

The Effect of Intrinsic, Extrinsic Motivation and Organizational Culture on Employee Job Performance at the Yogyakarta Regional Disaster Management Agency Office

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Abstract

Employee engagement is one of the key success factors that is always needed or strived for in almost every company. The work of employees in the company is very important. Achieving company goals requires high performance in all efforts to cooperate with employees. Employee performance can be achieved through 3 factors, namely (i) Intrinsic motivation is the motivation that makes someone perform well that comes from himself, (ii) Extrinsic motivation is the motivation of employees to complete their work. culture is an individual organization or company that can complete the work of employees, (iv) The purpose of this research is to identify and the importance of differences between intrinsic motivation, extrinsic motivation, and organizational culture on employee performance at the Yogyakarta Regional Disaster Management agency office. The following research uses a quantitative approach. The population in this research is 45 employees. The sampling method was carried out using a non-probability method and the sampling technique was purposive sampling. Data analysis using IBM SPSS application. The results of the research variable Intrinsic Motivation (X1) have no significant effect on Employee Performance (Y) as indicated by the results of the t test and the calculated t value of $0.767 < \text{the } t \text{ table value of } 2.021$ and its significance. 0.449 which means more than 0.05 . Then the Extrinsic Motivation variable (X2) has no significant effect on employee performance (Y) which is shown from the results of the t test, the t count value is $0.094 < t \text{ table value } 2.021$, which is 0.926 , which means more. Do 0.05 Differences in organizational culture (X3) have a positive effect on employee performance (Y). This is evidenced by the results of the t test, with a significant value of t count $6.110 > t \text{ table value of } 2.021$. 0.001 which means 0.05 is smaller than 05

1. INTRODUCTION

Able to lead employees and achieve company goals. Intrinsic motivation is motivation that motivates a person to do a good job, which results from employee work is one of the elements of success that almost every company always wants or strives for. In achieving employee performance it is never easy, in fact through many stages that must be carried out by employees, to achieve the desired goals, one of which is the problem of passion. Intrinsic motivation is a person's personality known as a motivational factor (Potu et al., 2021). al., 2021). Extrinsic thoughts are strong and act because of outside support, because motivation is a force that can motivate someone to do something, including work (Rozaqia et al., 2021).

Organizational culture is the identity of the organization. The organization has a role in

the company that can contribute to the success of the company. One of these responsibilities is to support the role of employees in developing good employees for employees. Employees must see culture in an organization as one of the characteristics of the organization, which has been formed since the birth of the organization. Job performance is a very important issue for any organization. The company's goals demand superior performance in all efforts to cooperate with employees. Work performance can be improved, among others, by providing motivation through the transmission of information through communication from leaders to subordinates (Baharuddin and Musa, 2022).

2. LITERATURE REVIEW

Based on the opinion of Herzberg Luthans in (Arief & Afifa, 2020) Intrinsic Motivation is the driving force for work that comes from someone who knows the importance or benefits of work. Based on the opinion of Puspitasari (2019) central motivation is an encouragement that exists in a person to do something in order to achieve a goal or personal interest. An employee's motivation is driven by his needs, and maybe everyone has different needs.

The concept of intrinsic motivation can be explained using a functional interpretive approach (SI & Satrya, 2020). This approach suggests that the suitability of the type of work with the ability of employees determines the level of motivation at work. Employees who work the way they like will be more motivated to do their job. Motivation can be defined as the driving force that compels people to do something to achieve goals. Because motivation is very important to improve or measure performance, every employee must also understand how physical motivation affects satisfaction and productivity. Based on the opinion of (Kurniawan & Rahmadani, 2020) there are many indicators of positive motivation, namely: need satisfaction, need for competition in the workplace, need for better performance, need to work together, have good relationships with colleagues. Decisions must be followed. Guidance is needed, guidance must be given.

Based on the opinion of Suhardi in (Untari et al., 2021) extrinsic motivation is motivation that occurs due to influences from outside a person. Extrinsic motivation is a motivational force that comes from outside the person himself, especially from the organization where he works. Motivation is a condition or force that causes employees to be directed or focused on achieving company goals (Mangkunegara, 2017). Extrinsic motivation is motivation from outside employees who want to work for themselves through work performance, wages, benefits, or job security (Puto et al.) occurs due to

interference from outside the person. outside the person, especially from the organization he or she works for. Factors that influence extrinsic motivation: family support, environment, appreciation.

Based on the opinion of (Rahmadhani, 2020) organizational culture is a definition of external and internal solutions that are continuously used by a group which then refers to new members as a way of understanding, thinking about, and thinking about related problems. . If there is a problem or problem in the company, it will be resolved amicably between the two parties. Based on the opinion of Ravasi and Schultz in (Darmavan, 2021), organizational leadership is a collective process that shows what is happening in the organization by identifying the right behavior for many situations.

As stated by Ginawati (2019), performance can be improved, among others, by providing incentives by sending information from managers to employees through communication. Based on the opinion of Hasibuan (Karen et al., 2021), this work is carried out by someone who completes the tasks assigned to him based on skills, experience, and sincerity and time to work. There are two things that influence work success, namely ability and motivation.

Competency Factors Psychologically, employees have aptitude (IQ) and competence (knowledge + skills). That is, workers with an IQ above the average (IQ 110-120) who have sufficient education and skills to perform daily tasks will find it easier to perform the required tasks. Characteristics of Motivation (Motivation) Motivation increases from the behavior (behavior) of employees who face conditions (situations) to work.

3. RESEARCH METHODS

The nature of the following research is a causal relationship or relationship between independent variables, such as intrinsic motivation, extrinsic motivation (X1) and interventions, such as organizational culture (X2) with different aspects, such as employee



performance (Y.). The method used in the following research is a quantitative method. The population in this research is the Yogyakarta Regional Disaster Management Agency employees, totaling 45 employees. The samples taken from the following research were 45 employees of the Yogyakarta Regional Disaster Management Agency. The researcher sent the questionnaire to the Yogyakarta Pusdalopsda information officer to be distributed to all employees. To maintain data quality, the researcher explained the purpose of giving questionnaires to informants along with the consent forms study. Data were analyzed using classical theory, regression analysis. Researchers used a Likert scale of 1-5 ranging from (1) strongly agree to (5) to strongly agree. The following research locations were conducted on Jln. Kanari No. 14A, Semaki, KEC. Umbulharjo City of Yogyakarta, Special Region of Yogyakarta

4. RESULTS AND DISCUSSION

The results of the study include several statistical tests. First, in the classic assumption test, it was found that 28 respondents (63.6%) were male, while the remaining 16 respondents (36.4%) were female. This shows that the male response has a higher significance than the female response in the context of this study. Gender differences in research are often a variable that needs attention because it can contribute to variations in the results and findings obtained.

Furthermore, this study also analyzed the relationship between the age of the respondents and the results of the study. Based on the data, it was found that the majority of respondents (84.1%) were under 30 years old. This shows that the sample of this study was dominated by relatively young individuals. The age factor can affect perceptions, preferences, and responses to the variables studied. Therefore, it is important to understand that the results of this study may better reflect the views and preferences of the younger generation. Furthermore, the results of this study also observed the education of the

respondents in relation to the variables studied.

The results show that most of the respondents (59.1%) have an undergraduate level education (S1). Education is an important factor that can influence understanding, knowledge, and individual attitudes towards research subjects. Respondents with higher educational backgrounds may have broader and more critical insights in responding to the variables studied. Furthermore, the variable observed in this study is the marital status of the respondents. The results show that most of the respondents (88.6%) are not married. Marital status factors can affect individual responses to the variables studied. Several studies have shown that married individuals have different responsibilities and priorities compared to unmarried individuals.

Therefore, the results of this study need to be interpreted by considering the differences in the marital status of the respondents. Next, a normality test was carried out on the research data. The results of the normality test show that the Asymp. Sig. (2-tailed) is 0.078, which is greater than the commonly used significance level (0.05). Thus, it can be concluded that the research data has a fairly normal distribution. This is important in statistical analysis because some analytical methods require the assumption of normality of the data. In the context of this study, the assumption of normality of the data is fulfilled so that the statistical analysis uses this assumption.

Furthermore, this study also tested the validity of the variables studied. The validity test aims to measure the extent to which the research instrument used can accurately measure the intended construct. In this case, validity testing was carried out on the variables Intrinsic Motivation (X1), Extrinsic Motivation (X2), and Organizational Culture (X3). The results of the validity test showed that the VIF (Variance Inflation Factor) value of the Intrinsic Motivation variable (X1) was 2.916, the Extrinsic Motivation variable (X2) was 4.692, and the Organizational Culture variable

(X3) was 3.551. All VIF values are below the commonly used threshold of 10. This indicates that there is no significant multicollinearity problem between the variables studied. In multiple linear regression analysis, multicollinearity can lead to distortions in the analysis results and unreliable interpretations.

Therefore, in the absence of multicollinearity problems, it can be said that the variables in this study have sufficient validity. Next, a heteroscedasticity test was performed to check whether the residual variance in the multiple linear regression model changes systematically across the range of predictor values. The heteroscedasticity test is important because if there is heteroscedasticity, then the assumption of homoscedasticity which is the basic assumption in linear regression analysis is not met. This can result in inconsistent standard errors and inaccurate interpretations.

In this study, the heteroscedasticity test was carried out by looking at the distribution of the residual points on the graph. Based on the picture shown, it can be seen that the residual points spread randomly and do not form a clear or regular pattern. In addition, these points are spread both above and below the number 0 on the Y axis. This indicates that there is no significant indication of the existence of heteroscedasticity in the multiple linear regression model used in this study. Finally, the results of multiple linear regression analysis are presented in Table 5. Multiple linear regression analysis was used to analyze the relationship between the independent variables (Intrinsic Motivation, Extrinsic Motivation, and Organizational Culture) and the dependent variable (the variable studied). Table 5 provides information regarding the regression coefficients, statistical significance, and the level of importance of each independent variable to the dependent variable. In conclusion, the discussion in paragraph 4.1 describes the results of the research which includes an analysis of several variables such as gender.

5. CLOSING

5.1 Conclusion

Based on the opinion of the elaboration of the results of the research and studies mentioned above, it can therefore be concluded that changes in the internal and external context do not affect the performance of BNPB Yogyakarta staff. Meanwhile, changes in organizational culture have a positive effect on the performance of Yogyakarta Regional Disaster Management Agency employees.

5.2 Suggestion

From the results presented, the author can say that the Yogyakarta Disaster Management Agency needs motivation and internal support to motivate staff/employees to achieve maximum profits in the company.

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