



Plagiarism Checker X Originality Report

Similarity Found: 18%

Date: Monday, January 15, 2018

Statistics: 457 words Plagiarized / 2595 Total words

Remarks: Low Plagiarism Detected - Your Document needs Optional Improvement.

The Effect of **Work Motivation On** The Employee Performance With Organization Citizenship Behaviour **as Intervening Variable** at **Bank Aceh Syariah** Yulius Dharma
Lecturer at Malikussaleh University Correspondence email :yuliusdharma@yahoo.co.id
Abstract **Purpose of this study is to analyze the impact of motivation and organization citizenship behaviour on performance of** employees at PT.

Bank Aceh Syariah Lhokseumawe. The research was conducted at Bank Aceh Syariah located in Lhokseumawe. **The population in this research** were all members of the employees at **Bank Aceh Syariah** Lhokseumawe (146 employees), the samples of this research were 74 employees at **Bank Aceh Syariah** Lhokseumawe.
Design/Methodology/Approach- The tool of analysis **was path analysis** using SPSS, while the method of data analysis was path analysis.

Finding **the results of this study** indicate that the work motivation had positive and significant impact **on organization citizenship behaviour and performance of** employees on **PT. Bank Aceh Syariah** Lhokseumawe. Otherwise organization citizenship behaviour had positive and significant **effect on employees** performance at **PT. Bank Aceh Syariah** Lhokseumawe.

From this research, the effect motivation of this research can be applied and that organization citizenship behaviour had partial mediation to influence **work motivation on** employees performance at **PT. Bank Aceh** Syariah. Research limitations/implication The quality and good performance **of human resources owned by** Bank Aceh **in terms of** experience, knowledge and skills that they can compete with other commercial bank employees, especially in Aceh province. Keywords Work Motivation, Organization Citizenship Behaviour and Employee Performance.

Paper type Research paper Introduction PT. Bank Aceh Syariah is a public bank owned by the Aceh government running some activities including funng, lending and providing financial service. Currently, the roles of Bank Aceh are as financial intermediary institution, agency of trust, agent of developmentas well as agency of services, which participates in the framework of economic development of Acehnese society in general. Nowadays, Bank Aceh develops so rapidly in total assets, loans and funding activities.

The attainment is possible due to the quality and good performance of human resources owned by Bank Aceh in terms of experience, knowledge and skills that they can compete with other commercial bank employees, especially in Aceh province. According to Fahmi (2016), motivation is a set of behaviors that provide a basis for someone to act in specific goal directed way.

On the other hand, organizational social behavior is often referred to as the OrganizationalCitizenship Behavior (OCB), which is the attitude of Bank Aceh Syariah employees who are well-knownin the organizational behaviour with the main dimension of altruism (eg, helping when colleagues are sick), seriousness (eg, overtime to complete the work , for example, willingly representing the company for a joint program, and a sportive attitude (eg, also responsible tothe failure of teamwork) .According to Luthans (2011), Organizational Social Behavior (OCB) covers personality and attitudes, the behavior of organizational members / prosocial.

Wibowo (2016) states that organization wants the workers who want to do things that are not in job discription. In the development and progress of an organization, if the quality factor of management performance is not good, the performance of Bank Aceh Syariah Lhokseumawe employees can be driving force capable of providing acceleration towards the progress of the organization in the future.

Experts argue the performance of an employee is individualized because each employee has different levels of knowledge, techniques and abilities in completing the tasks. According to Bangun (2012), performance is the result of work achieved by someone based on job requirements. A job has certain requirements to be done in achieving a goal that is also called job standard.Standard of work is the level expected by a particular job to be completed properly by employees in the organization.

According to Wirawan (2009), performance is the output generated by the functions or indicators of a job or a profession in a certain time. Bank Aceh Syariah Lhokseumawe has several benchmarks in evaluating its employees including by evaluating the quantity of work in each work unit as well as the quality of work produced by each employee,

then supervision is very important to do because Bank Aceh Syariah is an institution trusted by public.

In addition, cooperation between bank employees need to be maintained and continue to be fostered to achieve the vision and mission of the organization. Based on the phenomenon and background of the problems, then the author wants to examine "The Influence of Work Motivation on Employee Performance With OCB as Intervening Variable At Bank Aceh Syariah Lhokseumawe. Based on the existing problems then the purposes of this study were: To know the motivation effect on OCB at PT.

Bank Aceh Syariah Lhokseumawe., To know the motivation effect on employee performance at PT. Bank Aceh Syariah Lhokseumawe. And To find out whether OCB mediates the relationship between motivation on employee performance at PT. Bank Aceh Syariah Lhokseumawe. Review Literature Maslow in Robbins (2013) divides the motivation into the five hierarchy of needs, include friendship, intimacy, acceptance, and interconnectedness he need for self-actualization, the need to use the abilities, skills, and potentials. The need to argue by bringing up ideas, and criticisms of something.

Accordinhg Luthans (2011) states that Organizational Social Behavior (OCB) covers personality and attitude, the behavior of organizational members / prosocial. This construction is well known in organizational behavior when it was first introduced about 20 years ago on the basis of disposition / personality theory and work attitude.

The Government defines OCB as "free choice of individual behavior, not directly elaborated by formal reward systems, and gradually promotes effective organizational functions. Bangun (2012) mentions that performance is the result of work achieved by someone based on job requirements. A job has certain requirements to be done in achieving a goal that is also called job standard.

The standard of work is the level expected by a particular job to be completed properly by employees in the organization. According to Wirawan (2009), performance is the output generated by the functions or indicators of a job or a profession in a certain time. In this case, work is the activity of completing something or making something that only requires certain manpower and skills or as done by blue collar workers such as work of the bus driver, housekeeper, barber and so forth.

Method Conceptual framework is an explanation of the linkage or relationship of a theory with important factors that have been known in a particular problem. The conceptual framework in this study is built on theoretical views and previous empirical research on correlation between work motivation and organization citizenship behavior

as well as employee performance at Bank Aceh Syariah Lhokseumawe. The relationship between variables used in this study can be seen in Figure 1.1

below: Figure: 2.1 Conceptual Framework The study conducted at all Bank Aceh offices in the province of Aceh and North Sumatra. All of the employees who are in the head offices and branch offices of Bank Aceh became research objects. Target population in this research were employees of Bank Aceh Syariah in Lhokseumawe, who work at Bank Aceh Syariah Lhokseumawe Branch, with the total number of sample were 74 people and had fulfilled the requirements of the model used in this research, which was path analysis. Resultss and Discussion PT.

Bank Aceh Syariah is an economic development institution and also a public service agency that takes part in the framework of economic development of the people of Aceh in general. At the present time, Bank Aceh develops so rapidly in total assets loans, and funding activities as the increased in quality and performance of human resources owned by Bank Aceh in terms of experience, knowledge and skills which enable the staff to compete with other commercial bank employees, especially in Aceh province considering the high competition among banks these.

Today, the performance of financial institutions (companies) can be obtained from two sources, namely financial and non financial information, financial information obtained from the preparation of the budget- the ability of banks in mobilizing public funds, providing credit and maintaining the quality of productive assets. / The performance of Bank Aceh Syariah has been evaluated from the quantity of work in which the amount of work carried out on a daily basis should be done on time and the work produced by every employee of Bank Aceh Syariah must comply with the standard of work such as internal operational guidance and manual procedure standard.

4.1 Analysis and Discussion 4.1.1. Multiple Linear Regression of First Equation To analyze the influence of work motivation on employee performance in Bank Aceh Syariah Lhokseumawe multiple linear regression analysis was used. The magnitude of influence can be seen in Table 4.14 below: Table : 4.1.1

Result of Multiple Linear Regression Model

Description	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	B	Std. Error	Beta	1
(Constant)	10.872		1.709	.6361	.000			
Work motivation (X1)	0.528	0.084	.597	.6310	.000			

Dependent Variable: Employee performance Source: Data Processed by SPSS, 2017

Based on Table 4:14 above, then multiple linear regression equation is: In the equation above, the constant value obtained was 10.872 means that if the variable of work motivation is considered constant, then the average value of performance variable

of Bank Aceh Syariah employees was 10.872

The coefficient of regression of work motivation (b1) was positive at the value of 0.528, meaning that if the value of work motivation variable is improved, then employee performance of Bank Aceh Syariah Lhokseumawe will increase in line with improvement of work motivation. 4.12. Coefficient of Determination The results of correlation coefficient and determination can be seen in Table 4:15 below:

Table : 4.12 Result of Coefficient of Correlation and Determination Model
R R Square _Adjusted R Square _Std. Error of the Estimate
_1 _0.597a _0.356 _0.347 _2.69554
_a Predictors: (Constant), work motivation
b Dependent Variable: employee performance

Based on Table 4:15 above, the correlation coefficient (R) was 0.597.

This value indicates very strong correlation between work motivation variable on employee performance in Bank Aceh Syariah Lhokseumawe. While the coefficient of determination (R Square) was 0.356; meaning that the work motivation variable has the ability to explain its effect on employee performance in Bank Aceh Syariah Lhokseumawe equal to 35.6%.

The remaining 64.4% was influenced by other factors that are not investigated, or out of this research model such as work environment and job satisfaction among employees.

4.1.3 Simultaneous Test (F-Test) Table 4.15 Result of Simultaneous Test (F-Test) Model

_Sum of Squares _df _Mean Square _F _Sig.
_1 _Regression _289.298
_1 _289.298
_39.816 _0.000a
_ _Residual _523.148
_72 _7.266
_ _Total _812.446
_73
_a.

Predictors: (Constant), work motivation _b.

Dependent Variable: employee performance _ Table 4:15 presents F hitung value of 39.816 with a significance level of 0.000. While F tabel value with significant level of 5% and $df_2 = n - k$ ($74 - 2 = 72$) and $df_1 = k - 1$ ($2 - 1 = 1$), F tabel value obtained was 3.108. The result of F-test shows that $F_{hitung} > F_{tabel}$ ($39.816 > 3.130$).

The test results simultaneously indicate that the variable of work motivation significantly influence the performance of employees in Bank Aceh Syariah, Lhokseumawe. Organizational Citizenship behaviour mediates the correlation of work motivation on employee performance. The result of the testing of the effect of mediation (intervening) of correlation of work motivation variable on employee performance variable was mediated by organizational citizenship behavior (OCB) variable and shown in the form of picture as in Figure 4.8.

To know the significance in the path c', Sobel test - an interactive calculation tool for mediation tests that produced Sobel test, Aroian test, and Goodman test can be used. In this study, the test results that were used to see the test statistics, standard error, and

p-value were the value or number from sobel test. By using it online, significance of the path C 'as in Figure 4.8 was found out. / Figure 4.8 The results of Sobel Test - An Interactive Calculation tool for Mediation tests, Work Motivation - OCB - Employee Performance Figure 4.9

was the calculation result obtained from the sobel test-an interactive calculation tool for mediation tests where the value of statistical test obtained was $4.252 > 2.00$. p-value of $0.000 < 0.05$ and the default error value was 0.075. Based on the calculation of probability value for line c 'by using Sobel Test as in Figure 4.8, the significance values for all paths (A, B, C, and C') can be seen in Figure 5.9. Gambar 4.8 Mediation Effect Test
Keterangan : X = Work motivation (Predictor Variable) M = OCB (Mediation variable) Y = Employee Performance (Outcome variable) A = Coefficient of the impact of variable of Work motivation ---> OCB B = Coefficient of the impact of OCB ---> Work performance P = Probability atau significant value Figure 4.8

shows that path A coefficients was significant, as well as path B and path C, while path C 'was also significant. Because the probability of path C 'is also significant, so it can be concluded that in OCB variable there was full mediation correlation. In other words, work motivation variable (independent variable) was able to influence significantly to employee performance (dependent variable) through mediator variable -OCB. 5. Conclusion From the discussions and analysis of the previous chapters, it can be concluded that: There was effect of motivation on OCB at PT.

Bank Aceh Syariah Lhokseumawe. There was effect of motivation on employee performance at PT. Bank Aceh Syariah Lhokseumawe. There was effect of OCB on employee performance at PT. Bank Aceh Syariah Lhokseumawe. And OCB variables mediated the relationship between motivation on Employee performance at PT. Bank Aceh Syariah Lhokseumawe.

The behaviors of Bank Aceh Syariah employees had been very closely related to social behavior, where every employee has a sense of concern for the institution, but it still needs better cooperation among fellow colleagues to improve the cohesiveness and morale of the work. Employee motivation is good, but it needs to be improved in terms of employee awareness, career development and welfare so that employees of Bank Aceh Syariah keep excited, motivated and can improve their performance in the future. References Bangun, Wilson, 2012. Manajemen Sumber Daya Manusia, Penerbit Erlangga, Jakarta.

Bernardin, H. John dan Russel, J.E.A., 1993, Humans Resource Management : an Experimental Approach, International Edition, Singapore, McGraw Hill. Inc. Brasmasari,

Ida Ayu dan Suprayetno, Agus, 2008. Pengaruh Motivasi Kerja, Kepemimpinan dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Serta Dampaknyaada Kinerja Perusahaan. Studi kasus pada PT.

Pei Hai International Witama Indonesia. Jurnal Manajemen dan Kewirausahaan, Vol. 10. Nomor. 2 September 2008.: 124-135 Ferdinand, Augusty, 2014. Metode Penelitian Manajen, Podoman Penelitian Skripsi, Tesis, dan Desertas Ilmu Manajemen, Edisi kedua BP-UNDIP, Semarang. Ghazali, Imam, Aplikasi Analisis Multivariate dengan Program SPSS, Edisi Ketiga, Semarang : Badan Penerbit Universitas Diponegoro, 2011. Ghazali, Imam, 2016.

Konsep dan Aplikasi Dengan Progran AMOS 23.0, Cetakan ke 8, Badan Penerbit Universitas Diponegoro, Semarang. Gibson, James L., Jhon M. Ivancevich dan James H. Donnelly Jr., 2002. Organizations, MecGraw-Hill International, Boston. Lumbanraja, Prihatin, 2007. Desertasi: Pengaruh Kateristik Individu, Gaya Kepemimpinan dan Budaya Organisasi Terhadap Kepuasan Kerja dan Komitmen Organisasi, Program Pascasarjana, Universitas Brawijaya Malang. Luthans, Fred, 2006. Organizational Behavior, Seventh Edition, McGraw-HillInternational, Singapore. Mangkunegara, A.A. Anwar Prabu, 2007.

Manajemen Sumber Daya ManusiaPerusahaan, Cetakan Ketujuh, Penerbit PT. Remaja Rosdakarya, Bandung. Adamy, Marbawi, 2016. Manajemen Sumber Daya Manusia, Teori Praktik dan Penelitian. Cetakan Pertama, Penerbit Unimal Press, Lhokseumawe. Mas'ud, Fuad. 2004. Survai Diagnosis Organisasiaonal : Konsep dan Aplikasi. Banan Penerbit Universitas Diponegoro, Semarang. Robbins, Stephen P., 2006.

Organizational Behavior, Prentice Hall Inc., New Jersey. Simamora, Henry 2004
Manajemen Sumber Daya Manusia. STIE YKPN, Yogyakarta. Siahaan, Elisabet, 2007. Anteseden Kinerja Karyawan dan Pengaruhnya Terhadap Kepuasan Kerja Karyawan: Studi Berdasarkan Perspektif Jender Pada Sektor Jasa Perbankan di Wilayah DKI Jakarta, Universitas Brawijaya Program Pascasarjana, Malang. Corresponding author Yulius Dharma can be contacted at : yuliusdharma@yahoo.co.id

INTERNET SOURCES:

<1% - <https://mafiadoc.com/conference-proceedi>
<1% - Empty
<1% - <https://link.springer.com/article/10.100>
<1% - <http://jurnal.unmer.ac.id/index.php/inde>
<1% - <http://jurnal.unmer.ac.id/index.php/inde>
<1% - http://www.academia.edu/12118713/Impact_

<1% - <http://business.expertjournals.com/23446>
<1% - <https://www.scribd.com/doc/315604084/Keb>
<1% - <http://www3.nd.edu/~pkamat/pdf/researchp>
<1% - <http://www.apa.org/pi/ses/resources/publ>
<1% - <https://www.usaid.gov/sites/default/file>
<1% - <http://www.academia.edu/4910456/MOTIVATI>
<1% - <http://www.academia.edu/2529616/Authenti>
<1% - <https://www.businessnewsdaily.com/2642-e>
<1% - <https://www.researchgate.net/publication>
<1% - <https://quizlet.com/2192582/final-exam-f>
1% - <http://article.sciencepublishinggroup.co>
<1% - <https://strategyn.com/jobs-to-be-done/>
<1% - <http://hrcouncil.ca/hr-toolkit/keeping-p>
1% - <https://issuu.com/alexanderdecker/docs/w>
<1% - <https://islamicbanker.com/publications/t>
<1% - <https://www.capmembers.com/media/cms/Cha>
<1% - <https://www.sciencedirect.com/science/ar>
<1% - <https://mafiadoc.com/social-sciences-cha>
<1% - <http://wisdom2be.com/index.html>
<1% - <https://2012books.lardbucket.org/books/a>
<1% - <http://www.annualreviews.org/doi/10.1146>
<1% - <https://topics.revolvy.com/topic/Perceiv>
<1% - <https://hr.berkeley.edu/hr-network/centr>
<1% - <https://www.coursehero.com/flashcards/48>
1% - <http://jurnal.unissula.ac.id/index.php/c>
<1% - <https://newyorkessays.com/essay-rosa-par>
<1% - <https://www.ukessays.com/essays/business>
<1% - <http://www.tandfonline.com/doi/full/10.1>
<1% - <https://www.scribd.com/document/6644639/>
<1% - https://en.wikipedia.org/wiki/Indian_pos
<1% - <http://uin-jkt.academia.edu/AlIQTISHADJu>
<1% - <http://docplayer.net/44152951-Proceeding>
<1% - <https://www.nhs.uk/Services/UserControls>
<1% - <http://asia-pacific-solidarity.net/south>
<1% - http://www.slate.com/articles/news_and_p
<1% - https://www.researchgate.net/profile/Mu_
<1% - <https://www.studypool.com/>
<1% - <http://citeseerx.ist.psu.edu/viewdoc/boo>
<1% - <http://www.ijstr.org/research-paper-publ>
<1% - <https://bmcanesthesiol.biomedcentral.com>

<1% - <https://www.youtube.com/watch?v=Sz5AdyOi>
<1% - <https://issuu.com/iosrjbm/docs/m19050682>
<1% - <http://sartep.com/chem/worksheets/pdfs/c>
<1% - <https://blogs.itb.ac.id/banarsuharjanto/>
<1% - <https://www.scribd.com/document/14090274>
<1% - <https://www.scribd.com/document/36894491>
<1% - <https://www.slideshare.net/QUESTJOURNAL/>
<1% - <https://www.myaccountingcourse.com/finan>
<1% - <https://scribd.com/document/193190097/Pr>
1% - <http://sciencepublishinggroup.com/journa>
<1% - <http://www.hrmars.com/admin/pics/1859.pd>
<1% - <http://uin-jkt.academia.edu/AlIQTISHADJu>
1% - <http://article.sciencepublishinggroup.co>
<1% - <http://www.chegg.com/homework-help/quest>
<1% - <http://www.real-statistics.com/multivari>
<1% - <https://technet.microsoft.com/en-us/libr>
<1% - <https://www.sciencedirect.com/science/ar>
<1% - <https://www.scribd.com/document/20223388>
<1% - <https://www.scribd.com/document/63336878>
<1% - https://www.researchgate.net/post/Why_in
1% - <http://article.sciencepublishinggroup.co>
<1% - <https://muse.jhu.edu/article/677937>
<1% - <http://www.digilib.ui.ac.id/result.csv?q>
<1% - <http://uin-jkt.academia.edu/AlIQTISHADJu>
<1% - <http://bme.conference.upi.edu/pages/abst>
<1% - <http://iciebp.conference.upi.edu/kfz/pag>
<1% - <https://www.scribd.com/document/34255130>
1% - <http://agimanajemenumg2011.blogspot.com/>
1% - <http://ejournal.unikama.ac.id/index.php/>
1% - <http://www.academia.edu/13885361/Pengaru>
1% - <http://eprints.umpo.ac.id/1923/7/DAFTAR%>
<1% - <http://koleksidapus.blogspot.com/2015/12>
<1% - <http://koleksidapus.blogspot.co.id/2015/>
<1% - <http://repository.usu.ac.id/bitstream/ha>
<1% - <http://amirdapir.blogspot.com/2016/10/13>