



## The Effect Of Work Motivation On The Performance Of Libraries In The Library Of The State Islamic University Of North Sumatera (UINSU) Medan

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### ABSTRACT

*Librarian work motivation is the main factor that can support the librarian's high and low performance. Librarian can be said to have a high performance if he likes the job done, has high motivation and is able to solve problems well. This is what motivates the author to further investigate whether there is an influence between work motivation on the performance of librarians at the UIN North Sumatra Library. The purpose of this study was to determine whether there was an effect of work motivation on the performance of librarians at the UIN North Sumatra Library. In connection with that, the approach taken is the theories related to work motivation and performance of librarians. This type of research is descriptive correlational with a quantitative approach. Methods of data collection using observation, questionnaires and documentation. The data analysis used was a descriptive statistical analysis and simple linear regression analysis. Data processing was carried out with the help of SPSS 20 software. The results of this study indicate that work motivation affects the Librarian Performance of UIN North Sumatra.*

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## 1. INTRODUCTION

Seeing the development of the era in the current digital era, the role of libraries as information providers must run in accordance with the rapid advancement of information technology and the information needs of its users. Information technology is useful for creating, processing, processing, storing and disseminating information to the wider community. Electronic information appears in electronic journals, electronic books and others.

Usually libraries are established with a specific purpose and based on a certain vision and mission. Therefore, libraries have different members, are managed with different organizational systems and carry out different activities according to the type of library. Likewise, the university library was established to support the achievement of the library's objectives in implementing the

Tri Dharma of Higher Education, namely education, training, and community service (Rahayuningsih, 2007).

In a library, people who are educated in library science and work in libraries are called librarians, who are in charge of managing information and providing services for users properly and correctly and organizing library activities based on their knowledge.

Librarians as human resources who run or work in libraries are a success factor in the creation of library goals. Without human resources, library services will not run properly. Librarians are professionals in charge of managing libraries, organizing library materials so that they can be utilized by users. Librarians are a profession, especially information professional groups. This information group includes archivists, documentaries, record managers, museum curators as well as the emergence of cyber librarians and web librarians (Basuki, 2010, p.3).

The main task of librarians as workers in the field of information is to organize and utilize collections of library materials as sources of information, both printed and electronic collections in order to fulfill user needs. In addition, as a person who is able to preserve library materials which aims to facilitate the rediscovery of information, minimize damage and prolong the life of library materials so that they can be used by users in the future. In carrying out their main duties in the library, librarians must have good work motivation to improve their performance and competence.

To generate motivation in every human being, of course there are factors that encourage humans to be motivated to do their work. As the theory put forward by Frederick Herzberg called the Two-Factor theory, the first factor called satisfiers is what is provided by management that is able to make employees happy, comfortable and calm, for example achievement, recognition, a good work environment and others. The second factor is called dissatisfiers which consists of salary, company policies, and personal life (Mangkuprawira, 2007. p.78).

The success of an organization is determined by the results of the performance of its employees. Employees who can carry out the tasks assigned by the organization will produce good outputs so that they will produce achievements in the world of work. If the condition of an organization is not good, then it comes from the effectiveness of the performance of its employees, moreover this condition will come from very low employee motivation, it will also affect the productivity and achievement of the goals of an organization (Daryanti, Darti, 2013. p.129).

The UIN North Sumatra library is a university library under the auspices of the Ministry of Religion of the Republic of Indonesia. The UIN North Sumatra library has 19 administrative staff in charge of managing libraries with various scientific disciplines. However, there are only 10 librarians with backgrounds library science education and obtained through a librarianship competency test.

The librarians of North Sumatra UIN have very low work motivation, for example, circulation librarians who are not good at serving users by using high tones when talking to users and not having a good attitude in serving users. However, some other librarians who do not have the discipline of library science, participate in librarianship activities such as workshops, training and seminars with great enthusiasm to increase knowledge in this library field.

## 2. RESEARCH METHODE

This study uses a descriptive correlational method with a quantitative research approach. Quantitative research is research that uses data in the form of numbers to analyze the relationship between variables. This quantitative approach is used because the data used is an

analysis of the influence between variables expressed in numbers. In research conducted by the author will explain the relationship affecting and being influenced by the variables to be studied.

Correlational descriptive method is a method that describes the relationship between two or more variables to measure the extent to which variations in one variable are related to variations in other variables (Sudjana, 2007, p.77).

The research location is on Jl. William Iskandar Ps.V, Medan Estate, Kec. Percut Sei Tuan, Deli Serdang Regency, North Sumatra. The researcher set the UIN North Sumatra librarian as the object of research because he wanted to know how far the influence of work motivation on the performance of librarians at the UIN North Sumatra Library. Time research from May 2020 to December 2020.

In a study, population is a very popular term and is used in various disciplines. According to (Sugiono, 2014, p.297), population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers so that in the future they can be studied and conclusions drawn. The population in this study were all librarians at the UIN North Sumatra library, totaling 10 people. (source: <https://digilib.uinsu.ac.id>)

The sample in a study is part of the population. According to (Arikunto, 2006, p.131), the sample is part or representative of the population to be studied. This is in line with the opinion (Sugiono, 2014, p. 149), the sample is part of the number owned by the population. The number of sample members is often expressed by the sample size. The number of samples that are expected to be 100% representative of the population is the same as the number of members of the population itself. This study only had a population of 10 people, therefore the number of samples used was the entire population.

Sampling using saturated sampling technique, namely the technique of determining the sample when all members of the population are used as samples. This is done for a relatively small number of population samples or less than 30 people. Another term for saturated samples is census, which means that all members of the population are used as research samples. (Sugiono, 2014, p.85)

Likert scale variables to be measured are translated into variable indicators. Then the indicator is used as a benchmark for compiling instrument items which can be in the form of statements or questions (Sugiyono, 2018, p. 93)

### 3. RESULT AND ANALYSIS

#### **Academic Library**

An academic library is a library located in the environment of colleges, universities, high schools, academies and other higher education, which is essentially an integral part of a higher education institution. Therefore, libraries located in the university environment, such as in departments, faculties, institutions and centers within the university environment as well as libraries at the university level are included in this type of library (Saleh, 1995).

In general, the purpose of the university library is to support the Tri Dharma of Higher Education, namely education, research and community service. In particular, the purpose of the university library is to assist the academic community and students in the learning and teaching process.

In the management of university libraries, there are two systems that are used to support the success of university libraries, namely centralization and decentralization. The centralized system of centralization in the university library is also called the Central Library, meaning that all activities related to the library are managed by one central institution. This system is not known as the Faculty Library, Department Library and so on. The advantage of this system is that it is

more efficient in terms of manpower and funds. The decentralized system in university libraries is a system that contains various types of libraries such as Faculty Libraries, Department Libraries, while university libraries only function as coordination. The advantage of this system, each institution will try to improve and develop its own library. However, the disadvantage of this library is the expenditure of funds, ineffective labor.

In Indonesia itself, until now, State University Libraries have only known a centralized library system, because it is effective in terms of finance and manpower so that other budget funds will be diverted to other units.

### Work Motivation

There are many theories that discuss motivation. Some state that these theories do not encourage a person to behave and achieve a goal. Theories that are often used to encourage someone to do motivation are motivational needs. Needs are something that is important and will not be avoided in a condition (Muljono, 2018, p.2). The theory of motivation based on needs, namely: Hierarchy Theory, this theory explains that a person behaves and acts because of the urge to meet human needs in stages. Which means that if the first human need has been met, then the second need will become the main need. If the second need has been met, then the third need will appear and so on until the fifth level of need. Human needs are divided into five levels of the hierarchy pyramid.

### Instrument Validity Test

Validity test is carried out to see whether the existing data is valid or not. The research sample consisted of 10 people with 15 statements for the work motivation variable (X) and 17 statements for the librarian's performance variable (Y).

Nomor	$r_{hitung}$	$r_{tabel}$	Keterangan
1	0,838		Valid
2	0,711		Valid
3	0,690	Instrumen valid jika $r_{hitung} > r_{tabel}$ dengan $n = 8$ pada taraf signifikan 5 % (0,05) sehingga diperoleh $r_{tabel} =$ 0,6319	Valid
4	0,746		Valid
5	0,786		Valid
6	0,832		Valid
7	0,699		Valid
8	0,787		Valid
9	0,750		Valid
10	0,729		Valid
11	0,730		Valid
12	0,707		Valid
13	0,783		Valid
14	0,646		Valid
15	0,698		Valid

From the table of work motivation validity test results, it can be concluded that all statement items are declared valid. Based on  $r_{count} > r_{table}$  where  $r_{table}$  for  $n = 10$  with degrees of freedom ( $df = n-2$ , so 8 is 0.6319 while  $r_{count}$  can be seen in the corrected item results -total correlation.

Next, test the validity of the Y variable, namely the learning quality of Library Science students at UINSU Medan

Nomor	$r_{hitung}$	$r_{tabel}$	Keterangan
1	0,660		Valid
2	0,644		Valid
3	0,619		Tidak Valid
4	0,706	Instrumen valid jika $r_{hitung} > r_{tabel}$ dengan $n = 8$ pada taraf signifikan 5 % (0,05) sehingga diperoleh $r_{tabel} =$ 0,6319	Valid
5	0,634		Valid
6	0,499		Tidak Valid
7	0,668		Valid
8	0,542		Tidak Valid
9	0,697		Valid
10	0,645		Valid
11	0,710		Valid
12	0,631		Valid
13	0,710		Valid
14	0,635		Valid
15	0,853		Valid
16	0,653		Valid
17	0,590		Tidak Valid

From the table of results of the librarian's performance validity test (Y) it can be concluded that 17 statement items, including statements 3,6,8, and 17 are invalid, while the other 13 items are declared valid. Based on  $r_{hitung} > r_{tabel}$  where  $r_{tabel}$  for  $n = 10$  with degrees of freedom (df) =  $n-2$  so 8 is 0.6319 while  $r_{hitung}$  can be seen in the corrected item-total correlation results.

### Reliability Test

The reliability test used in this study uses the SPSS Version 23 application with the Cronbac'sh Alpha formula if the value of  $r > 0.6$  then the instrument is declared reliable, and if the value of  $r < 0.6$  then the instrument is declared unreliable. The results of the reliability test can be seen from the table below.

Cronbach's Alpha	N of Items
.798	15

The table above shows that the value of Cronbach's alpha variable X is 0.732. It can be concluded that the statement in this questionnaire is reliable because it has a Cronbach's alpha value  $> 0.06$ . Then for the results of the reliability of the Y variable (Librarian Performance) can be seen in the table below:

Cronbach's Alpha	N of Items
.751	17

The table shows the value of Cronbach's alpha variable Y of -0.219. Thus, it can be concluded that the statement in this questionnaire is not reliable because it has a Cronbach's alpha value  $> 0.06$ .

This shows that each statement item used is able to obtain consistent data, which means that if the statement is submitted again, an answer that is relatively the same as the previous answer will be obtained.

Next is the normality test. The method used to test normality is using the Kormogrov Smirnov method with a significance level of 0.05. The data can be interpreted as normally distributed if the significance value is  $> 0.05$  or otherwise the data is not normally distributed if  $< 0.05$ .

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		10
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	1.41447427
Most Extreme Differences	Absolute	.213
	Positive	.213
	Negative	-.116
Kolmogorov-Smirnov Z		.673
Asymp. Sig. (2-tailed)		.756

a. Test distribution is Normal.

b. Calculated from data.

Based on the table of normality test results using the Kolmogrov-Smirnov One Sample Test, it is known that the significance value is  $0.756 > 0.05$ . Thus, it can be concluded that the data is normally distributed.

In addition, good data can also be seen through the graphical method, if the points spread around the line and follow a diagonal line, then the residual value is normal.

#### Simple Regression Test

Simple linear regression is a tool used to determine the extent of the influence of one independent variable on one dependent variable. In this study, the researcher will use simple linear regression analysis because according to the title of the study, it has one independent variable and one dependent variable.

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Motivasi Kerja <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja Pustakawan

b. All requested variables entered.

The Variables Entered/Removed explains the variables entered and the methods used in simple regression analysis. In this case, work motivation as the independent variable and librarian's performance as the dependent variable and the regression method used is enter.

**Hypothesis Testing**

To test the hypothesis, the test is carried out using the individual significance test (t test) and the coefficient of determination (R<sup>2</sup>) as follows.

1. Partial Hypothesis Test (t Test)

The partial hypothesis test was used to compare the value of tcount with ttable. The basis for decision making is if tcount > ttable then H<sub>0</sub> is rejected and H<sub>a</sub> is accepted. If tcount < ttable then H<sub>0</sub> is accepted and H<sub>a</sub> is rejected.

The formula used to find the ttable value is  $\alpha/2 = 0.05/2 = 0.025$  with degrees of freedom (df) = n - 2 = 8. Thus, the ttable value refers to the t table of 2.306.

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	81.744	4.899		16.687	.000
Motivasi	.355	.079	.847	4.501	.002

a. Dependent Variable: Kinerja

Based on the output above, it is known that the significance value (Sig.) is 0.002. This means that  $0.002 < 2.306$  so it can be concluded that H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, in the sense that "There is an influence between work motivation (X) on librarian performance (Y)".

Judging from the value of tcount  $4.501 > 2.306$ , it can also be concluded that H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, which means "There is an influence between work motivation (X) and librarian performance (Y)".

**Coefficient of Determination Test (R<sup>2</sup>)**

The coefficient of determination (R<sup>2</sup>) measures how capable the model is in explaining the variation of the dependent variable. The purpose of the coefficient of determination test (R<sup>2</sup>) is to see the effect of the variable X on Y by using a percentage. To determine the magnitude of the effect of variable X on variable Y, it can be guided by the value of R Square or R<sup>2</sup> which can be seen in the Summary Model output as follows:

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.847 <sup>a</sup>	.717	.681	1.50028

From the results of the coefficient of determination test table (R<sup>2</sup>), it can be seen that the value of R<sup>2</sup> is 0.717 = 71.7%. This shows that the percentage contribution of work motivation to the performance of librarians at UINSU Medan Library is 71.7% and the remaining 28.3% is influenced by other independent variables not discussed in this study.

### Discussion

Based on the results of the study indicate that work motivation has a major effect on the performance of librarians. This is in accordance with research conducted by (Wibisono, 2017) which states that work motivation has a positive effect on performance carried out in the library. The higher the motivation of the librarian, the higher the performance of the librarian in the library which will have a positive impact on the development of the library in the future. Based on the results of observations, how work motivation collectively affects the performance of librarians at the UIN North Sumatra Library, this condition occurs almost in accordance with what was said by (Wibowo, 2011, p.389) that motivation can certainly affect performance, although it is not the only one. the only factor that shapes performance.

In this study, it can be proven by the results of the test for linearity with the Anova formula with a significance level of 0.05, the results show that the combined significance value is 0.33 which means that the value is less than 0.05 so it can be concluded that there is a linearly significant relationship. There is a significant difference between the work motivation variable and the librarian's performance variable.

This finding is also supported by the results of hypothesis testing in this study which also proves the opinion of Abraham Maslow, the Hierarchy theory cited by (Mangkunegara, 2012, p.76) that a human being must fulfill his lowest needs first, then move up to a higher level. higher, and so on until he can actualize himself. That is, it is impossible for someone to reach a higher peak in the sense here, namely "self-actualization", if other needs cannot be met. higher effort to achieve work productivity. When these conditions are not achieved, there will be a decrease in work productivity.

## 4. CONCLUSION

In accordance with the results of the thesis research entitled "The Influence of Work Motivation on the Performance of Librarians at the UIN North Sumatra Library" through the distribution of questionnaires to all librarians of the UIN North Sumatra Library, conclusions can be drawn including:

1. The influence of work motivation on the performance of librarians at the UIN North Sumatra Library, stimulantly, there is a significant effect shown from the fhiung> fable results and with a positive coefficient, which means that the greater the work motivation, the higher the librarian's performance.
2. Overall, work motivation significantly affects the various components of the librarian's performance variables which include loyalty, achievement, discipline,



- creativity, cooperation, skills and responsibility as indicated by the results tcount > ttable.
3. The results of the respondents' answers show that the performance of librarians at the UIN North Sumatra Library is included in the good category, as evidenced by the results of the analysis of various indicators of work assessment. The tendency of respondents' answers is if they can complete their work properly and on time in accordance with the duties and responsibilities developed by each librarian.
  4. From the results of the validity test, on the variable X (Work Motivation) all question items were declared valid. While the results of the validity test on the Y variable (Librarian Performance) have 4 invalid question items and 13 question items which are declared valid so that rcount > rtable.

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