

Influence Of Communication and Career Development on Morale in Paspampres Members

By

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Abstract

Morale is the ability or willingness of any individual or groups of people to cooperate with enterprising and discipline as well as a full sense of responsibility accompanied volunteerism to achieve the objectives of the Organization. Formulation of the problem: 1) how big the influence of communication towards the morale on members of Paspampres?; 2) how big the influence of career development towards the morale on members of Paspampres?; 3) how large an influence towards communication and career development to members of Paspampres morale? This research method using correlation to see how big the influence of free variables and bound variables. The population of this research are members of Paspampres 1006 people and made the sample in this research as much as 91 people. Each respondent is given questions using Likert scale. Conclusion: 1) Communication effect on morale at members of Paspampres, in other words the higher the communication it will be increasingly higher on the morale of members of Paspampres; 2) career development effect on morale at members of Paspampres, in other words the higher the career development will be increasingly higher on the morale of members of Paspampres; 3) communication and career development effect on morale at members of Paspampres, in other words progressively enhanced communication and career development together then it will be higher on the morale of members of Paspampres.

Keywords: Communication, Career Development, Workforce

Introduction

The success of an organization is influenced by the morale of employees in performing tasks in accordance with the responsibilities given to them. Employees are an important resource for the organization, because they have the talent, energy, and creativity that is needed by the organization to achieve its goals (Panjaitan, 2018). Based on an agency or organization, a system is needed that can support the performance of the organization (Fathurrahman, 2018). One of them is a high spirit of work (Siregar, 2019). Work spirit is a situation that must exist if the activity / work process wants to run smoothly (Sumarsid, 2017). With a high morale, the organization's goals can be achieved according to the plan

(Syahropi & KasmiruDdin, 2016).

But based on the observations of the author, Paspampres members experience several problems related to the spirit of work (Arinuryadi, Widayat, & Suhartono, 2018). First, communication has not been going well, this is seen from the rareness of members in discussions, meetings, invitation letters (Yati, 2018) that often arrive late, and the absence of forums to convey the complaints of members. Second, there is no such thing as member development, such as training for members (Widayati, 2016), the absence of career extension and so on. Third, member motivation looks so low, this is seen from the absence of the member's desire to develop (Prastiwi & Yuniasanti, 2014), members do not enjoy work, do not enjoy work, insufficient salary, and so on. Fourth, the promotion of positions that have not gone well, this is seen only certain members who get promotions. Fifth, member motivation looks so low, this is seen from the absence of the member's desire to develop, members do not enjoy work, do not enjoy work, insufficient salary, and so on (Zebua, 2020).

An obstacle that is often faced by an organization is how the organization can make the existing workforce have a high morale (Purwanti, 2013). The spirit of work is important for members (Inbar, Astuti, & Sulisty, 2018), where it can encourage members to strive to work better (Junaidi & Susanti, 2019). This work spirit refers to an individual's attitude or emotional reaction (Nasmit, 2013) or a member of his work. In other words, the spirit of work reflects a member's feelings towards his work (Priyatna & Cahyaningrum, 2019). Facts that can be used as an indication of the decline in the morale of members can be seen (Situmorang, 2019) This is as stated in the table below:

Table 1. Number of Employees Who Received Punitive Sanctions in Paspampres in 2016

Penalty	Number of Members
Verbal Reprimand	5
Written Reprimand	4
Proposed Dismissal	-

Source: Paspampres

Based on the results of observations Paspampres also has not paid much attention to the career development of its members. The opportunity to develop a career in this organization still seems difficult (Siregar et al., 2020). So that members are reluctant to participate in one of the career development programs implemented by Paspampres. Seen from the following data:

Tabel 2. Number of Paspampres Members Who Participated in the Assessment Program

Year	Number of programs	Persentase	Number of employees	Persentase
2013	6	5,22	62	53,94
2014	5	4,35	54	46,98
2015	4	3,48	50	43,50
2016	7	6,09	23	20,01

Source: processed from Paspampres data

Based on the table and chart above it appears that the number of members who participated in the assessment program from 2013 to 2016 was relatively declining, this proves that the participation of members in the program is very lacking.. The assessment program is implemented to measure the suitability of the skills needed for a certain level of position with the performance displayed by the members concerned (Afriyanti, Sabanu, &

Noor, 2015). The results of the assessment program can be used as one of the decision tools to determine the career development of members (Adiawaty, 2018). This study aims to determine and analyze the influence of communication on the morale of Paspampres members, to determine and analyze the influence of career development on the morale of Paspampres members and to determine and analyze the influence of communication and career development together on the morale of Paspampres members. This research has the benefit that is expected to add insight to the author's knowledge and add knowledge, both in theory and practice, can be used as a basis for comparative studies and references for similar research, this research is expected to provide insight and experience for authors about human resources, especially about communication, career development, and spirit of work and this research is useful as a consideration for Paspampres to determine the role of human resources, especially about communication, career development, and spirit of work and this research is useful as a consideration for Paspampres to determine the role of human resources. To see if communication and career development affect the morale of its members.

Research Methods

This research was conducted at paspampres office which is located at Jalan Tanah Abang II No. 6 Gambir Central Jakarta. The study was conducted from March 2017 to September 2017, for five months. The research process carried out is a form of development of the scientific method. This study uses descriptive methods because the problems taken are centered on actual problems and are at the time of the study the population is all members of Paspampre which numbers 1006 people. From the results of calculations in the error stage of 10%, then what will be taken is as many as 91 people. In this study the technique of data collection is literature studies and questionnaires / questionnaires. The regression analysis technique used in this study is double linear regression.

Results And Discussion

Based on the results of the test analysis t showed that career development has an influence on the morale of Paspampres Members. Career is the entire position or position that a person may occupy in the organization in his or her working life, and the career goal is the highest position that a person will occupy in an organization. Based on the results of the F test analysis shows that communication and career development have an influence on the morale of Paspampres Members.

Communication plays an important role in efforts to improve employee morale a performance, because this process is related to the flow of information where in the flow of information there are three ways, namely simultaneous, sequential and a combination of both. So in that case it is needed good cooperation, between leaders, subordinates and between employees in terms of giving orders / reports or consulted. A relationship created in the organization either between leaders and subordinates or with fellow employees greatly affects the employee's morale. Thus, it can be stated that communication and career development in the Paspampres environment have a significant influence on the morale of Paspampres members, or in other words the better communication and career development built, the more the morale of Paspampres members will increase. Based on the results of calculations with the help of SPSS 23.0 for Windows computers, it can be known the distribution of the frequency of respondents' answers regarding aspects of communication. The highest frequency was at a score of 65 with 8 respondents or 8.8%, the second highest frequency score was at scores 60 and 64 with 6 respondents or 6.6%, while the remaining frequency of

answers was less than 6%. To clarify the distribution of communication variable data (X1), it can be seen from the Histogram as follows:

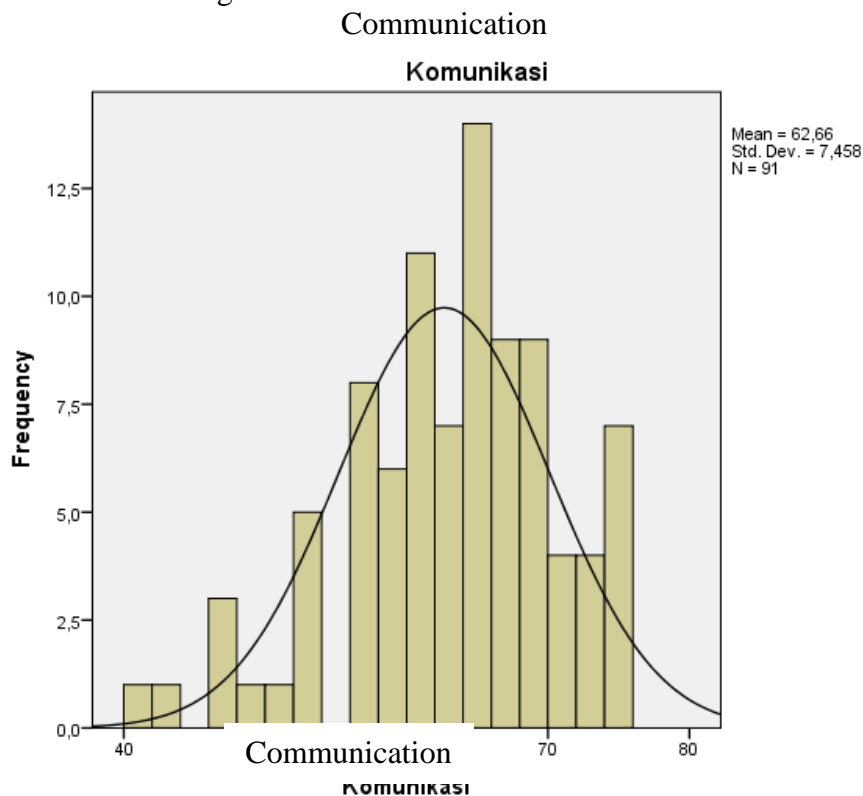


Figure 1. Histogram of Communication Variables

Source: SPSS for Windows versi 23.0, 2017

Based on figure 1 above it is known that the mean or average value of 62.66 numbers falls into the category of good, it can be said that in general the communication of Paspampres members can be classified in the good category.

Table 3. Frequency Distribution of Career Development Variables

Career Development					
	Frequency	Percent	Valid Percent	Cumulative Percent	
	31	1,1	1,1	1,1	
	33	2,2	2,2	3,3	
	36	2,2	2,2	5,5	
	37	3,3	3,3	8,8	
	39	2,2	2,2	11,0	
	40	1,1	1,1	12,1	
	42	9,9	9,9	22,0	
	43	5,5	5,5	27,5	
	44	6,6	6,6	34,1	
	45	5,5	5,5	39,6	
Valid	46	6,6	6,6	46,2	
	47	4,4	4,4	50,5	
	48	5,5	5,5	56,0	
	49	7,7	7,7	63,7	
	50	3,3	3,3	67,0	
	51	5,5	5,5	72,5	
	53	7,7	7,7	80,2	
	54	3,3	3,3	83,5	
	55	4,4	4,4	87,9	
	56	4,4	4,4	92,3	
	57	2,2	2,2	94,5	

58	2	2,2	2,2	96,7
60	3	3,3	3,3	100,0
Total	91	100,0	100,0	

Source: SPSS for Windows versi 23.0, 2017

Based on the results of calculations with the help of SPSS for Windows computers, it can be known the distribution of the frequency of respondents' answers regarding aspects of career development. The highest frequency was at a score of 42 with 9 respondents or 9.9%, the second highest frequency score was at scores 49 and 53 with 7 respondents or 7.7%, while the remaining frequency of answers was less than 7%. To clarify the distribution of data on the career development variable (X2), it can be seen from the Histogram as follows:

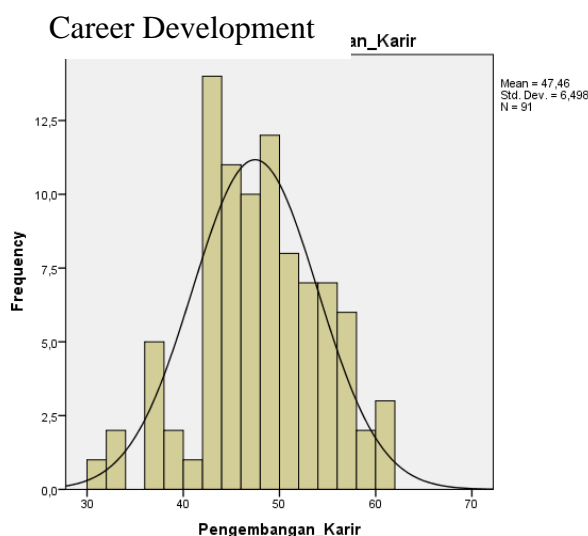


Figure 5.2 Histogram of Career Development Variables

Source: SPSS for Windows Career Development

Based on figure 5.2 above it is known that the mean or average value of 47.46 numbers is included in the category of good, it can be said that in general career development in Paspampres can be classified in the good category. Based on the results of calculations with the help of SPSS for Windows computers, it can be known the distribution of the frequency of respondents' answers regarding aspects of morale. The highest frequency was at a score of 56 with 7 respondents or 7.7%, the second highest frequency score was 53 and 54 with 6 respondents or 6.6%, while the remaining answer frequency was less than 6%. To clarify the distribution of the working spirit variable (Y) data, it can be seen from the Histogram as follows:

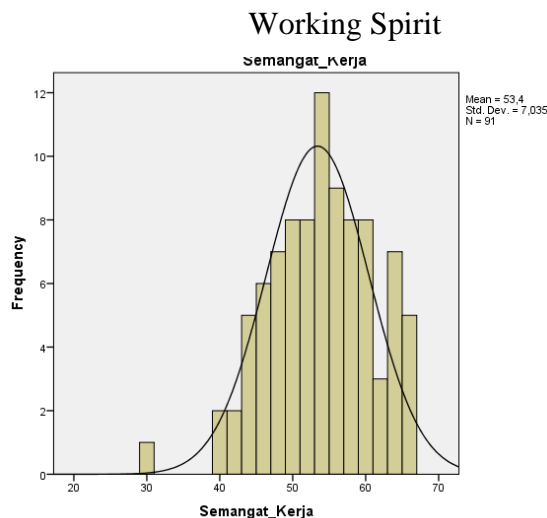


Figure 5.3 Histogram of Working Spirit Variables
Source: SPSS for Windows versi 23.0, 2017

Based on figure 5.5 above it is known that the mean value or average of 53.4 numbers is included in the category of good, it can be said that in general the spirit of work in Paspampres can be classified in the good category.

Conclusion

Based on the results of research and discussion, it can be concluded as follows: Communication has a positive and significant influence on the spirit of work in Paspampres Members by 16.5%; In other words, the better communication, the more the spirit of work of Paspampres members. Career development has a positive and significant influence on the morale of Paspampres members by 25.5%; In other words, the better career development, the more the spirit of work of Paspampres members. Communication and career development have a positive and significant Working Spirit morale of Paspampres members by 37.6%; In other words, the better communication and career development, the more the morale of Paspampres members

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