

# Impact Motivation Extrinsic And Intrinsic On Enthusiasm Level Work With Self Efficacy As Variable Moderation At Pt Inalum Persero Kabupaten Batubara

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## Abstract

Destination in study This is For know role from self-efficacy as variable moderation between extrinsic and intrinsic motivation to level enthusiasm work at PT Inalum Persero Kabupaten Batubara. The analytical method used in the study is namely Structural Equation Model PLS. Analysis results study This expected capable predict variable self-efficacy as variable moderation. Study This quantitative study has respondents of as many as 90 employees at PT Inalum. Data analysis uses Structured Equation Model (SEM) based on Partial Least Square (PLS) because it can Work efficiently For sample small and complex models. Research results prove that extrinsic and intrinsic motivation positively is significant against the enthusiasm for work at PT Inalum Coal District. Furthermore, self-efficacy is also proven to moderate role motivation extrinsic and intrinsic to the level of enthusiasm Work employees.

Keywords: Motivation Extrinsic, Intrinsic, Self Efficacy, and Enthusiasm Work.

## 1. Introduction

Achievement Success companies and organizations No, regardless of employees' contribution, employees become a significant asset. According to Private (Aghimien, 2022), the important thing is that an organization is an HR or source Power human, where is the HR own significant influence from facet capital factors, materials, methods, and machines. So that for the company, To create motivation, steady work

conducive becomes the priority primary for that, and to guard the quality of performance employee still well, then need exists an activity powerful management To use for the interest of employees (Derfler-Rozin, 2020). At the moment, This challenge Work yag very complex and accompanied by fast change resulting in employees must be capable of adapting to change; the company must be capable of stimulating (triggering ) through work programs that can increase their motivation employees in work. Motivation Employees sourced internal and external that can form one's motives employees (Sedermayanti, 2013)[3]. That motivation is internal and external encouragement in self somebody For stage change Act behavior. Motivation can determine Good nope action personnel in reaching objectives so that the more big motivation will, the more big desire try To reach achievement, persistent in work, not Want to give up and work hard to innovate To increase achievement.

On the other hand, those who are motivated with low looks, indifferent, and pay less attention to work, dance down. Noenthusiasmc in carrying out the task (Syaifuddin, 2022). Motivation intrinsic in a matter This emerging motivation from in self employee For reach something to satisfy self-own, (Yusuf, 2021) motivation intrinsic are "the motives that become active, or it is functioning No need stimulated from outside because in self every individual Already There is encouragement For do something. Motivation This makes somebody do an activity specifically Because he considers it useful for himself or gives satisfaction for himself alone (F. R. A. L. S. S. Y. L. Nasib, 2023). Type of motivation This is influenced by interest or pleasure in activities certain ones operational company must capable of create deep activity matter This naturally pleasant for an employee in a manner personal.

Meanwhile, extrinsic motive appears in employees because of the desire To get a reward or gift. Rewards or present this can form praise, awards, money, or specific goods. According to (Hasibuhan, 2015), extrinsic motivation is pusher-sourced work from the outside self-worker as an individual, from something conditions that require it to carry out work in a manner maxima motivation. This makes somebody do an activity not for satisfaction alone but Because he hopes to get something in return or avoids something he does not enjoy.

Through a grant program motivation intrinsic and extrinsic expected capable have a very positive impact on the employees in operating their work (Xu, 2022). Motivation is

only given to humans, especially To subordinates or followers. Motivation question How to push subordinate spirit so they will work hard For give all abilities and skills To reach the objective company, (Engidaw, 2021). Motivation is a gift of Power, the driving force that creates excitement. Work with someone, order them to Want to Work the same, work effectively, and integrate with all Power his efforts To reach satisfaction (Malayu Hasibuhan, 2014). Motivation is essential Because with motivation This is expected every individual employee Wants to Work loudly and enthusiastically To reach high productivity work.

Temporary The existence of self-efficacy in a self-employee will push passion and enthusiasm in work Because of belief in someone's self himself capable of finding ways specific To reach an objective as well as the belief that ways can deliver to achieve something goals; self-efficacy relates to the belief that self-own ability does expect action (Bandura, 1986) self-efficacy as an essential contributor For form intensity and action from behavior. Bandura continued to express confidence, self capable, or self-efficacy, own some implications among them. To motivate somebody or an individual, to be more motivated to face a challenge or task by using skills. They were then pushing somebody or an individual to become independent. Studies previously clearly show a close relationship between self-efficacy (or construction draft self-similar) and emotions, confirming the association of positive self-efficacy with positive emotion and an association of negative self-efficacy with negative emotion [10](Slišković, 2017)(Buric, 2019)(Rami, 2022)(Hussain, 2020).

## 2. Framework Theory

### Self-efficacy

Self-efficacy is the belief that somebody will be able To organize and display the necessary action to reach the desired destination, not depending on the type of skills and expertise but more related to the belief about what can be done with stock skills and expertise (Bandura, 1986). According to Bandura, self-efficacy plays a role in determining How individuals feel, think, and motivate themselves, which then, in the end, influences behavior and results. Influence the behavior of somebody in determining something activity. Self-efficacy influences somebody in choosing an activity. In addition, self-efficacy also influences the level of involvement of individuals and their abilities to survive in an activity.

### **Motivation intrinsic**

According to (Donni & Garnida, 2013), intrinsic motivation is the motives that become active or functioning. No need to be stimulated from outside because, in the self, every individual already has an encouragement to do something. Furthermore, (Y. Liu, 2019) intrinsic motivation is the motivation that arises from in self myself. Motivation intrinsic is marked or combination of enjoyment or pleasure in operating something task. For objective sure, motivation functioning intrinsic as a reward is behavior that demands an individual to carry out an activity with no reward which is from outside (Yusuf, 2021). Motivation intrinsic is pusher work that causes people to participate based on something encouragement from in self. Indicators used to measure intrinsic motivation are 1) interest, 2) positive attitude, and 3) needs (Kanonire, 2020).

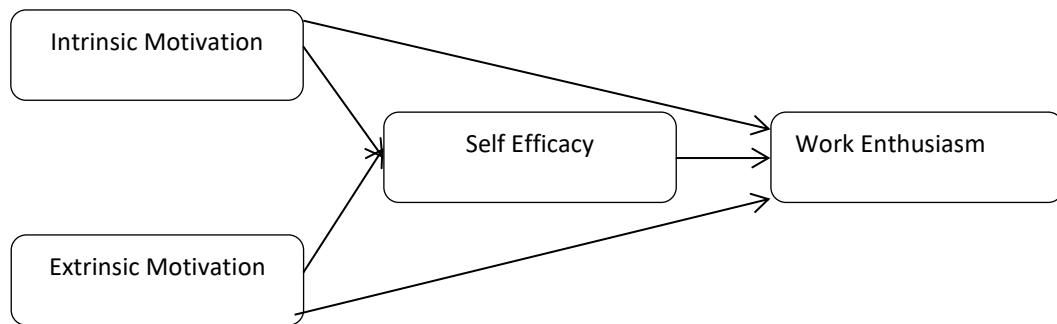
### **Motivation extrinsic**

Motivation is extrinsic because the objective of the primary individual doing an activity is to reach goals outside the activity. Study that alone or the objective that is not involved in the activity learns (I. Liu, 2020). Referred to with motivation extrinsic is something earned through observation alone or suggestions, recommendations, or encouragement from other people. Motivation is extrinsic and is sourced from the outside self individual so that somebody wants to do something action (Wu, 2020). As for motivation, extrinsic is pusher-sourced work from outside self-workers as individuals form conditions that require them to carry out work in a maximum manner (Shin & Bolkan, 2020). Motivation extrinsic is the motivation that causes people to participate in a manner maximum because stimulant exists from outside (Karimi, 2022). Indicators to measure extrinsic motivation are security work, policy, quality company supervision, the relationship between colleagues, and superior relationships with subordinates (Code, 2020).

### **Work enthusiasm**

Enthusiasm or Spirit Work is a deep enjoyment of the work done. Employee morale and work enthusiasm affect productivity (Asefa, 2022). Spirit Work is well individual for work. The same with discipline and responsibility answer to activities (Xu, 2022). According to (Li, 2020), spirit Work makes people happy and subserves to work, where satisfaction, work, relationships, and family fun become part of. Someone with

Spirit work tall has reason alone For work that genuinely wants employees who feel that they are included, that organizational goals are properly given attention, and that efforts they know and appreciate their own Spirit high work (Jungert, 2020). Employees with a high Spirit work will show positive attitudes, e.g., loyalty, joy, cooperation, pride in work, and obedience to obligation (Akosile, 2022).



**Figure 1. Framework Conceptual**

### 3. Method

As for research, This can use type study quantitative data collection primary data collected through deployment questionnaire compiled research based on indicators from every variable motivation extrinsic, intrinsic, self-efficacy as variable moderation and enthusiasm Work employee. Population targets and samples study, i.e., 90 where entirely employee remains at PT Inalum Persero Kabupaten Batubara. Furthermore, data analysis using Structured Equation Model (SEM) based on Partial Least Square (PLS). According to (Ghazali, 2013), SEM-PLS can Work efficiently For sample small and complex models. Besides that, the assumptions distribution of data in SEM-PLS is relatively loose compared to That from CB-SEM. SEM-PLS is a nonparametric approach; it Can Work with Good even for the data is No usually distributed highly. Furthermore Partial Least Square (PLS) method. It has to bring go out enter. This consists of the learning of 1) Stage First is to test the measurement model (Outer Model), i.e., For test validity construct and reliability of each indicator. 2) Stage second tests the structural model (Inner Model) to determine if there is nope influence between variable correlation.

### 4. Results

#### 4.1 Testing of Outer Models

Measurement Model Analysis / Measurement Model Analysis

uses two tests: Construct Reliability and Validity and Discriminant Validity.

#### a. Construct Reliability and Validity

Composite reliability is the component used to evaluate the dependability of indicators on a variable. A variable with a composite reliability value greater than or equal to 0.6 can be said to meet composite reliability.

**Table 1 . Composite reliability**

	Cronbach's Alpha	rho A	Composite Reliability	Average Variance Extracted (AVE)
Motivation Extrinsic (X1)	0.888	0.871	0.861	0.865
Motivation Intrinsic (X2)	0.869	0.856	0.880	0.854
Self-Efficacy (Z)	0.780	0.761	0.790	0.765
Enthusiasm Work (Y)	0.893	0.883	0.870	0.864

Source: SmartPLS 3.3.3

Test the data from the results so the result can be seen in the table. One above. The data from the table shows that the composite reliability value for all variable studies is more significant than 0.6. Findings This shows that every variable fulfills the criteria reliability composite, which leads to the conclusion that every variable has a high level of reliability. The average variance value extracted (AVE ) for every indicator, which must be > 0.5 for a viable model, can be used as another technique for evaluating validity discriminant besides seeing the cross-loading value.

#### b. Discriminant validity

The cross-loading value is used in the discriminant validity test. If an indicator's cross-loading value on a given variable is higher than that of other variables, it is said to have discriminant validity. The cross-loading value for each indication is as follows:

**Table 2. Loading Factor Value of Each Indicator**

	Motivation Extrinsic (X1)	Motivation Intrinsic (X2)	Self-Efficacy (Z)	Enthusiasm Work (Y)
ME1	0.762	0.360	0.752	0.483
ME2	0.854	0.421	0.787	0.463
ME3	0.825	0.367	0.786	0.476
ME4	0.755	0.460	0.756	0.564
ME5	0.848	0.447	0.865	0.552

ME6	0.752	0.456	0.760	0.485
ME7	0.832	0.352	0.757	0.464
MI1	0.470	0.880	0.777	0.954
MI2	0.565	0.970	0.680	0.965
MI3	0.590	0.976	0.623	0.823
MI4	0.530	0.943	0.767	0.860
MI5	0.570	0.950	0.644	0.995
MI6	0.670	0.945	0.665	0.845
SE1	0.986	0.484	0.877	0.480
SE2	0.783	0.484	0.774	0.490
SE3	0.800	0.385	0.780	0.453
SE4	0.772	0.367	0.954	0.789
SE5	0.677	0.641	0.763	0.766
SE6	0.754	0.547	0.965	0.803
AK1	0.875	0.485	0.774	0.760
AK2	0.764	0.630	0.674	0.815
AK3	0.876	0.563	0.584	0.582
AK4	0.870	0.679	0.556	0.593
AK5	0.986	0.768	0.716	0.775
AK6	0.787	0.485	0.770	0.563
AK7	0.871	0.983	0.555	0.984

**Source: SmartPLS 3.3.3**

The data in the table above shows that, when compared to the cross-loading value on other variables, each indication on the research variable has the most significant cross-loading value on the variable it forms. The indicators utilized in this study already have good discriminant validity for assembling their respective variables. According to the results, it can be concluded.

## 4.2 Inner Model

### a. R Square

Based on the data processing that has been done using the intelligent PLS 3.0 program, the R-Square value is obtained as follows:

**Table 3. Coefficient of Determination (R-Square)**

	R Square	R Square Adjusted
Self-Efficacy (Z)	0.672	0.657
Enthusiasm Work (Y)	0.735	0.735

**Source: SmartPLS 3.3.3**

Based on the data from the table above known R Square Adjusted value for variable self-efficacy of 0.657 or 65.7%; meanwhile, the rest of 34.3% is influenced by other variables that are not studied. Then on variables Enthusiasm Work R Square Adjusted value of 0.735 or 73.5%, meanwhile the rest of 26.5% is influenced by other variables that are not variable study this.

**b. Predictive Relevance (Q2)**

The Q2 value has the same meaning as the coefficient of determination (R-Square). Q- significant Square value (Q2) 0 indicates the model has predictive relevance, otherwise if a value (Q2) is less than 0, this indicates the model has less predictive relevance; or in other words, where all the Q2 values are higher, the model can be considered to fit the data better. Judgment of the Q2 value can be done as follows.

$$Q_2 = 1 - (1 - R_1^2)(1 - R_2^2) \dots (1 - R_n^2)$$

$$Q_2 = 1 - (1 - 0.657)(1 - 0.735)$$

$$Q_2 = 1 - (0.343)(0.265)$$

$$Q_2 = 1 - 0.09089$$

$$Q_2 = 0.909$$

Based on the results above, the value of Q2 is 0.909. We can conclude that all variables in the study contribute to the original data of the existing structural model by 90.9%. Then the remaining 9.1% necessary to be developed besides variable research.

**Hypothesis Test****Table 4. Hypothesis Test**

	Original Sample (O)	Sample Means (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values	Information
Motivation Extrinsic (X1) -> Enthusiasm Work (Y1)	0.680	0.865	0.078	4,561	0.002	Significant
Motivation Intrinsic (X2) -> Enthusiasm Work (Y2)	0.716	0.539	0.087	4.135	0.000	Significant
Moderating effect 1 (X1-Z1) > Enthusiasm Work (Y2)	0.765	0.762	0.052	2,884	0.002	Significant



Moderating effect 2 (X2 – Z1) -> Enthusiasm Work (Y1)	0.615	0.627	0.235	2,810	0.000	Significant
Self efficacy (Z) -> Enthusiasm Work (Y2)	0.210	0.218	0.151	2,461	0.001	Significant

### Discussion

Based on data analysis on research, This shows that direct motivation is externally influential and significant to enthusiastic Work employees. Research results in This is in line with a study previously stressed that external motivation can increase the spirit or enthusiasm of Work employees. The following results study confirms that motivation in the environment around employees will increase in Spirit Work or enthusiasm Work employees (Akosile, 2022). Ambient factors or external give a real influence on increasing the enthusiasm of employees working (Azhari, 2022). Likewise, factors from motivation in self or internal employees give influence significant to enthusiasm employees work that influences internal factors in a manner positive and significant to Spirit employee's work (Christopher, 2022). Research results also align with research conducted by (Shaikh, 2018)(Putra, 2020), arguing that intrinsic motivation currently works best for complex tasks requiring higher cognitive skills.

In contrast, extrinsic motivation works best for simple, straightforward tasks that do not require high levels of cognitive skills, such as tasks in the food service industry. However, the results of this study indicate that extrinsic and intrinsic motivation significantly influence the three dimensions of employee engagement in the small restaurant industry when tested independently on the dimensions of work engagement. The results show that extrinsic and intrinsic motivation stimulate employee enthusiasm, dedication, and absorption, implying that employees with higher extrinsic and intrinsic motivation tend to be more engaged with their jobs.

Research also proves that influence moderation from variable self-efficacy to enthusiasm Work employees exists. The result is that variable self-efficacy gives influence moderation in a manner robust between motivation extrinsic and intrinsic to enthusiasm Work employees at PT Inalum the. A study that has been done previously gave a depiction of a positive relationship between self-efficacy and innovative work behavior. In a study with teachers on the effect of self-efficacy on innovative work behavior, (Fadli, 2022) reported that teacher self-efficacy had a significant and positive effect on

innovative work behavior. (Ahmad Rivai et al., 2021) In their research with public sector employees, they also found a significant and positive relationship between innovative work behavior and perceived self-efficacy. (S. C. S. A. Y. Nasib, 2019) found a positive and significant relationship between self-efficacy and innovative work behavior. The level of employee self-efficacy was found to influence creative and innovative work behavior significantly (Hou, 2021).

### **Theoretical and Managerial Implications**

Implications findings in the study This shows that motivation extrinsic in PT Inalum Persero Kabupaten Batubara has given the company to employees. This is done for the employee's high spirits in doing his job. Motivation is intrinsic in self individual employees, too. Ok, Enough. Employees will For can proceed more onstage in doing their job. Furthermore, findings from the study This that existing self-efficacy in employees at PT Inalum Persero Kabupaten Batubara Still needs to be higher. Company leadership is expected to pay attention matter this for performance so employees can walk maximum. Furthermore, PT Inalum Persero Kabupaten Batubara has also made various efforts to grow the employees' enthusiasm to do his job. This can be seen from the various forms of training the company provides to employees. Training This naturally expected can motivate the employee's cheer and keep going, increasing the ability For a spirit to do the best job.

### **Conclusion**

Possible conclusion withdrawn by the researcher in study This is in a manner direct that motivation extrinsic and intrinsic own influence significant to enthusiasm Work employee, Variable self-efficacy also moderates connection between motivation extrinsic and intrinsic to enthusiasm work of employees at PT Inalum Persero Kabupaten Batubara. Recommendation study This is should internal personnel management do supervision. Work Keep going, emphasize professionalism, work for results, and work a characteristic objective. Then in matter increase motivation Work employee This No only For employee will but rewards like ticket holiday together family, scholarship education children are badly needed in guard level motivation maximum work.

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