

Correlation Technique and Kolmogorov Smirnov in Analyzing the Effect of Intrinsic Motivation and Improving KTI Writing Ability on Widyaiswara

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Abstract

Widyaswara is such a functional position regulated in government regulations NO.16 1994 about certain group of functional position. Widyaswara is the most important thing that should have transferable knowledge and value competence in learning process besides another supportive components. The Motivation which comes from this inside personality (intrinsic) as focus of this study to see the influence of intrinsic motivation towards widyaswara's writing scientific papers ability. This study aims to know whether the intrinsic motivation influence widyaswara's ability in writing scientific papers in human resources agency of Jakarta province. After conducting the research and statistical test analysis applied in SPSS22 computer program, it could be concluded that there was significant influence between intrinsic motivation towards widyaswara's ability in writing scientific papers (Ho is rejected, Ha is accepted), as stated that (1) there is a strong correlation between intrinsic motivation and widyaswara's ability in writing scientific papers, it is seen from the correlation score as 0.668 within significant score (2-tailed) = 0.000 therefore, $t_{count} < t_{table}$ (0.000 < 0.05). (2) there is significant influence between intrinsic motivation towards widyaswara's ability in writing scientific papers within the correlation score (R)=0.662 however, coefficient determination (R²)=0.432, it states that the influence of intrinsic motivation towards widyaswara's ability in scientific writing papers=43.9%, then the remaining score is influenced by another variables. Furthermore, there is significant intrinsic motivation correlation towards widyaswara's ability in writing scientific papers with Fcount 28,937 with signification/probability level 0.000<0.05, and it is also gained the score of Tcount=5.379, so Tcount is more than T table (5.379>2.717913) with signification score 0.000< 0.005. (3) motivation which is coming from themselves to work maximally in running their errands as proffession development element has category "medium".however, widyaswara's ability in writing scientific papers is also categorized "medium". The findings were also supported by the data of 39 widyaswara in human resources agency of Jakarta rovince with 58.97%. They had experience in writing scientific papers in varying publications as means of their profession development and it was found that there were 41.03% who have never written a scientific papers. 937 with signification/probability level 0.000<0.05, and it is also gained the score of Tcount=5.379, so Tcount is more than T table (5.379>2.717913) with signification score 0.000< 0.005. (3) motivation which is coming from themselves to work maximally in running their errands as proffession development element has category "medium".however, widyaswara's ability in writing scientific papers is also categorized "medium". The findings were also supported by the data of 39 widyaswara in human resources agency of Jakarta rovince with 58.97%. 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Keywords: scientific papers, writing ability, motivation, intrinsic motivation, correlation.

INTRODUCTION

In education and training for state civil servants, widyaiswara is one of the important components that must have the competence to transfer of knowledge and transfer of value in the learning process in education and training in addition to other components that support the running of education and training activities. In addition to having the task of educating, teaching, and training (DIKJARTIH) civil servants and non-civil servants, widyaiswara also conduct evaluation and development activities for education and training, as well as carry out professional development activities. This activity is the main element in the assessment of the widyaiswara credit score as stipulated in the Regulation of the Minister of PAN and RB number 22 (2014).

In addition to these main tasks, widyaiswara are also given the opportunity develop their professions related to the scope of education and training and substance through writing/scientific works, inventions of patented innovations, preparation of guidebooks/implementation provisions/technical provisions, and implementation of scientific orations. Writing will provide great benefits in helping to develop creativity, imaginative power, and initiative (Ansoriyah, 2017). Because writing is giving birth to thoughts or feelings with (Alie, 2015). One of the language skills is writing and this skill is the most difficult, because it requires a process and an intention to write. Ansoriyah (2017) This opinion is in line with [4], that one factor in the ability to write scientific papers is high motivation and discipline, which is needed because motivation is an influence from within the author to encourage himself to always produce written work. Based on the results of the assessment carried out by the DKI Jakarta BPSDM Credit Score Assessment Team that of the 20 (twenty) BPSDM DKI Jakarta Widyaisawara who submitted the List of Proposed Credit Score Determination (DUPAK) in the January 2019 period, only 5 (five) people had the value of elements of professional development.

In fact, most of the widyaisawara's tenures have been above 2 (two) years, some even have up to 9 (nine) years in the same term of office. This happens, of course, because there are factors that prevent widyaisawara from writing scientific papers as the development of the widyaisawara profession. The problems that are often faced in writing are because they don't have writing talent, don't know how to write, don't have confidence in their writing, are afraid of other people's criticism (Nugroho 2011). This condition shows that the low motivation to write mostly comes from within. This motivation that comes from within (intrinsic) is the focus of research whose aim is to see the effect of intrinsic motivation on the ability to write Widyaisawara's Scientific Writing. The author feels interested in doing this research because there is no research that raises this issue. Although there have been a lot of research on the Intrinsic motivation variable as variable X, for the ability to write KTI (variable Y) there are very few articles or writings that discuss this issue.

METHOD

Intrinsic Motivation

Motivation is the driving force that causes a member of the organization to be willing and willing to mobilize abilities in the form of expertise or skills, energy, and time to carry out various activities that are their responsibility and fulfill their obligations in order to achieve the goals and various organizational goals specified (Hidayati, 2017). . Motivation is the driving force, reasons, or impulses in humans that cause humans to take an action or behave (Siagian, 2014). Motivation according to Herzberg's theory in

Luthans (2011) consists of 2 factors, namely intrinsic motivation and extrinsic motivation. According to this theory, what is meant by intrinsic motivation are things that encourage achievement that are intrinsic in nature, which means that they originate within a person.

According to Herzberg, these two factors are very important in motivate employees even though Herzberg emphasizes intrinsic motivation to increase employee motivation but without extrinsic motivation it will cause employee dissatisfaction so that it has an impact on employee behavior and performance.

Functional Position of Widyaiswara

Widyaiswara is the main and important factor in a training. Participants often use them as role models and even self-identification figures. In a training activity, widyaiswara is an element that greatly influences the achievement of goals. Widyaiswara can be identified as the spearhead of the education and training carried out, because they directly seek to facilitate, build, empower, and influence the training participants. The widyaisawara functional position is a position that has the scope of duties, responsibilities, authorities, and rights to carry out activities to educate, teach, train civil servants (Dikjartih PNS), evaluate and develop education and training at Government Education and Training Institutions.

Widyaiswara's Scientific Writing

Widyaisawara scientific writings are scientific papers that are substantially related to tasks within the scope of training and development of widayaisawara specialties. As explained above, written works can be divided into 3 types, namely fiction, non-fiction and feature. However, the writing required by the widyaiswara is a non-fiction type, namely in the form of scientific writing. Therefore, before starting writing, a widyaiswara should first know the forms of scientific work needed to be able to assess the credit score. So that in planning the writing of the widyaiswara, they can find out the goals and placement of the writing. In the Regulation of the Head of LAN Number 9 (2009), concerning Guidelines for the Preparation of Scientific Writing for Widyaiswara, the appendix stipulates the form of KTI made by widyaiswara, namely in the form of books and non-books. KTI in the form of a book may be in the form of a printed book or an e-book (electronic book), but the book has the following requirements: a. issued by an institution/professional organization or publisher with a legal entity and circulated nationally; b. have International Standard of Book Numbers (ISBN).

Especially for books in the form of e-books, in addition to the requirements as printed books, the book must be readable with software (software) and/or hardware (hardware) that is commonly used and/or published on government websites/scientific institutions. E-books must also be arranged in parts as is the arrangement of chapters and sub-chapters in a book. Furthermore, KTI in the form of non-books can be classified into 4 (four) types (Regulation of the Head of LAN Number 26 (2015)), namely (1) Scientific Journals (2) Scientific Magazines (3) Proceeding Books (4) Papers in Scientific Meetings

Widyaiswara's Ability in Writing KTI

At work, employees need various abilities in carrying out their activities. The ability of employees is needed to achieve good performance, because the ability to work from someone shows the potential of that person in carrying out their activities. Robbins and Timothy (2008) explain that ability is the capacity of an individual to perform various tasks in a job. Ability is an up-to-date assessment of what a person can do. Meanwhile, according to Yulk (2003) defines ability as a tool that employees bring to the workplace in the form of skills, knowledge, interpersonal skills and technical skills. According to Robbins in Sudarma (2012), ability is an individual activity to carry out various tasks in a particular job,

The abilities according to Sumarwono (2009) include: 1) knowledge, which is the insight of employees in carrying out and completing their tasks, 2) skills, which are a special way of the employees themselves in carrying out tasks, 3) work experience, is a career according to the field owned by the employee. employees which can affect the performance of the employees themselves. Talking about widyaiswara's ability as a topic in this study, in accordance with the Regulation of the Head of the Administrative Institution, Regulation of the Head of LAN Number 5 (2009), it is stipulates that every widyaiswara must have a minimum ability to carry out their duties, responsibilities and authority to educate, teach and/or train civil servants. The minimum ability is stipulated in the widyaiswara competency standards, namely:

Research Hypothesis

The research hypothesis is as follows:

Ho : there is no influence of motivation (Intrinsic) on the ability to write KTI widyaisawara

Ha: there is an influence of motivation (Intrinsic) on the ability to write KTI widyaisawara

This research was conducted at the DKI Jakarta Provincial Human Resources Development Agency from October 2019 to January 2020

Table 1. Operational Definition

Variable	Indicator	Definition	Scale
Motivation (X) as a driving force that arises from within each of them so that it encourages people to work independently good. (Herzberg)	Success	encouragement from within widyaisawara to carry out professional development tasks as measured by the fulfillment of development elements	ordinal
	Confessionor award	encouragement from within widyaiswara because of the recognition of his achievements. This recognition or award is measured by obtaining a credit score for the proposed professional development element for a certain period in accordance with the provisions of Perka LAN number 26 of 2016.	
	Responsibility	encouragement from within widyaiswara to know the importance of fulfilling the elements of professional development as his needs as measured by Widyaiswara's willingness to compile quality KTI into satisfaction for him.	
	Opportunityto grow	encouragement from within widyaiswara in carrying out professional development tasks measured from the resulting KTi provides opportunities for career development, for example an increase in rank or promotion.	ordinal
Ability write KTI (Y)	Ability to process data	the ability to process the data obtained at the time of the study. The data obtained must be processed in order to get results to conclude	
Larasati (2014) And revelation(2016)	Abilityspeak	the ability to compose coherent and systematic sentences in terms of grammar and vocabulary, Enhanced Spelling/EYD rules, use of correct sentences grammatically correct.	
	Critical thinking skills	develop the ability to propose arguments and defending arguments in writing.	
	Abilityreadi ng comprehens ion	the ability to translate sentences arranged in reading so that the information obtained from reading can be translated into writing through the ability to think critically and logically	ordinal
	ability to self-regulate in the provision of time	This ability is needed because widyaisawara's busy schedule often neglects or provides time to write. It takes a commitment from widyaisawara to have the time and ability to manage when it's time to write KTI as a form of professional development.	

Population and Sample

The population in this study isrelatively small as many as 39 people, therefore, the entire population

will be sampled. The sampling technique used is non-probability sampling with saturated sampling technique (census). According to Sugiyono (2016: 85), saturated sampling is a sampling technique when members of the population are used as samples. This is often done when the population is relatively small, less than 30 people, or the study wants to make generalizations with very small errors. The sampling technique used is non-probability sampling, which is a sampling technique that does not provide equal opportunities or opportunities for each element or member of the population to be selected as a sample (Sugiyono, 2016).

RESULTS AND DISCUSSION

Characteristics of Respondents

Characteristics of Respondents are arranged based on gender, rank/space class, and position.

Table 2.Characteristics of Respondents by Type Sex

No	Type	Amount	Percentage
1	Man	27	69.23
2	Woman	12	30.77

Source: Respondent

From the results of the questionnaire data processing, it can be seen that the male respondents were 27 people or 69.23%, while the female respondents were 12 people or 0.77%. From these data it was concluded that the majority of male respondents were in this study.

Table 3.Characteristics of Respondents Rank/Space Class

No	Rank	group Room	Total	
			Amount	Percentage
1.	Level I Young Stylist	III/b	1	2.56%
2.	stylist	III/c	3	7.69%
3.	Level I	III/d	9	23.08 %
4.	builder	IV/a	5	12.82%
5.	Level I builder	IV/b	7	17.95%
6.	Young Principal	IV/c	8	20.51%
7.	Middle Principal Advisor	IV/d	4	10.26%
8.	Main builder	IV/e	2	5.13%
Amount			39	100%

Source: Respondent

Based on table 3, it can be seen that the highest rank and class of respondents currently are Level I (III/d) stylists as many as 9 people or 23.08% while respondents who have the rank of Young stylist Level I (III/b) only 1 person or 2.56%.

Table 4Characteristics of Respondents Based on Position

No	Position Level	Total	
		Amount	Percentage
1.	First Expert Widyaisawara	7	17.95%
2.	Young Expert Widyaisawara	16	41.03%
3.	Associate Expert Widyaisawara	14	35.90 %
4.	Widyaisawara Main Expert	2	5.13%
Amount		39	100%

Source: Respondent

Measuring Instrument Quality Test

The questionnaire that has been prepared must be tested for quality. This test was conducted for the questionnaire on each variable.

Validity test

A measuring instrument is declared valid if the measuring instrument is able to measure what it wants to measure, is able to express what it wants to express, or in other words has determination and accuracy in carrying out its measuring function. The validity test was carried out by comparing the calculated r values and r tables. In this study, with the number of respondents (n) of 39 and using a confidence level (α) of 5%, the value of r table is 0.325. The questions on the questionnaire are declared valid if the r count is greater than 0.325. The test was carried out using SPSS software version 20. For the Intrinsic Motivation variable (X), of the 30 questions, there were 20 items (80%) which were declared valid while 5 (20%) other items were declared invalid. Meanwhile,

Reliability Test

The measurement results can be trusted if in several measurements of the same subject group, relatively the same results are obtained. Analysis of the reliability of the measuring instrument using the Alpha formula. Testing Tests were carried out using SPSS software version 20. For all questions on the Intrinsic Motivation variable (X1) the value of Croanbachs alpha = 0.975 means for the questionnaire this variable is declared reliable. Meanwhile, the Writing Ability Variable Questionnaire (Y) has a Croanbach's alpha value = 0.947 which is also declared reliable.

Data Normality Test

The normality test is used to determine whether in the regression model the confounding or residual variables have a normal distribution or not. That is, respondents' answers to the questionnaire to a question produce different answers from one respondent to another. So that it can show normal conditions on a question worth testing. One of the easiest ways to see the normality of the residuals is to look at the histogram graph that compares the observed data with a distribution that is close to a normal distribution. The normal distribution forms a diagonal line and plotting the residual data will be compared with the diagonal line. In the calculation of the data normality test, the data is said to be normal if the data has a significance value greater than 0.05. Population data will be normally distributed if the average value is the same as the mode and the median is the same. This means that some scores converge in the middle position, while the frequency of low and high scores indicates a less balanced condition. The normality test of the data was carried out through the Kolmogorov – Smirnov test for all variables using SPSS software version 20. Table 5 shows the normality test of the data.

Table 5. Data Error Test		
One-Sample Kolmogorov-Smirnov Test		
		Unstandardiz ed Residual
N		39
Normal Parameters, b	mean	Normal Parameters, b
	Std. Deviation	
Most Extreme Differences	Absolute	Most Extreme
	Positive negative	
Test Statistics		.123
asympt. Sig. (2-tailed)		.140c
a. Test distribution is Normal.		
b. Calculated from data.		

From the calculation results, it is obtained that the significance value of z is 0.140. This value is greater than 0.05, which means that the data is normally distributed.

T Uji test

T test was conducted to determine the partial effect of the independent variable on the dependent variable. The criteria for conducting the T test is to compare the T count value against the T table value. If T count > T table, then H_0 is rejected, but if T count < T table then H_0 is accepted. Based on the significance value, if

the significance value is less than 0.05 then H_0 is rejected, if the significance value is greater than 0.05 then H_0 is accepted. From the results of data processing, obtained a significance value of 0.0 which is smaller than 0.05, so it can be concluded that there is an influence between Intrinsic Motivation on KTI Writing Ability.

Coefficient of Determination Test

To find out how much education, motivation and work ability affect performance, it is necessary to calculate the adjusted R Square value through SPSS software version 20. The Adjusted R Square value in the table above is 0.662 or 66.2%. This condition explains that 66.2 intrinsic motivation variables have a significant relationship to performance. The remaining 43.8% is related to other variables not examined in this study.

CONCLUSION

There is a significant relationship between intrinsic motivation and the ability to write widyaiswara with a strong level of relationship, which is indicated by the acquisition of a correlation value of 0.668 with a sig. (2-tailed) = 0.000 so $t_{count} < t_{table} = (0.000 < 0.05)$. There is a significant influence between intrinsic motivation on the ability to write KTI widyaisawara with a correlation value (R), which is 0.662 while the coefficient of determination (R^2) is 0.439, which means that the influence of intrinsic motivation on the writing ability of KTI widyaisawara is 43.9%, while the rest is influenced by other variables. Then there is the influence of Intrinsic Motivation on the writing ability of KTI Widyaisawsra which is significant with an Fcount of 28.937 with a significance/probability level of $0.000 < 0.05$, and also obtained the results of the t-count value of 5.379 so that the t-count is greater than the t-table ($5.379 > 2.717913$) with a significant value of $0.000 < 0.005$, then H_0 is rejected and H_a is accepted, which has a significant influence on the Intrinsic motivation variable (X) on the variable of writing ability of KTI widyaisawara (Y). The urge that arises from within Widyaisawara to work well in this case to carry out the duties of the professional development element has a "medium" category. Meanwhile, the writing ability of KTI widyaiswara is also included in the "medium" category. This means that the motivation and ability of the BPSDM of DKI Jakarta Province widyaisawara is in the middle, neither low nor high. And this is supported by data that out of 39 widyaisawara BPSDM DKI Jakarta Province, 58,

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