



WORK MOTIVATION MANAGEMENT IN INCREASING THE EFFECTIVENESS OF EDUCATIONAL INSTITUTIONS

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Abstract:

This study aims to analyze the Management of Work Motivation in Improving the Effectiveness of Educational Institutions at RAM NU As-Sholihi Tekung. This research uses a qualitative case study type approach. Data collection techniques using interviews, observation and documentation. The data analysis was carried out in stages, starting with data collection, data reduction and drawing conclusions. The results showed that there was a correlation between applying work motivation and increasing institutional effectiveness, as evidenced by the existence of new and old programs that continued to run effectively with support and cooperation. all educators and service users.

Keywords: *management, work motivation, effectiveness*

INTRODUCTION

In general, motivation is divided into two, namely, intrinsic motivation (sourced from oneself) in the form of ideals, hopes, or needs. While the second is extrinsic motivation (sourced from outside the individual) in the form of pressure or outside influence that encourages the individual to do something. Islam considers noble people who want to work. Because Islam views work as not only fulfilling the needs of the stomach but also to maintain self-esteem and human dignity which must be upheld. Therefore, work occupies a very noble position in Islam.

The term work in Islam is not solely in the form of material things to support oneself or a family, but work is a deed that has an element of blessing in it. Rasulullah saw gave an interesting message about the importance of work, when a person feels tired or tired after work, Allah SWT will forgive his sins right away, besides that people who work with their own hands to meet the needs of themselves and their families in Islam are categorized as *jihad fisabilillah*. It can be understood in this case that Islam gives a very high appreciation for those who want to try their best to make a living.

So, it can be understood that the motivation to work in Islam is to make a living to meet the daily needs of himself and his family, not merely to pursue a life of hedonism or extravagance. So that work motivation in Islam is not only interpreted as fulfilling needs, more than that work is an obligation that is worth worship in the sight of Allah SWT. (anisa wahyuni).

Theory motivation can dotted reject from a number of assumption Which underlies the concepts of motivation, one of which is theory need from Abraham Maslow. (anisa wahyuni):

Theory need, In his hypothesis, Abraham Maslow said that on self all man reside five level need following: a. Psychological, includes hunger, thirst, clothing, protection, home, need physical And etc. b. Security, covers safety And protection to loss physique And emotional. c. Social, includes affection, belonging, well received and friendship. d. Appreciation includes self-respect factors such as self-esteem, autonomy and performance as well as factor respect from outside like status, confession And attention. e. Self-actualization, includes the urge to become someone or something according to his ambition which includes growth, achievement,

potency and fulfillment need self.

Theory Hope, Vroom states that people are motivated to do behavior certain based on three perception following: a. *Expectancy*, how much big possibility If they do behavior certain Which will get results. b. *Instrumentality*, how big the relationship between work performance and results Work Which more tall (that is income Good form wages nor matter other Which given by company like insurance health, transportation And etc). c. *valence*, how much important worker evaluate income Which given company to her.

View Modern Theory of motivation, exists four type need man related view modern theory motivation, that is as following: a. *need of achievements* (motivation achievement) Achievement motivation is an encouragement in a person to overcome everything challenges and obstacles in the effort reach objective. Person the own encouragement for grow and develop as well as want to proceed browse ladder success.

need of affiliation (motivation friendship), the need for affiliation, namely the urge to interact with other people, do not want to do something that harms others. Motivation friendly is encouragement for relate with person other on base social. *Competence motivation* (motivation competence), Competence motivation is the drive to achieve excellence work, improve problem solving skills and try hard for innovative. *need of power* (motivation power), the need for power which is a reflection of the drive to achieve authority to have influence over people other.

RAM NU As-sholihi Tekung as a mood institution located on the outskirts of Lumajang city in improving the work quality standards of school principal employees also applies motivation theory to influence and provide stimulus to employee motivation. Even though in its application it uses pre-existing theory with different tricks and methods, it turns out that the lack of literacy is an obstacle in learning and developing existing theory. However, this can be overcome with experience gained from previous problems, so that even though it is not structured in the application of theory, it can be complemented by experience that has been obtained before.

RESEARCH METHODS

Study This use type study qualitative with descriptive qualitative research approach. This type has its own characteristics Which located on understanding process, ie describe about all something Which related with focus study Management of Work Motivation in Improving the Effectiveness of RAM NU Educational Institutions As-Sholihi Tekung Lumajang.

To obtain valid and accountable data, the researchers interviewed the Principal of RAM NU As-Sholihi, several teachers and guardians of students of RAM NU As-Sholihi. Observations were made by coming directly to the research location and directly observing the learning activities in the As-Sholihi NU RAM. Documentation techniques are carried out to obtain written and unwritten data, such as data written about gait nanny, vision, mission RAM NU As-Sholihi. In this study, researchers used interactive data analysis models Miles and Huberman covers activity collection data, reduction data, presentation data, And verification data.

RESULTS AND DISCUSSION

Correlation of Work Motivation Performed at RAM NU As-Sholihi Tekung and Increasing Institutional Effectiveness.

The following description is one attempt to describe the results study we Which has held. With thereby We will know that the method of applying the theory of work motivation carried out at RAM As-Sholihi Tekung in increasing the effectiveness of the institution. Study This will be held from January 9, 2023 to January 12, 2023 during 4 days.

Definition motivation in a manner simple is a business Which make person exert effort and energy real from What Which they do. Psychologists have been exploring how to motivate employees since the beginning of the century final, And

Lots knowledge about motivation man has developed and applied in a manner broad (Jufrizen, 2020).

Understanding this, motivation is the main indicator of improving the quality of work, both from within (*intrinsic*) and from outside (*extrinsic*). When a employee or in this case is a teacher they have work motivation, then they will do their job with passion and responsibility.

Islam gives understanding about work motivation as a form of effort to make a living to meet the daily needs of himself and his family, not merely to pursue a life of hedonism or extravagance. So that work motivation in Islam is not only interpreted as fulfilling needs, more than that work is an obligation that is worth worship in the sight of Allah SWT. (anisa wahyuni)

Sudirman conveyed that there are three functions of motivation, including encouraging people to act, determining the direction of action and selecting actions. (Sardiman, 2007). This is very basic although in practice it is often not realized, as expressed by Ms. Ainun as the head of the RAM NU As-Sholihi institution when we asked about the function of motivation. "I understand these three things, bro, and I often apply them even though I don't know for sure about the theory" (*Interview with Mrs. Ainun 10 January 2023*) he explained.

In applying work motivation and its correlation in improving the quality of the institution, Ms. Ainun explained that "As long as we are able to communicate well, and we are able to understand the capabilities we (institutions and teachers) have, and what they (teachers and parents of students) want, what the program will be will be easy to implement" (*Interview with Mrs. Ainun 10 January 2023*) she gave an example of the Tahfidz program which is already running and has become one of the leading programs at the institution and the Lunch program as an effort to control food and child nutrition, which was implemented just a few weeks ago .

Application of Work Motivation at RAM NU As-Sholihi Tekung Lumajang

In order to evaluate teacher performance and institutional programs, RAM NU As-Sholihi Tekung Lumajang is a forum for teacher aspirations in the form of Evaluation Meetings which are held in institutions every week after learning. "In the institution there is an evaluation meeting every week, bro, so there we evaluate all the programs that have been running and the programs that will be carried out during that one week" (*interview with Mrs. Ainun, January 10, 2023*). said the Head of the RAM NU Institute As-Saholihi Tekung Lumajang.

In addition to evaluation meetings held every week by teachers and RAM NU stakeholders As-Sholihi Tekung Lumajang, in implementing the program the RAM NU As-Sholihi Tekung Lumajang institution also builds communication with service users, who in this case are the guardians of students who are members of the Paguyuban group. "Routine association meetings every Friday Legi Mas together with teachers and student guardians after the Tahfidz activities," (Yeni's interview, 11 January 2023) explained the chairman of the Association when we met him on the sidelines of recess. We understand that the involvement of educators and service users in implementing institutional programs, by applying the motivational factor of communication in practice is able to encourage the masses to act according to what is desired.

Increasing the Competence of Educators

In addition to building good communication between stakeholders and service users, the As-Sholihi Tekung Lumajang RAM NU institution is also active in participating in and carrying out competency improvement activities. "There are several activities that the institution is carrying out, like last year our school delegated two teachers to take part in the linearization program in Surabaya and including me who took part at that time, then there were also parenting activities for teachers and people, implementing an independent curriculum, and so on" (Interview with Mrs. Diah, January 11, 2023) said one of the educators at RAM NU As-Sholihi Tekung Lumajang.

In line with what was conveyed by the Head of the RAM NU Institute As-Sholihi Tekung Lumajang in a previous interview "Training must exist, in fact it must be

carried out by both teachers and parents. It's useless if the teacher is trained but the parents are not given understanding too, because educating young children does not only have to be patient and painstaking but also knowledge." (Interview with Mrs. Ainun, 10 January 2023). Increased competence will be a separate motivation later for teachers and parents, because when they already know and master one field, they will be able to do it correctly and confidently.

CONCLUSION

Based on the results of the discussion in the previous chapters, the researcher give conclusion as follows:

1. There is a correlation between implementing work motivation and increasing institutional effectiveness, as evidenced by the existence of new and old programs that continue to run effectively with the support and cooperation of all educators and service users.
2. The application of work motivation carried out at the RAM NU As-Sholihi Institute includes:
 - a) Communication
 - b) Leadership
 - c) Competency Enhancement
3. Constraint:
 - a) The ease of information becomes a trigger for miscommunication
 - b) Mindset and culture that is difficult to accept something is considered new

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