

The Influence of Individual Characteristics and Motivation on Work Achievement during the COVID19 Pandemic (Case Study of Student Activity Unit in Arts and Sports at Widyatama University)

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ABSTRACT

This study aims to determine the effect of individual characteristics and motivation on the achievement of arts and sports student club in Widyatama. The independent variables are motivation and characteristics. The research was conducted using a quantitative approach. The research data was obtained by asking questions to the subject and recording the answers to be analyzed critically. This type of research is descriptive - verification using primary data and secondary data. The results showed that there was a simultaneously significant effect of the individual characteristics and motivation variables on work performance. In the individual characteristics and motivation variables, there is a partially significant effect on work performance, amounting to 75.3%. Furthermore, job performance variables can be explained by individual characteristics and motivation variables, while the remaining 24.7% is explained by other variables.

Keywords

Individual characteristics, motivation, job performance

Introduction

Universities in Indonesia are currently growing very rapidly, where every university in Indonesia is currently starting to compete in improving its achievements. With the achievements obtained will have a positive impact for the university in selling its excellence. Therefore, to provide positive things and make the university superior and known by the People of Indonesia, nowadays students are required to be active in participating in campus activities (organizations) outside the course hours. Not only that nowadays human resources are an important factor in realizing the goals of each university, therefore it requires more effort and intention in realizing the achievements of the university both workers, lecturers, and students.

Therefore, in achieving a goal, each university needs to prepare complete infrastructure, as well as modern equipment to support students in realizing students who excel in Academic and Non-Academic. One of them is at Widyatama University which has imposed students to attend the Student Activity Unit which started on August 2, 2001 and is a merger of the Bandung Economic

College (STIEB), the Bandung School of Language Sciences (STIBB), the Bandung Widyatama College of Technology Sciences (STTW), and the High School of Visual Communication Design (STDKV). The organizational structure of student affairs at Widyatama University is in the Bureau of Student Affairs. Widyatama University itself covers many fields. And that will be discussed are 2 types of student activity units, namely Arts and Sports.

However, at the beginning of 2020, the world is being shaken by the Corona Virus, including in Indonesia. Because the virus still has not found a cure, therefore the whole community, workers and students to do activities at home. This causes universities in Indonesia, especially students to study online and is not allowed to lecture face-to-face including organizations run online. Of course, this becomes a new challenge and experience, especially for students to be able to run the organization in a more creative way and continue to carry out the vision and mission of each student activity unit well in order to still be able to excel. The following are the data of student activity unit of Universitas Widyatama.

List of Student Activity Units in arts and sports at Widyatama University

List of Student Activity Units in the Field of Art List of Student Activity Units in the Field of Sports

Students Art Group
Barongsai
Japan Community

Taekwondo
Football
Basketball
Badminton
Tarung Derajat

Student Activity Unit is not only to organize a large event as a student existence in the development of student activity units and promote the campus, but is required to participate in the competition to achieve the best achievements and scent the name of the campus both nationally and internationally.

In recent years, the student activity unit at Widyatama University, especially the Arts and Sports student activity unit can be said to have not been consistent in maintaining achievements every year, not to mention the new challenges currently students can only do things in their homes because of the Covid19 that has begun to spread.

Therefore, students need to get more motivation so that their spirit is not extinguished in the face of all that. Surely students must be able to know in advance what is happy and in accordance with their interests and talents, and continue to carry out the obligations of their vision of mission. Although to achieve achievements at this time is very difficult because the activity unit of art and sports students is usually done directly.

The following are the achievements achieved by the Arts and Sports student activity unit in Widyatama from 2016-2019.

List of achievements achieved by the arts and sports student activity unit at Widyatama University period 2016-2019

Activities Students	Years			
	2016	2017	2018	2019
Arts and Sports Student Activity Unit				
Arts and Culture Groups				Follow the creativity program of students of national activities in the academic field of grant rating / funding
Sub Unit:				
- Big Band				
- Kabaret				
- Modern Dance				
-				
Multimedia Megapixels				
- Pom-pom Boyz				
- Vocal Group				
- Chorus				
Japan Community	1st Winner of Runner Up and 1st Winner of Choukai Contest (Group A) 42nd		44th Winner of Runner Up 2 Sakubun Group B Japan Language &	3rd Winner of Sakubun contest 3rd winner of kanji contest

	Japan Language & Culture Competition Week (Bunkasai)	Culture Week (Bunkasai) 44th Winner of Kanji Group B Kanji Japan Language & Culture Week (Bunkasai)	
Bandung Santo Club (Barongsai)	Follow the Legend of shaolin Memorial CUP 2016		
Student Activity Unit in the Field of Sports			
Taekwondo		Best player at the 2nd Semarang Police Chiefs' Cup Taekwondo National Championship 1st Senior Champion U- 54Kg M 1st Senior Champion U- 62Kg M 2nd Senior Champion U-49Kg M 3rd Senior Champion U- 49Kg M 3rd Senior Champion U- 54Kg M 3rd Senior Champion U- 63Kg M 4th Senior Champion U-54 Kg M 1st, 2nd, 3th And 4th National Taekwondo Championships Semarang Police Cup	Won 7 Gold Medals, 2 Silver Medals, 7 Bronze Medals and 1 Best Player (Man) in the 1st UTI PRO Taekwondo National Championship Kab.Ponorogo Regent Cup 2019 IUMW Pamsoe Invitational Taekwondo International Competition, Won 2 Gold & 2 bronze, and 2nd place general Won 7 Gold Medals, 2 Silver Medals, 7 Bronze Medals and 1 Best Player (Man) and Best Player of the 1st UTI PRO National Taekwondo Championship Kab.Ponorogo Regent Cup 2019 Juara 2 Umum Kompetisi Taekwondo

Football	3rd Winner of Artefac UNS Solo 2nd Winner of FE UI CUP Jakarta		IUMW Taekwondo Pomsae Invitational
	1st Winner of FEB Unpad Futsal Championship		3rd Winner of Main Futsal Sport Competition
Basketball	1st Winner of FEB Unpad Futsal Championship		1st Soccer League Champion
	2nd Winner of The 14th FE UI CUP 2016	3rd Winner of Ganesha Basketball Competition 2018	2nd Winner of Universe Cup 2019 Football Competition
	2nd Winner of The 14th FE UI CUP 2016	Top 8 Battle of Campus Basketball Competitions in 2018	
	2nd Place (Silver) National Sports Week (PON) XIX/2016 West Java		2nd Place National between campuses in Java and Bali
	2nd Universe Cup 2016 Winner		3rd Regular Winner of Bandung Inter-campus
	2nd Winner of The 14 th FE UI CUP 2016		2nd Winner of Parahyangan Sport combat women's basketball competition
	2nd Universe Cup 2016 Winner		2nd Winner of Parahyangan Sport Combat Women's Basketball Competition
			3rd Winner of The Main Women's Basketball Competition
			3rd Winner of Main Men's Basketball Competition
			Sport Competition
			3rd Winner of Main Men's Basketball Competition
			Sport Competition
			2nd Winner of

				Gunadarma Hoop Summit Men's Basketball Vol 6 2019 national competition
Badminton		2nd Winner of Ganesha Badminton Championship 2017 Men Double 3rd Winner of Ganesha Badminton Championship 2017 Men Single 3rd Winner of National Student Sports Week XV Men Double Badminton 3rd Winner of National Student Sports Week XV Men Single Badminton	3rd Winner of Rector's Cup Bumi Siliwangi CUP 2018 National Level. 3rd winner of Padjadjaran Badminton Championships 2018 men's team 3rd Winner of 19th Asean University Games 2018 in Myanmar 3rd Winner of Widyatama Badminton League Badminton Competition	
Tarung Drajat	Bandung Mayors Cup-V Championship 3rd Winner (Bronze) Men's Free Fighting Class <49kg 3rd Place (Bronze) Men's Free Combat Class of 64.1- 67kg 3rd Place (Bronze) Men's Free Combat Class 70.1-75kg	Regional Student Sports Week in West Java "Padjajaran University" 2017 3rd Place (Bronze) Men's Free Combat Class 64.1-67kg 3rd Winner (bronze) Men's Free Combat Class	Regional Student Sports Week in West Java "Pakuan University" 2018 3rd Place (Bronze) Men's Free Combat Class 55.1-58 kg 3rd Place (Bronze) Men's Free Combat Class 61.1- 64 kg 2nd Place (Silver) Men's Free Combat	National Student Sports Week 2019 2nd Place (Silver) Men's Motion Art Bandung Cup- VI Mayoral Championship: 1st Winner (Gold) Of Men's Fighting Art 1st Winner (Gold) Defense

3rd Winner (Bronze) Women's Free Combat Class 54.1-58kg	70.1-75kg 2nd Place (Silver) Women's Free Fighting class 40.1-45 kg 2nd Place (Silver) Women's Free Fighting class 51.1-54 kg 2nd Winner of The Provincial Championship of The Degree Fighting Region	Class 64.1-67 kg 3rd Place (Bronze) Men's Free Combat Class 70 -75 kg 2nd Winner of Men's Motion Art (group) Kejurda Tarung Degree Between Students in West Java in 2018 2nd Winner of Men's Free Fighting Kejurda Tarung Degree Between Students in West Java In 2018	Movement Art Attacking Son 1st Winner (Gold) Mixed Fighting Art 2nd Place (Silver) Men's Free Combat Class 55.1-58kg 2nd Place (Silver) Women's Free Combat Class 51.1- 54kg 3rd Place (Bronze) Men's Free Combat Class 64.1-70kg 3rd Place (Bronze) Men's Free Combat Class 75.1-80kg 2nd place National Sports Week Tarung Derajat, organizers Kemristekdikti 4 gold, 2 silver, 2 bronze Kejurda fighting drajat date 25-27 Oct 2019
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From the data above can be concluded in improving an achievement in the student activity unit, this is a thing that needs to be considered and interesting to discuss. Because in a student organization can be seen through several ways starting from the training conducted by each student activity unit by looking at each individual character and providing motivation to encourage students in channeling talent and asking for a student activity unit. Because if an individual character and motivation can be resolved properly

then the results of student achievement will also increase.

According to research by Rendi Mahardhika Moses (2014) states that there is a significant influence between individual characteristic variables and work characteristics on employees' work performance simultaneously proven or acceptable.

And according to Bahrudi Efendi Damanik (2018), there is a positive influence of motivation and self-development on work achievement.

Literature Review

According to Robbins (2003), everyone has different opinions, goals, desires and competencies between each other, which will make one feel satisfied even if they are in the same place. In a student activity unit consisting of various character is a natural thing when found differences with each other because each individual has a different character.

In other words, the individual characteristics of each member of the arts and sports student activity unit at Widyatama University have differences with each other based on their original environment even in one organization. The study used 4 indicators of individual characteristics. According to Robbinsj and Judge (2008), Individual characteristic indicators include: (1) Ability, (2) Value, (3) attitude, added 1 indicator according to (As'ad, 2004) i.e. (4) interest.

According to Manullang (2001), motivation is the process of activities carried out by superiors to provide inspiration, encouragement, and support to others. Motivation is carried out by each student activity unit leader to their respective members who aim to provide moral support to members of the arts and sports student activity unit at Widayatama University in order to achieve maximum achievement. The dimensions of motivation theory according to Maslow: (1) Physical Needs, (2) Security Needs, (3) Social Needs, (4) Recognition Needs, (5) Self-Actualization Needs.

According to Sastrohadiwiryono (2002), work achievement is the performance achieved by a person's workforce in carrying out the duties and work given to him. According to Sutrisno (2011), work achievements are the result of hard work as determined by the ability of the characteristics of the person and the level of his role in his work. That way it can be said that achievement is the end result of a job, task, and responsibility with the ability of the individual itself. in this case to achieve the achievements of the Work unit of arts

and sports students at the University of Widyatama, there needs to be ability and responsibility for what is done during the nit student activities. The dimensions of work achievement theory according to Nasution (2011) include: (1) Work quality dimension, (2) Work Quantity Dimension, (3) Discipline Dimension, (4) Initiative Dimension, (5) Cooperation Dimension.

Methodology

The type of research method used in this research is descriptive with a quantitative approach, where data collection is carried out in the field, then used descriptive survey method that is research by asking questions to the subject and recording the answer to be analyzed critically. The data used in this study came from filling out a questionnaire consisting of several questions. The indicators are measured using ordinal scale based on Likert scale techniques with the aim of measuring the attitudes, opinions, and perceptions of a person or group of people about social phenomena. The types and data sources used in this study, namely Primary Data, usually obtained from field surveys using all Sugiyono ordinal data collection methods (2016) and Secondary Data, are data collected indirectly from the source usually collected by data collection agencies and published to the Sugiyono data user community (2016).

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published to the Sugiyono data user community (2016).

In this study, the population of all members of the student activity unit in the field of arts and sports Widayatama University is about 1384 students. Sampling in this study with probability sampling technique is proportionate stratified random sampling using Slovin formula. The method in this study uses validity test, reality test, classic assumption test in the form of normality test, Multicollinearity test, and heteroscedasticity test. Furthermore, Multiple Linear Regression Test, and hypothesis testing in the form of Simultaneous Test (F Test) and Partial Test (T Test). As for the F-test If the significance level of $> \alpha = 0.05$ then it can be concluded that H_0 is accepted, otherwise H_a is rejected meaning there is no significant influence simultaneously. If the significance $< \alpha = 0.05$ then it can be concluded that H_0 is rejected, otherwise H_a is accepted meaning there is a significant influence simultaneously. Whereas in Test t, if the significance level of $< \alpha = 0.05$ H_0 is rejected and H_a is accepted it means that there is a partial significant influence, and if the significance level of $> \alpha = 0.05$ H_0 is received and H_a is rejected it means that there is no partial significant influence

In this study to detect whether the data used is valid or not on a questionnaire, conducted using a validity test. This validity test calculation uses the help of Statistical Package for the Social Science (SPSS). A statement is said to be valid If r calculates $> r$ of the table then the item is declared valid and if r calculates the $< r$ of the table then the item is declared invalid. To find the r table can use the formula $DF = N-2$ with a probability of 0.05.

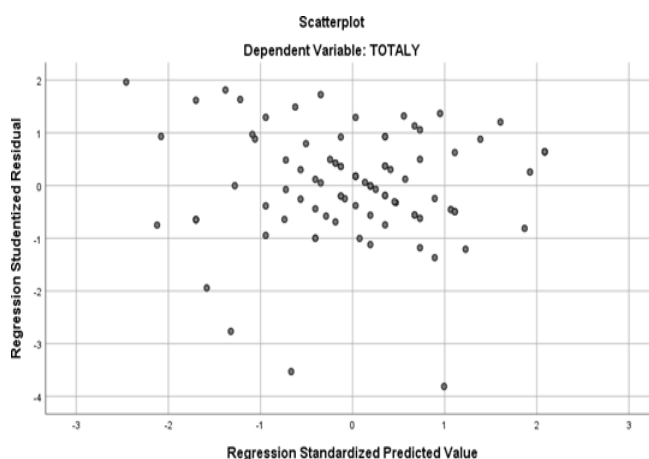
Results and Discussion

In the study of N of 94, $DF = 94-2$ with probability of 0.05 the result r table = 2,208. It is known that each questionnaire question has a calculated r value greater than the r table meaning that the data is valid.

Multicollinearity test

Coefficients ^a			Collinearity Statistics	
Model			Tolerance	VIF
1	(Constant)			
	Karakteristik Individu		.513	1.948
	Motivasi		.513	1.948

Based on the table above, VIF value of $1.948 < 10$ means that the data is free from symptoms of multicollinearity, because the value of each VIF is 1,948 less than 10. Then there was the heteroscedasticity test, a test aimed at testing whether in the regression model there was an inequality of variance from one residual observation to another. A good regression model is that homoscedasticity occurs or heterosexastisity does not occur.



Based on the picture above, there is no clear pattern, and the dots spread and do not form a pattern clearly also seen above and below the number 0 on the Y axis. Then below are the results of partial hypothesis testing using multiple linear regression analysis as follows:

T test results

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error	Beta	
1	(Constant)	4.540	1.398		3.248 .002
	Karakteristik Individu	.327	.086	.368	3.825 .000
	Motivasi	.446	.096	.449	4.659 .000

Based on the table above, it is concluded that individual characteristics variable obtain sig value. < 0.05 is 0.000 and the value of $T 3.825 > T$ table is 1.9867 then H_0 is rejected and H_a is accepted, meaning the characteristics of individuals have a partial significant effect on work performance. Motivation Variables obtain sig values. < 0.05 is 0.000 and the value of $T 4.659 > T$ table 1.9867 then H_0 is rejected and H_a is accepted meaning Motivation Partially Significant Effect on Work Achievement.

F test is to find out if the dependent variables entered into the model have a simultaneous influence on independent variables. Below are the results of simultaneous hypothesis testing as follows:

Simultaneous hypothesis testing (F test)

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	F
1	Regression	388.027	2	194.013	59.608
	Residual	296.186	91	3.255	
	Total	684.213	93		

- a. Dependent Variable: Work achievement
b. Predictors: (Constant), Motivation, Individual Characteristics

Based on the results of hypothesis testing (Test F) above obtained sig value. $0.000 < 0.05$ then H_0 is rejected and H_a is received and the value of F Calculate $59.608 > F$ table 3.10 then H_0 is rejected and H_a is accepted Meaning there is a simultaneous significant influence of variables Individual characteristics and Motivation to Work Achievement.

Conclusion

Based on the results of the above research and discussion can be concluded, that there is a significant influence simultaneously of individual characteristic variables and motivation to work performance, on individual characteristics variables and motivation. There is a partial significant influence on work performance of 75.3%, the work achievement variable can be explained by individual characteristics and motivation variables. The remaining 24.7% is explained by other variables. The motivation and

work performance has a direct effect and this proved that individual characteristics influence the work performance of the employees.

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