



## Analysis Of Human Resource Management In An Effort To Increase Motivation Through The Reward System (Awards) At The Aerospace Air Chief Marshal Suryadarma University

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**Abstract;** This research aims to analyze and describe the effectiveness of providing rewards on employee motivation at Universitas Dirgantara Marsekal Suryadharma. The research method used is descriptive analysis with a qualitative approach, motivated by the aim of explaining the influence of the variables to be studied and then looking for academic references related to these variables. The results obtained from this research are that the reward variable does have a significant influence on the motivation variable.

**Keywords:** Human resources, reward, motivation

### INTRODUCTION

At this time, organizations are expected to be able to maintain and improve organizational performance, educational organizations such as universities require fast, precise, friendly and professional service. This will be realized if every human resource in the organization understands their respective duties and functions, has the motivation to serve and is focused on providing optimal performance to achieve common goals. Referring to this situation, it shows that human resources remain the main key to the success of organizations in providing services to students. The important role of human resources requires management in government organizations to strategize how to manage, develop, maintain and utilize them so that they can contribute optimally to the organization. One method that is often used in managing human resources is through the application of rewards and punishments.

## LITERATURE REVIEW AND DEVELOPMENT HYPOTHESIS

Tohardi (2002:317) said that awards are rewards given to motivate employees so that their productivity is high. The relationship between rewards and motivation was also conveyed by Mulyadi and Setyawan (2001:227) that the reward system is one of the important control tools used by companies to motivate their personnel to achieve company goals with behavior in accordance with company expectations. In line with the opinion of the two experts above, Sastrohadiwiryo (2002:269), stated the driving elements of motivation, including: 1. Performance (Achievement); 2. Appreciation; 3. Challenge (Challenge); 4. Responsibility; 5. Development (Development); 6. Involvement; 7. Opportunity. Several expert opinions above explain that the method of giving awards is actually one of the motivational driving elements that can influence individual performance in an organization. If the meaning of this statement is explored, then humans as the main element that plays an important role in moving the wheels of the organization need to be managed professionally by management so that they are motivated to carry out their work which leads to achieving organizational goals. It is not surprising to say that the success of an organization is largely determined by how management manages its human resources. An objective and neutral attitude from management is needed, even when the organization formulates its internal policies. Ideally, any provisions issued should not disturb employee enthusiasm for performance and achievement.

Management must be able to maintain conduciveness among employees, so that each task can be carried out according to the rules and employees can make maximum contributions to achieving organizational goals. Human resources who work in an organization are certainly directed to achieve goals, namely organizational goals. However, someone who works in an organization definitely has personal goals that they want to achieve in their work. The personal goals that a person wants to achieve in the context of the "reason" why he works are the motivation that influences his performance. As Terry said, quoted by (Moekijat, 2002), motivation is a desire within an individual that encourages him to act. In the same book (Moekijat, 2002) says that motivation has the same meaning as motive, namely an encouragement or stimulus to do something. This means that Tien Danarti Mesra, Commerce Scholar 2020, Volume 4 Number 2: 27-38 33 motivation will not appear in a person if no stimulation is felt. If motivation has grown, it can be used for that person to achieve goals. Motivation is a very important subject for leaders, because they must be able to influence the human resources within the scope of the organization they lead so that they can fulfill both personal goals and can be moved together to achieve organizational goals. As said (Armstrong, 1994), motivation appears in two ways. First, people can motivate themselves by searching. finding and doing work that brings them hope that their goals will be achieved. This motivation is called "intrinsic motivation". Second, people can be motivated by leaders through several methods such as salaries, promotions and

rewards. This motivation is called: "extrinsic motivation". (Gitosudarmo et al., 2000) explains that the process of generating motivation is a combination of the concepts of need, encouragement, goals and rewards. Employees in a scope of work will work diligently and enthusiastically if they have high work motivation. By these employees, motivation is used as a driving force in order to fulfill the need for achieving work performance. Someone who has high work motivation will usually be seen from their work achievements. Paying attention to the description above, it can be concluded that motivation is a series of attitudes that encourage or move individuals to achieve goals. Because it is related to attitudes and behavior, actions carried out in the context of achieving these goals must always be monitored and directed so that carrying out tasks does not conflict with norms or value systems and all existing provisions in organizational life.

Achieving organizational goals cannot be separated from management good human resources. Whether large or small the number of human resources in an organization is not used as a measure of success in achieving goals organization. The quality of human resources plays an important role in achieving a goal, this is due to the human resources that exist in an organization has a role in implementing, planning and controlling various aspects concerned.

Human resources are an important component or a potential that contains role to realize certain goals. Requires good human resource management to produce quality human resources. As has been explained, the heart of whether an organization is progressing or not is the capability of its human resources themselves.

Rewards have been defined in various ways by leading scientists in the world. Rewards can be said to be an award if an action or task is done given has been completed. A simple analogy is Rewards given by a organizations can make employees in an organization increasingly excited to complete future tasks.

This Rewards System is considered important for an organization that wants to improving the quality of human resources in the organization itself. This is because basic human nature is that the more results you get, the better your performance will be increase to achieve personal goals. Aligned with each employee's individual goals. So if the employee's performance improves, the organization's goals will also increase quickly achieved.

## Formulation of the problem

Referring to the background of the problem described above, the problem formulation is obtained as follows:

- a. What are the definitions of reward and motivation?
- b. What is the role of rewards in increasing motivation?
- c. What is the role of rewards in increasing motivation at Universitas Dirgantara Marsekal Suryadarma?

## METHODS

The method of writing this scientific article uses qualitative methods and uses literature studies / Library Research. Process and analyze reference sources for books, articles, journals and other internet sources, especially in the scope of human resources (HRM). All references/reference lists in this article are

cited via Mendeley, Google Scholar, Research Get, and other references. In qualitative research, literature review is used systematically and consistently, including various methodological assumptions. It can be explained that the qualitative research method here must be used using an inductive scheme, this is useful to make it easier for researchers to answer the problem formulation in this article (Januszyk et al., 2011). This research is exploratory in nature, where the next stage will be discussed in detail in certain sections as the formulation of hypotheses. Next, it will be the basis for researchers to compare with the results and findings of previous research.

## RESULTS

Rewards are a form of appreciation given by a company/organization to employees who make work achievements. The relationship between variables and problems in improving employee performance and motivation is very influential on each other, this is because an award can make employee performance better. Planning is very important to carry out a business management pattern that aims to manage human resources to be more motivated and improve the quality of worker performance. This is very necessary to do, because without careful planning, all business management processes will not run well. With a reward system implemented by an organization or company, there must be careful planning regarding what should be given to workers if the worker has achieved the work target. With the lure of awards, the author is very confident that workers will be more enthusiastic about carrying out their work and will be very motivated in doing their work (Indah et al., 2019). Organization in carrying out the Reward System pattern is very necessary. This is because in good human resource management, an organizational structure is very important to implement. Organizing in this case is to make it easier for workers to do their respective jobs. With good organization, workers become more focused on completing the assigned work (Alesani & Hathorn, 2013). After planning and organizing, direction is needed (Mazza, 2005). This is useful for expediting the scheme that has been implemented. In the course of business management, there is a need for direction as well as functioning as a supervisory aspect for workers in carrying out their work. The author considers that direction is also an aspect of supervision, this is because when conducting direction, it automatically includes supervisory actions as well. When giving direction, the head of the company or organization also indirectly checks the work that has been done and tests the workers' understanding of the work to be done. With a Reward System implemented, these three patterns will run well and will produce results for the company. It also makes it easier for companies or organizations to control workers. Indirectly, a company or organization has more power by implementing a Reward System. Companies or organizations have strength because at the beginning there was a reward system for workers if the work done by the worker was optimal and could achieve predetermined targets. Simply put, the existence

of this Reward System really helps companies or organizations to achieve the targets and targets that have been set.

## CONCLUSION

Interaction between humans is very important to do well, humans are social creatures who need each other. Likewise, if it is related to human resource management in an organization or company, everything will run smoothly if people who have goals can manage other people well who will launch or achieve the desired targets and goals. Reward systems in the world of business management are very important to implement, this is because people will be more enthusiastic about doing something if there is something they want to get. Company or organization owners want to achieve goals in the form of success in the company or organization's achievement targets, as well as people who as workers, they will also be enthusiastic about helping the company owner to achieve targets and goals because they also receive an award from the company owner. Therefore, human resource management through a Reward System can improve employee performance and motivation to achieve goals or targets.

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