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The influence of spiritual values, work capacity and work responsibility on work motivation and their impact on performance for safety shipping in Sabang navigation district

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Abstract

The purpose of this study is to observe the effect of spiritual values, work capacity, and work responsibility on work motivation, and their simultaneous impact on the performance of Sabang Class II Navigation District. The population in this study are employees of Sabang Class II Navigation District, amounting to 123 people. Sampling was performed using the census method, in which the entire population was sampled. The results showed that of the 7 direct hypotheses, 6 were accepted and 1 was not significant; that is, testing the effect of work motivation has no effect on the performance of Sabang Class II Navigation District, as evidenced by CR and P values that do not meet the requirements. The results of testing the indirect hypothesis

that the influence of spiritual values, work capacity, and work responsibility on the performance of Sabang Class II Navigation District through work motivation is not significant; in this case, work motivation does not have a role as a mediating variable. Work motivation as a mediating variable connecting Spiritual Values, work capacity and work responsibility to the performance of Sabang Class II Navigation District fails to carry out its role, meaning that the existence of this gap becomes an opportunity to reconfirm the existence or role of work motivation as a variable that bridges the variables spiritual value, work capacity and work responsibility on the performance of Sabang Class II Navigation District.

Keywords: spiritual values, work capacity, work responsibility, work motivation, organizational performance

1. Introduction

Marine safety is a condition that guarantees the wellbeing of different marine exercises, including dispatching exercises, investigations, and misuse of normal and organic assets as a form of natural protection. Hence, marine administration and laws are expected to guarantee the wellbeing and security of the sea, with the goal of keeping it clean and feasible in facilitating marine traffic. The proposal of policies and planning in marine areas has wide ramifications and should be considered in the usage of public marine space.

Sabang Class II Navigation District is a government agency tasked with maintaining the safety and security of cargo traffic, with a jurisdiction spanning almost the entire coast of Aceh province from the north, west and south coasts. The north and west coasts belong to the Strait of Malacca, which is one of the busiest straits in the world, while the southern coast belongs to the Indian Ocean. However, high degrees of challenges can lead to a decline in performance. The lack of sufficient work capacity, work responsibility, and motivation among the employees of Sabang Class II Navigation District will hamper them from properly carrying out the tasks assigned to them, leading to the poor performance of Sabang Class II Navigation District. This is reflected in the degree of work motivation shown by Sabang Class II Navigation District employees.

The main problem analyzed in this research is the low performance of Sabang Class II Navigation District employees, which is evidenced by a number of facts relating to the occurrence of ship accidents at sea. This study tries to identify the factors causing the low performance of Sabang Class II Navigation District based on a literature review, and found several variables as determinants of organizational performance including work motivation (Zare, E. (2013) ^[18].

Although there has been a number of literatures that take an extensive look on spiritual values as discussed by Mengel, (2005; Tebba, (2004; Zohar, Marshall, & Astuti, (2001) ^[12, 16, 19], there has yet to be one that specifically relates it to employee sincerity. This study posits that the employees who exhibit a sincere outlook and attitude will be held in high esteem by their peers and co-workers. Such social dynamics may lead to an increase in work motivation, both for the individual in question as well as for those around them.

2. Statement of problem

The main problem in this study is the low performance of the Sabang Navigation District office, which is characterized by the lack of employees who possess a high degree of work capacity and can be relied upon to support the main tasks and functions of the Navigation District, despite the high number of employees in the Sabang Navigation District office. This study tries to identify the factors causing the low performance of the Sabang Navigation District office based on a literature review, and found several variables as determinants of organizational performance, including work motivation, work responsibility, work capacity, and spiritual values. The main problem that will also become the research questions of this research is whether there is an influence of these determinant variables on the performance of the Sabang Navigation District office.

3. Objectives of the Study

The main objective of this study is to analyze the factors causing the low organizational performance of the Sabang Class II Navigation District. However, the specific objectives of this paper include:

1. Analyzing the influence of spiritual values, work capacity, and work responsibility on work motivation
2. Analyzing the influence of spiritual values, work capacity, and work responsibility on organization performance
3. Analyzing the influence of work motivation on organization performance
4. Analyzing the influence of spiritual values, work capacity, and work responsibility on organization performance through work motivation

Conceptual clarification

For the avoidance of doubt or misrepresentation, the following concepts as applicable are clarified below.

Organizational Performance

According to Thoyibatun (2018), performance is frequently interpreted as appearance, exhibition, or accomplishment. This likewise concurs with the opinion of Zare & Beheshtifar, (2013) [18], who said that the term performance comes from the word execution, specifically in the context of work or accomplishments. Lestari (2013) [10] states that performance is the periodic evaluation of the operational viability of the organization, its divisions, and its representatives, based on predetermined targets, guidelines, and models. Mahsun (2014) [11], expressed that presentation is a portrayal of the degree of success of a movement, program, or strategy’s execution in understanding the objectives, mission, and vision of the organization, as stipulated in that organization’s strategic planning.

Work motivation

Motivation is a drive from within an individual to accomplish an objective. According to Fachreza (2018) [3], motivation is an important determinant for the accomplishments of an individual, alongside other factors such as expertise, capacity, and experience. At its core, all humans work with the goal of fulfilling their needs, although each individual’s level of motivation and needs differ from one another. Motivation is characterized by Robbins & Coulter (2017) [15] as readiness to expend a high amount of effort towards the fulfilment of an organization’s goals, which are conditioned

upon the ability of that organization to fulfil the individual’s needs.

Spiritual Values

Spiritual value comes from the Latin word *vele're*, meaning which implies helpful, skilled, capable, and substantial; as such, value can be characterized as something that is perceived as good, beneficial, and generally right according to the beliefs of an individual or a group (Fry & Matherly, 2006) [5]. According to Adisusilo (2012) [1], value is the aspect of something that makes it wanted, sought after, prized, useful, and induces individuals to treat it with dignity (Adisusilo, 2012) [1].

Work capacity

Capacity shows the potential of people to carry out tasks or jobs. A person’s capacity is a manifestation of the knowledge and skills possessed by that individual. Therefore, employees with high capacity can support the achievement of the organization’s vision and mission to rapidly advance and develop, in anticipation of global competition. A person’s high capacity will make them different from those who have average or ordinary abilities (Rizqina, Adam, & Chan, 2017) [14].

Work Responsibility

Rahman, (2019) [13] suggests that a responsible attitude shows whether or not an individual exhibits good character. A lack of responsibility may result in the decline of the overall quality of the organization or project that individual belongs to, and can also disrupt the social dynamic of their working unit (Hajar, Lubis, & Lubis, 2018) [9]. Mu’in (2013) expressed that the fulfilment of responsibility has to be done with respect to two criteria: job descriptions, which when violated will result in a person being branded as irresponsible, and relationship obligations, which when violated can result in the relationship being damaged, because responsibility is often highly valued within a relationship.

4. Conceptual Framework

As illustrated in the figure, the conceptual framework underlying this research is that the performance of the Sabang Navigation District as a guard for National Shipping Safety and Security is influenced by 4 factors, namely spiritual values, work capacity, work responsibilities and work motivation.

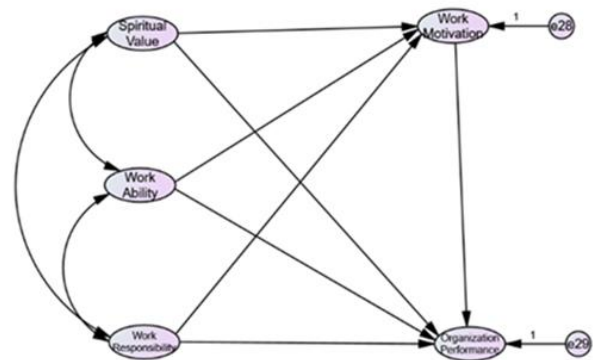


Fig 1: A conceptual framework

5. Hypothesis

Based on the phenomenon and from the theoretical basis that

has been stated previously, several alternative hypotheses can be stated as follows:

- H1: Spiritual values affect work motivation
- H2: Work capacity affects work motivation
- H3: Work responsibility affects work motivation
- H4: Spiritual values affect the performance
- H5: Work capacity affects the performance
- H6: Work responsibility affects the performance
- H7: Work motivation affects the performance
- H8: Spiritual values affect the performance through work motivation
- H9: Work capacity affects the performance through work motivation
- H10: Spiritual values affect the performance through work motivation

6. Research Methods

6.1 Research Location and Object

This research was conducted in Sabang Class II Navigation District. The object of this research is the spiritual values, work capacity, work responsibility, work motivation, and performance of Sabang Class II Navigation District. The subjects of this study are the employees of Sabang Class II Navigation District.

6.2 Sampling

The population is all permanent employees in Sabang Class

II Navigation District, totaling 123 civil servants. This study uses a sampling technique with the census method. The population is too small for partial sampling to be done, so in this study the entire population was sampled, amounting to 123 people.

6.3 Data analysis method

Processing of information observed in the field is completed utilizing structural equation modelling (SEM). This process is intended to allow for the observation of each of the indicators' loading factors towards their respective variables. Aside from that, the usage of SEM is intended to observe the influence of variables upon one another. The hypotheses are tested using the criteria of Critical Ratio (CR) and P-value. If the value of Critical Ratio is greater than 1,960 or the P-Value is less than 0.05, then the hypothesis is accepted. Conversely, if the Critical Ratio is less than 1,960 or the P-Value is greater than 0.05, then the hypothesis is rejected. (Ghozali, 2014; Hair, Black, Babin, Anderson, & Tatham, 1998) [7, 8].

7. Results and Discussion

This section discusses the loading factor of each variable utilized within this study. If the estimated value of the loading factor of each indicator is less than 0.50, then the indicator is considered invalid and must be excluded from the model.

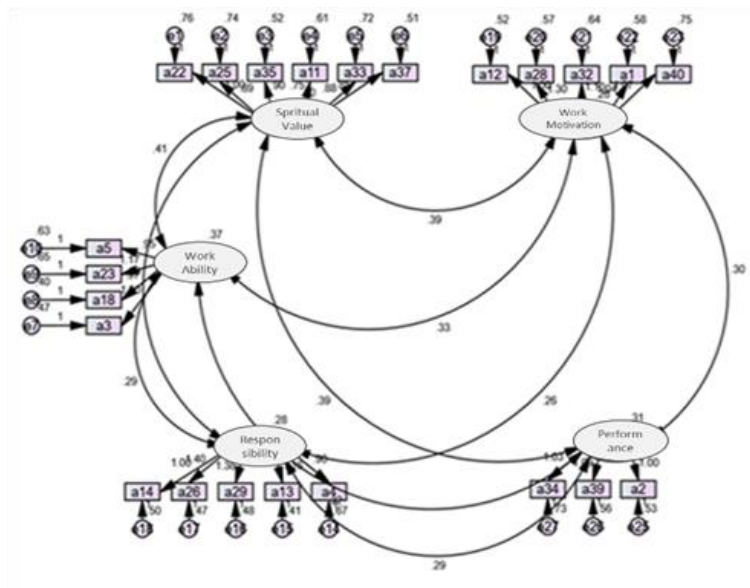


Fig 1: Loading Factor

Table 1: Loading Factor

No	Indicator		Variable	Estimate
1	a22	<---	Value Spirit	.629
2	a25	<---	Value Spirit	.589
3	a35	<---	Value Spirit	.660
4	a11	<---	Value Spirit	.561
5	a33	<---	Value Spirit	.591
6	a37	<---	Value Spirit	.643
7	a3	<---	Work Camp	.664
8	a18	<---	Work Camp	.681
9	a23	<---	Work Camp	.663
10	a5	<---	Work Camp	.589
11	a4	<---	Responsibility	.501
12	a13	<---	Responsibility	.690
13	a29	<---	Responsibility	.724
14	a26	<---	Responsibility	.731

15	a14	<---	Responsibility	.598
16	a12	<---	Motivation	.581
17	a28	<---	Motivation	.661
18	a32	<---	Motivation	.575
19	a1	<---	Motivation	.575
20	a40	<---	Motivation	.534
21	a2	<---	Performance	.606
22	a39	<---	Performance	.628
23	a34	<---	Performance	.554

Before hypothesis testing is performed, a goodness of fit test must first be performed on the model. There are several criteria that can be utilized to test the model’s validity, such as CMIN/DF, GFI, IFI, TLI and RMSEA. The cut-off value of each testing criteria has been displayed in the following table:

Table 2: Goodness of Fit Criteria Table

Size Index Criteria	Cut-off Value	Analysis Results	Model Evaluation
CMIN/DF	CMIN/DF < 2	1,945	Good
GFI	0.90	0.903	Good
IFI	0.90	0.949	Good
TLI	0.90	0.942	Good
RMSEA	<0.08	0.057	Good

Because all coefficient values for the model goodness of fit test exceed their respective criteria’s cut-off value, then it can be concluded that the model is fit and can proceed to the next phase. As such, we perform the hypothesis testing using the structural model, with the goal of observing intervariable influences.

Structural Analysis for Direct Hypothesis testing

The structural model is used to test the intervariable influence, specifically the influence of exogenous variables on endogen variables. From the structural model that had

been developed beforehand, there are seven direct influences to be analyzed, which involve three independent variables (exogenous), one intervening variable (mediating), and one dependent variable (endogen). From these seven direct influences, there are seven hypotheses that are developed and must undergo testing.

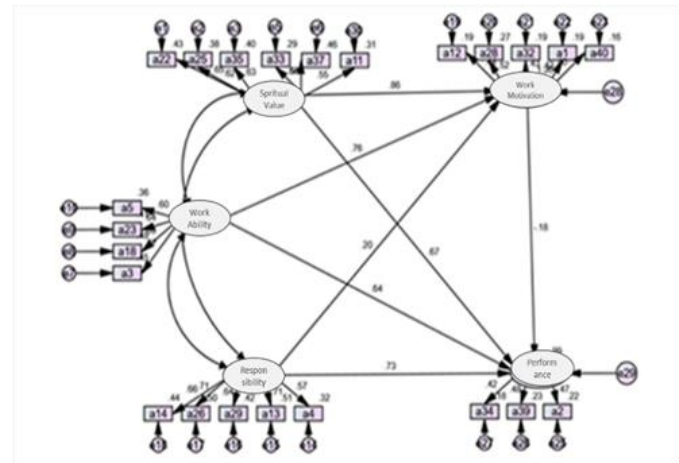


Fig 3: Structural Equation Model

The testing of direct hypotheses can be explained in detail through the following table:

Table 3: Direct Hypothesis Result

No	Hypothesis	CR Cut off >1.96	P Value Cut off < 0.05	Information
1	There is an influence of work capacity on work motivation	6.483	***	.760
2	There is an influence of work responsibility on work motivation	3.143	.002	.205
3	There is an influence of spiritual values on work motivation	6,723	***	.858
4	There is an Influence of Workability on Sabang Navigation District. performance	3.208	.001	.669
5	There is an Influence of Work Responsibility on the performance of Sabang Navigation District	3.425	***	.642
6	There is an Influence of Spiritual Values on the performance of Sabang Navigation District	5.575	.087	.734
7	There is no influence of work motivation on the performance of Sabang Navigation District	-.806	.420	-.183

It can be seen from the 7 direct hypotheses that there is 1 (one) hypothesis that is not significant, namely testing the Effect of Work Motivation on Sabang Class II Navigation District performance, because it has a CR value of -0.806 and a P value of 0.420, which does not meet the minimum requirements for the accepted hypothesis. In other words, other independent variables, namely spiritual values, work capacity, and work responsibility have an influence on increasing the dependent variable, namely organizational performance, as long as the independent variable can be

improved by the leadership or management of Sabang Class II Navigation District. These findings are in line with previous studies done by (Chen, Chen, & Li, 2013; Fry & Matherly, 2006; Garg, 2017) [2, 5, 6].

Direct and Indirect Influence

The following table presents the result of the indirect hypotheses, namely the influence of spiritual values, work capacity and work responsibility on the performance of Sabang Class II Navigation District through work motivation:

Table 4: Indirect Hypothesis Conclusion

No	Indirect Hypothesis	P Value < 0.05	Information	Mediation Role
1	The Influence of Spiritual Values on Sabang Navigation District Performance through Work Motivation	Not significant	Rejected	No mediation
2	The Influence of Work capacity on Sabang Navigation District Performance through Work Motivation	Not significant	Rejected	No mediation
3	The Influence of work responsibility on Sabang Navigation District performance through work motivation	Not significant	Rejected	No mediation

Worthy of note is the following: because the influence of work motivation as an intervening variable in relation to spiritual values, work capacity and work responsibility to the performance of Sabang Class II Navigation District fails to carry out its role, this gap becomes an opportunity to reconfirm the existence or role of work motivation as a variable that bridges spiritual value, work capacity and work responsibility to organizational performance.

9. Conclusions and Suggestions

9.1 Conclusion

1. In the test of the influence of spiritual values on work motivation, the value of CR as well as the P-value have met the requisite threshold for the acceptance of Ha. As such, it can be stated that the influence of spiritual values on work motivation is significant.
2. In the test of the effect of work capacity on work motivation, it is shown that the CR value and the P-Value have met the requisite threshold for the acceptance of Ha. As such, it can be stated that the influence of work capacity on work motivation is significant.
3. In the test of the influence of work responsibility on work motivation, it is shown that the CR value and the P-Value have met the requirements for the acceptance of Ha. As such, it can be stated that the influence of work responsibility on work motivation is significant.
4. In the test of the influence of spiritual values on the performance of the Sabang Class II Navigation District, the value of CR as well as the P-value have met the requisite threshold for the acceptance of Ha. As such, it can be stated that the influence of spiritual values on the performance of Sabang Class II Navigation District is significant.
5. In the test of the effect of work capacity on the performance of Sabang Class II Navigation District, it is shown that the CR value and the P-Value have met the requirements for the acceptance of Ha. As such, it can be stated that the influence of work capacity on the performance of Sabang Class II Navigation District is significant.
6. In the test of the effect of work responsibility on the performance of Sabang Class II Navigation District, it is shown that the CR value and the P-Value have met the requirements for the acceptance of Ha. As such, it can be stated that the effect of work responsibility on the performance of Sabang Class II Navigation District is significant.
7. In the test of the effect of work motivation on the performance of Sabang Class II Navigation District, the CR value and probability are 0.420. The two values obtained do not meet the requirements for the acceptance of Ha. As such, it can be stated that the effect of work motivation on the performance of Sabang Class II Navigation District is not significant.
8. In the indirect test of the 3 tested hypotheses, none of

them showed a significant effect. This proves that the variable of work motivation cannot function as a mediator between the endogen and exogenous variables outlined in this study.

9.2 Suggestion

1. Of the seven direct hypotheses tested, one of them has been shown to be insignificant, namely the effect of work motivation on the performance of Sabang Class II Navigation District. The rest has been shown to be significant. To enact upon this finding, it is suggested that work motivation should be deprioritized as a means of improving the organizational performance of the Sabang Class II Navigation District, in favor of improvement efforts through spiritual values, work capacity and work responsibility, which have been proven to provide significant effects.
2. In supporting the improvement of the performance of Sabang Class II Navigation District, the strongest effort can be done through the work responsibility variable, as this variable has the largest coefficient in impacting performance in comparison to the other three variables.

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