:

1. There are differences of work motivation in terms of gender and working period of BPBD PROVSU civil servants. This can be seen based on the value or coefficient of difference between ANOVA and the coefficient of difference with a significance value of  $0.030 < 0.050$ , this means that the significance value obtained is less than 0.050. The hypothetical and empirical means of female with long working period are 75 and 103.91. Then the hypothetical mean and the empirical mean for male with long working period are 75 and 100.64. Thus, the hypothesis which reads that there is a difference of work motivation in terms of gender and working period is accepted.
2. There are differences of work motivation in terms of gender in BPBD PROVSU civil servants. This can be seen based on the value or coefficient of difference between ANOVA and the difference coefficient with a significance value of  $0.734 > 0.050$ , this means that the significance value obtained is greater than 0.050. As for the hypothetical mean and the empirical mean, it can be seen that the male gender has a very high level of work motivation. The hypothetical mean of 75 is less than the empirical mean of 99.19, not more than the standard deviation of 7.363. Then the high level of work motivation of female civil servants with a hypothetical mean of 75 and an empirical mean of 100.38 is not greater than the standard deviation of 8.280. Thus, the hypothesis which reads that there is a difference in work motivation in terms of gender is rejected.
3. There are differences of work motivation in terms of working period for BPBD PROVSU civil servants. This can be seen based on the value or coefficient of

difference between ANOVA and the coefficient of difference with a significance value of  $0.000 < 0.050$ , this means that the significance value obtained is less than 0.050. The level of work motivation of employees above 6 years is very high with a hypothetical mean of 75 and an empirical mean of 102.27 not greater than the standard deviation of 6.855. Then the level of work motivation of employees under 6 years is very high with a hypothetical mean of 75 and an empirical mean of 95.28 not greater than the standard deviation of 7.363. Thus, the hypothesis which reads that there is a difference in work motivation in terms of working period is accepted.

## **B. Suggestions**

Based on the results of the research and the conclusions that have been made, the following are some suggestions, including:

1. To Employees of the Regional Disaster Relief Agency of North Sumatra Province

It is recommended for male employees to remain diligent and maintain motivation at work. For female employees, it is recommended that they continue to work diligently and help new employees to guide them if they have difficulties in completing their work. Then it is recommended that work below 6 years, if you have difficulty completing tasks, you should not hesitate to ask employees who have worked longer or with employees who are more experienced in their respective fields. Then it is advisable to manage the time to work well, so that the work done can be completed by the given deadline.

2. To the Regional Disaster Management Agency of North Sumatra Province



It is hoped that it can provide appropriate attention and problem solving for employees who show problems of low work motivation by conducting employee skill training.

3. To the Next Researchers

For further researchers, it is recommended to examine work motivation with other factors, namely age, marital status, and number of dependents.

