

# Motivation Level (Survey on Public Transportation Driver during Covid19 Pandemic)

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## Abstract

This study discusses the level of motivation of public transport drivers. This study uses a descriptive research design of 58 respondents. The data analysis technique used is regression analysis with the application of SPSS 20. The conclusion of this study is the level of motivation of public transport drivers during the corona outbreak is effective. This shows that during this corona outbreak the drivers of public transportation really need motivation in the form of fulfilling their needs properly.

**Keywords** Motivation

**Paper Type** Research Paper

## Introduction

Beginning in 2020, the world was shocked by the spread of a new virus, a new type of coronavirus and a disease called Coronavirus disease 2019 (COVID-19). It is known, the origin of this virus comes from Wuhan, China. It was discovered at the end of December 2019. Until now it has been confirmed that there are 65 countries that have contracted this virus. (WHO data, 1 shows 66% of patients are related or exposed to a seafood market or live market in Wuhan, Hubei Province of China (Yuliana, 2019).

The World Health Organization names the new virus Severe acute respiratory syndrome coronavirus-2 (SARS-CoV-2) and names the disease as Coronavirus disease 2019 (COVID-19) (Yuliana, 2019). At first the transmission of this virus could not be determined whether it could be passed between humans. The number of cases continues to increase over time. In addition, there were cases of 15 medics infected by one patient. One of the patients was suspected of being a "super spreader" case. Finally it was confirmed that the transmission of pneumonia could be transmitted from human to human (Hamdani, Maulani, Tetep, & Supriyadi, 2020). Until now this virus is quickly spreading still mysterious and research is still continuing.

Corona virus is currently a severe test for the entire world. With rapid spread throughout the region, Covid-19 has killed more than 3200 people with a total of 92,000 cases to date. In Indonesia itself dated April 17 confirmed there were 5,923 cases including 4,796 being treated, 520 dead, and 607 cured. This pandemic has a major impact on the national economy in all sectors, especially in the information sector and citizens who earn daily. One of them is workers who earn from services, namely public transportation drivers. Juanaidi, a tourism bus driver, revealed that since the corona virus broke out in Indonesia about a month ago many customers had canceled bus rentals. Therefore, he does not get income from his services as a driver, no money can be brought home to his wife and children. In the early days of the corona virus there were many clients canceling bus rentals. The problem is that all tourist attractions are closed.

Since the massive spread of the COVID-19 pandemic in various countries, the region's quarantine policy has been re-implemented to prevent the spread of coronavirus from getting bigger. This causes the number of daily workers who do not earn. Thousands of public transport crews in the city are threatened with no income. That is because the Covid-19 outbreak caused public transportation users to plummet. Public transport driver claimed to have resigned himself to the lack of passengers at this time. Therefore it is necessary to have work motivation for workers who earn daily. Motivation is a need that drives actions toward a particular goal. Work motivation is something that raises morale or work motivation or the general term is work motivation. With the existence of work motivation in a person will affect the stimuli that develop and their satisfaction is obtained through work tasks. While stimuli arising from one's physiological needs will get satisfaction from the work environment. Childbirth motivation is not a simple problem in an effort to realize an idealism of increasing productivity and professionalism of work. Views or general opinion often assume that work motivation can arise if someone can get a good and fair enough reward (Supriyatna, Yulianto, Hamdani, & Maulani, 2019). Therefore, the reward system is an effort to create a positive social climate so that it automatically creates a climate of mutual respect for people who work hard, are creative, and are innovative, while at the same time encouraging self-motivation. Why is this research important to do, because to find out the data generated from research with facts that occur in the community, to solve problems that occur in the community, and provide answers and solutions that are right for the community (Suprajono, 1978).

This study purpose to: (1) find out whether this corona pandemic has an impact on public transport workers (2) find out whether giving motivation to public transport workers will ease the burden on workers. Based on the objectives of the study, the formulation of the problem determined by the researcher was: (1) did this corona pandemic have an impact on public transport workers? (2) will motivating the public transport workers ease the burden on the workers?

## Literature Review

### *level of motivation*

Motivation is the desire to do as a willingness to spend a high level of effort for organizational goals, which is conditioned by the ability of the effort to meet an individual's needs. In organizational life, including the life of work in business organizations, aspects of work motivation absolutely receive serious attention from managers. Because 4 (four) main considerations are: (1) Philosophy of human life revolves around the principle of "quit pro quo", which in layman's language is reflected by the saying "there is yam, there is taro, there is reciprocation", (2) The dynamics of need humans are very complex and not only material, but also psychological, (3) There is no saturation point in satisfying human needs, (4) Differences in individual characteristics within organizations or companies, resulting in the absence of any motivational technique that is equally effective for everyone in the organization is also for someone at different times and conditions (Rismayadi & Maemunah, 2016).

Two techniques for motivating employee work, namely: (1) Techniques for meeting employee needs, meaning that meeting employee needs is a fundamental underlying work behavior. (2) Persuasive communication techniques, is one technique to motivate employee work carried out by influencing employees extra logically. This technique is formulated with the terms "AIDDAS", namely Attention, Interest, Desire, Decision, Action, and Satisfaction. Its use, the first time the leader must pay attention to employees about the importance of the goals of a job so that employee interest arises in the implementation of work, if interest has arisen then the desire will be strong to take decisions and take action in achieving the goals expected by the leader. Managers to take into account the fact that information posted on a particular online community (Maulani, Hamdani, Solihat, & Peermana, 2020). Thus, employees will work with high motivation and are satisfied with their work (Rismayadi & Maemunah, 2016).

## Methodology/Materials

The development of hypotheses in this study is based on previous research and relevant theories. Then the hypothesis proposed is:

*H<sub>0</sub>: motivating public transport drivers to be ineffective in a corona pandemic outbreak*

*H<sub>a</sub>: motivates public transportation drivers to be effective in a corona outbreak pandemic*

The type of research method used in this study is descriptive research method. Descriptive research is a research method aimed at describing the phenomena that exist. What is happening now or in the past. Descriptive research can not only describe a situation, but it can also describe a state in its developmental stages. This study does not make manipulations or changes to the independent variables, but describes a condition as is. The depiction of conditions can be individual or group and use numbers (Hamdi & Bahrudin, 2015). The purpose of descriptive research is to make a systematic, factual and accurate description, description of the facts, traits, or relationships between the investigated phenomenon. Descriptive method is the search for facts with the right interpretation. Descriptive research studies problems in society and certain situations, including about relationships, activities, attitudes, views, from a phenomenon described adequately, then questions about relationships, differences and developmental can be asked. The same group of subjects can be studied at one period (longitudinally) related to factors such as cognitive, social emotional and physical variables (Nugraha, 2019).

The way to obtain data in descriptive research is survey. Survey as a method of collecting data from a sample using a questionnaire in the form of structured questions. The questionnaire as a data collection technique that is done by giving a set of questions or written statements to respondents to be answered. The target population is public transport drivers around Garut. To provide a limitation of the analytical unit of this study are public transport drivers in Leuwigoong and Limbangan areas. For the size of the sample by referring to the number of independent variables, namely  $N \geq 50 + 8i$  ( $i$  is the number of independent variables). Then, the number of samples to be used was 58 respondents based on the calculation of  $50 + 8(1)$ . Responder criteria determined by researchers in this study are men over the age of 20 years to 40 years who live in arrowroot. The reason for selecting the age of respondents 20-40 years is because the average of public transport drivers in the age of 20-40 years.

Data analysis techniques in quantitative research use statistics. Multiple regression is a versatile and powerful analysis method that can be used to model the simultaneous effect of independent variables on the dependent variable. Analysis multiple regression can present a combination of two basic objectives, namely: (1) Predict the dependent variable based on the independent variable, and (2) Understand the relationship between the dependent and independent variables. The program used to perform data analysis with multiple regression methods is Statistical Product and Service Solution (SPSS). The measurement scale used by research is interval. Dwi Interval scale as a scale that allows researchers to carry out arithmetic calculations on data collected from respondents. The measurement does not have a real zero value. Measurement of consumer attitudes that are commonly used in marketing research is a Likert scale. Likert scale is a scale that asks respondents to respond to the extent to which agree or disagree about an object that is perceived as strongly agree, agree, neutral, disagree and strongly disagree.

## Result & Discussion

### *Respondent Characteristics*

Respondents in this study were 58 public transport drivers, with the following characteristics: (1) 60 respondents were male. (2) 16 respondents aged 21-25 years, 20 respondents aged 26-30 years, and 22 respondents aged 31-40 years. (3) 20 respondents have worked as drivers of public transportation for almost 10 years, 25 respondents have been drivers of public transportation for almost 7 years and 13 respondents have worked as drivers of public transportation for 5 years.

### Dimensional Characteristics

Based on the results of data processing with Excel on 58 respondents, the average value of the corona outbreak variable the impact of the corona outbreak is illustrated by the start of the outbreak in the area studied by researchers. The average value of fulfilling employee needs is illustrated by the relief from the owner of the public transport drivers to pay rent per day.

### Public Transport Motivation Level In Corona Virus Conditions

The first analysis was conducted to determine the level of relationship between the level of public transport driver motivation and the corona outbreak conditions. Testing is done by using the value of the relationship coefficient and the coefficient of determination contained in table 1.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,250 <sup>a</sup>	,062	,057	,75486	,062	11,453	1	172	,001

a. Predictors: (Constant), Covid19 Pandemic

Source: data processing with SPSS 20 on 58 respondents.

Based on table 1 the coefficient of the relationship between the motivation level of public transport drivers and the corona outbreak condition is expressed with an R value of 0.250. If the coefficient interval of 0.60-0.799 shows the level of relationship between the level of motivation of public transport drivers with corona outbreaks is high. While R<sup>2</sup> of 0.062 is expressed as a coefficient of determination between the level of motivation of public transport drivers and the meaning of the corona outbreak conditions. That is, 6.2% the level of motivation of public transport drivers is influenced by the corona outbreak conditions. While 93.8% is another independent variable outside the regression model that is conducted. The second analysis is conducted to determine whether the dimensions of the corona impact and meeting the needs of employees influence each other. In this study there are main hypotheses to be tested, namely Ha: Providing motivation for public transport drivers to be effective in a corona outbreak pandemic. The test is carried out using the significance values contained in table 2

ANOVA<sup>a</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	6,526	1	6,526	11,453	,001 <sup>b</sup>
	Residual	98,009	172	,570		
	Total	104,534	173			

a. Dependent Variable: Motivation

b. Predictors: (Constant), Covid19 Pandemic

Source: data processing with SPSS 20 on 58 respondents.

Based on Table 4, if the significance value  $0.00 < 0.05$  then Ha is accepted. That is, providing motivation for public transport drivers is effective in a corona outbreak pandemic.

### Conclusion

After analyzing the theory, the researcher managed to answer the formulation of the research problem with the conclusion that the researcher wanted to see the motivation of public transport drivers (a survey during the corona outbreak in Garut district) had to be done. Given the existence of this corona the income of the drivers of public transportation is low and that causes the needs of public transportation are not met. Therefore, by providing motivation to the driver it will slightly ease the burden of the drivers of public transportation. The researcher realizes that there are still many shortcomings in this research and the suggestions of the results of this study are still many of its shortcomings and only a few reveal the facts in this study.

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