THE EFFECT OF WORK MOTIVATION TOWARD A PERFORMANCE OF SOLDIERS IN IMPLEMENTING OPERATION READINESS

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Abstract
The research carried out aims to determine whether there is an influence of work motivation on the performance of soldiers in carrying out operational readiness. The subjects of this study were enlisted soldiers on board. The research method used is quantitative with data analysis using Statistical Package for the Social Sciences (SPSS) while the sample in this study amounted to 77 personnel. Data collection techniques were carried out by distributing questionnaires to respondents, as well as literature studies. The results of the study indicate that there is a significant influence of work motivation variable on the performance of soldiers on board, this can be seen from the t count of 12.092 greater than t Table 1.992 or the significance value (Sig) is 0,000 smaller than α (= 0.05). For the value of the coefficient of determination (R Square) regression of 0.661 indicates that work motivation partially significantly influences the performance of soldiers by 66.1%.

Keywords: *Work Motivation, Performance of Soldiers*

JEL Codes: *D23, L30, O1*

I. INTRODUCTION

That motivation is a general requirement. Everyone wants more motivation, but they are not sure to say that they want to be more motivated. (Tan, 2019). If someone has the motivation to correct mistakes, strong-willed, assertive, not emotionally act and not easily discouraged.. Only people who prepare well have the opportunity to develop themselves. In a paternalistic culture that is quite strong in our country, subordinates usually become dependent on superiors, especially in decision making. This condition makes it easier for a boss to exploit, order, coerce, and supervise so that subordinates obey his commands. To reach the target, superiors can yell, swear, force, and even threaten. It is very easy for superiors to appoint subordinates but it is difficult to encourage them to work with interest and enthusiasm (Lazarides et al, 2019). As a superior, it is demanded to be encouraged to face the behavior of subordinates if subordinates need help, superiors must be willing to help, it is expected that a superior gives sincere praise, which is not made up as a high-energy fuel to encourage the enthusiasm and motivation of subordinates Superiors must know the limits of the ability of subordinates so that in an effort to develop the ability for more precise direction can be made (Sarwoto, 1991). Superiors must also provide the tools needed to carry out the work. If someone works with a boss who is able to provide encouragement, they will feel more comfortable in their perception of themselves, their self-esteem becomes increased (Kouzes & Barry, 2008). Requires an understanding of why people do as they do so that we can influence people to act in accordance with organizational goals.

A ship personnel in carrying out daily tasks lacking enthusiasm or not having high work motivation will lead to work that is not optimal, lazy to work, work performance down, the number of complaints, absenteeism, undisciplined soldiers, and other negative actions. A soldier is often reluctant to act for fear of making mistakes (Lieberman, 2007). But if you have a high work motivation, the work will be maximized, the work is carried out with awareness without being instructed to run (Muda et al., 2014). As long as researchers carry out assignments on board a lot of problems that arise where starting from the lack of enthusiasm of soldiers in carrying out their duties and responsibilities include decreasing the readiness of soldiers on board seen from the exercise of the roles carried out on the ship, all important tasks performed in accordance with daily orders are fixed by the deputy commander, the declining performance of soldiers can be seen from the lack of meticulous personnel in carrying out their duties so that there are some jobs that must be repeated to carry out repairs, less mastered personnel in the use of equipment on board, less concern for personnel towards maintenance and care at ship. In carrying out the readiness of an operation one of them is that the professionalism of soldiers must always be nurtured and improved through education, training and coaching that is continuously continuous and gradual. This is very much influenced by the motivation within him to carry out his duties and responsibilities as a soldier. The purpose of this research is to analyze and prove the effect of work motivation on the performance of soldiers in carrying out operational readiness.

II. LITERATURE REVIEW

2.1. Work Motivation

Work motivation is the driving force that causes a member of the organization to be willing and willing to mobilize capabilities in the form of expertise or skills of staff and time to carry out various activities that are their responsibilities and fulfill their obligations, in order to achieve the goals and various organizational goals that have been determined previously (Siagian, 2012). Motivation is how people think and feel. Regarding their self-confidence, their belief in themselves, and their behavior towards life whether positive or negative. Heckhansen provides the same understanding between motive and motivation, which is something that is potential in humans, which is a normal but very decisive state. As in a situation it becomes satisfying. Enthusiasm is the actual motivation that contains hope, connecting the present situation with the future. Motivation is the process of interaction between motives and aspects of the situation (Sahlan, 2007). Teevan and Smith view motive as a specific component of motivation. In this case there are two motive functions, namely providing power, and directing behavior to be on target. While motivation as a construction that activates behavior. Whereas G.R. Terry and Leslie assume that motivation is what makes people work more achievers. Thus the motivation is seen as a force to do something in optimal and maximum capacity and productivity.

Work motivation theory based on Herzberg from the results of research conducted by Herzberg is that if workers feel satisfied with their work, satisfaction is based on intrinsic factors such as the success of achieving something, recognition obtained, nature of work performed, sense of responsibility, advancement in career and professional and intellectual growth experienced by a person. Conversely, if workers feel dissatisfied with their work, dissatisfaction is generally associated with factors that are extrinsic in meaning they originate from outside the worker concerned such as organizational policy, the implementation of established policies, supervision by managers. interpersonal relationships and working conditions. (Siagian. 2012) Herzberg views that human nature, motives and needs are very useful to be used as material for analysis in order to conduct a motivational approach to demonstrate leadership. Herzberg's research findings found two main conclusions are first, there is a series of extrinsic conditions, work conditions that cause dissatisfaction for employees if these conditions are not good or non-existent. Secondly, there is a set of intrinsic conditions, job content, these conditions if present in the job will lead to employee job satisfaction and will drive the level of employee motivation and will drive a strong level of motivation which in turn will improve employee performance. (Holley et al., 2019) Herzberg found that if a series of extrinsic conditions were not good or non-existent, it would result in employees feeling dissatisfied with the work environment. They complain and if this condition worsens it will result in them not being able to work at the organization. This factor is called the climate factor, both the hygiene factor and also the maintenance factor (Rybnicek et al., 2019). Factors that act as motivators for employees, namely being able to satisfy and encourage people to work well.

2.2. Performance of Soldiers

The term performance comes from the word Job Performance or Actual Performance. (work performance or actual achievement achieved by someone). Understanding performance is the quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him (Mangkunegara. 2011, Muda and Rafiki, 2014 and Cook et al., 2019) Performance evaluation is very necessary because in the performance evaluation activities every employee in the organization will be assessed and evaluated his work performance, the benefits of which are :

Adjustment of compensation.
Placement decisions.
Training and development needs.
Career planning and development.
Knowing mistakes about: staffing process deviations, inaccurate information, work design errors, unfair employment opportunities, and other external challenges.

Performance appraisal is a systematic evaluation of the work done by employees and is intended for development. Or also performance appraisal is a process of assessing how well workers have carried out their duties over a certain period of time. Performance appraisal is needed to provide an assessment of the performance of individuals, groups or organizations (Wang et al., 2019). With performance appraisal, it means that subordinates get the attention of their superiors, thus encouraging them to be passionate about working as long as the assessment process is honest and objective and there is a follow up. (Hasibuan. 2000). Performance theory according to Dessler is the actual achievement of employees compared to the expected performance of employees. Expected work performance is a standard of performance compiled as a reference so that employees can see their performance in accordance with their position compared to the standards made. Besides that, it can also be seen the performance of the employee towards other employees. Performance assessment:

Setting performance standards.

Assess employee's actual performance in relation to standards.

Provide feedback to employees with the aim of motivating employees to eliminate performance degradation or continue working harder.

2.3. Prior Research

Pattynama (2016) state the effect of work motivation, work discipline and leadership on employee performance in the library body of the North Sulawesi province. The purpose of this study was to determine the effect of work motivation, work discipline, leadership on employee work performance in the North Sulawesi provincial library body, using associative research methods, with the conclusion that motivation, discipline, and leadership simultaneously affect the work performance. Suwati (2013) The effect of compensation and work motivation on employee performance at PT. Tunas Hijau Samarinda The purpose of this study was to determine the effect of compensation and work motivation on employee performance using quantitative methodologies. With the conclusion the compensation and work motivation variables together have a significant effect on employee performance, meaning that the higher the value of the two independent variables, the higher the performance of employees at Tunas Hijau Samarinda Company.

2.4. Research Conceptual Framework

The conceptual framework of this research is in Figure 1 as follows:
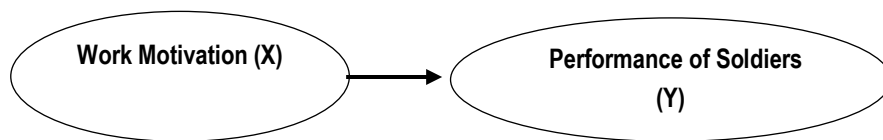

Figure 1. Conceptual Framework

2.5. Research Hypothesis

The hypothesis carried out by the researcher is an initial or temporary allegation of the relationship between variables, which must be verified for its correctness, for the initial or temporary hypothesis is that there is a direct influence of work motivation on the performance of soldiers in carrying out operational readiness.

III. METHODS

This type of research used in this quantitative descriptive study is to describe the object of research at the present situation based on the facts as they are, then analyzed and interpreted, the form of surveys and development studies. (Siregar, 2013) For data collection techniques carried out by distributing questionnaires/ questionnaires is a data collection technique by doing a question in writing to the respondent so that answers will be obtained from the respondents, as well as literature studies that are relevant to the research problem, the data can be obtained from books, theses, journals and other related data.

The population comes from English, population which means the total population. In research methods, the word population is very popularly used to refer to a cluster/group of objects that are the target of research. The research population is the entirety of the object of research that can be humans, animals, plants, air, symptoms, values, events, attitudes to life and so on. In carrying out this research population were soldiers on board with a total of 330 personnel. The sample is part of the number and characteristics possessed by the population, if a large population and researchers are not possible to learn everything in the population, for example due to limited funds, manpower and time, then researchers can use samples taken from that population. (Sugiyono. 2016). The sample taken from the kapaI warrior population is based on the Slovin formula with the assumption that the population is normally distributed using the Slovin formula (Anwar. 2014), namely:

$$n = \frac{N}{1 + Ne2}$$

Where :

n   =   Sample size
N   =   Population Size
e   =   error (%) which can be interpreted as tolerance for inaccurate use of the sample as a substitute for the population, the authors use an error of 10%.

The definition of operational variables as a follows :

Work motivation (independent variable X). Encouragement from within the self based on the assessment of superiors in carrying out tasks with indicators is organizational policy, working conditions, interpersonal relationships, income, and opportunities for personal development.

Warrior performance (dependent variable Y) is the actual performance of the soldier compared to the expected performance of the soldier. Expected work performance is the standard performance compiled as a reference so that the performance of soldiers in accordance with their position compared to the standards made with indicators is the quality of work, quantity of work, work time, job responsibilities, and leadership.

In this study using the SPSS program. The analysis tools are as follows:

1. Test Validity. Show the extent to which a measuring instrument is able to measure what you want to measure (a valid measure if it successfully measures the phenomenon). (Siregar, 2013) Validity test procedure is to compare r arithmetic with r tables whose numbers are contained in the table with the aim of determining statements that meet valid criteria, with the following formula :

$$r \text{ count} = \frac{n\,(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n(\sum x^2) - (\sum x)^2][n(\sum y^2) - (\sum y)^2]}}$$

n = Number of respondents
x = variable score (respondent's answer)
y = Total score of the variable (respondent's answer)
then obtained:
a. If r arithmetic $\geq$ r table then the statement is valid.
b. If r arithmetic $\leq$ r table then the statement is null.

2. Reliability Test. To find out to what extent the measurement results remain consistent, if measurements are made twice or more of the same symptoms using the same measuring device as well. Reliability testing is related to the problem of trust in the test tool. (Syahri. 2003) In carrying out this study using the Alpha Cronbach method which is used to calculate reliability, the criteria of a research instrument are said to be reliable using this technique, if the calculated results> 0.6.

3. Normality Test. Aims to test the data used in a study with normal or abnormal distribution. Normality test is one part of the statistical analysis requirements test to test the hypothesis in this case is a regression analysis, then the research data must be tested for normal distribution. Good data is data that is normally distributed.

4. Variant Homogeneity Test. A test conducted to find out that two or more sample data groups come from populations that have the same variance (homogeneous). This test is a requirement before carrying out other tests, for example Anova. This test is used to ensure that the data groups are indeed from the same sample.

5. Anova Test. One Way ANOVA test is a type of parametric statistical test that aims to determine whether there is an average difference between more than two sample groups. Analysis in research used to look for effects or differences between two or more groups. (Andi. 2017). What is meant by one direction is that the source of diversity analyzed only goes one way, namely between treatments (between groups),

6. Regression Test. One tool that can be used in predicting future demand based on past data or to determine the effect of an independent variable on an independent variable is to use linear regression. Linear regression is divided into two categories, namely simple linear regression and multiple linear regression. Simple linear regression is used for only one independent variable and one independent variable, the purpose of applying this method is to predict or predict the value of the independent variable that is influenced by the independent variable. Simple Linear Regression Formula is
Y = a + bx + e
Where:
Y = Dependent variable.
X = free variable.
a and b = constants.

7. Person Correlation Test. Correlation is an analysis technique that is included in one of the measurement techniques of associations or relationships. (Armos. 2014). Correlation test is used to see how strong the relationship between variables and how they are directed. The strength of the relationship is expressed in the correlation coefficient which is often abbreviated as r while the direction of the relationship is indicated by a positive or negative relationship. If two variables have a positive relationship, the higher a variable the higher the other variable. But if two variables have a negative relationship, the higher a variable the lower the other variable. In correlation all variables have the same position, and there are no variables that influence (independent) or variables that are influenced (dependent).

IV. RESULT AND DISCUSSION

Result

From the results of research conducted, presented in the form of data obtained through the distribution of questionnaires to soldiers on board, the results of research conducted are used as a basis for answering hypotheses. Research carried out using Statistical Package for Social Sciences (SPSS) in data processing. By using the Slovin formula the following sample is obtained:

$$n = \frac{N}{1 + Ne2}$$

$$n = \frac{330}{1 + (330 \times 0{,}12)}$$

$$n = \frac{330}{4{,}3}$$

n = 76,6

n = 77

1. Validity Test is to show the extent to which a measuring instrument is able to measure what you want to be measured, the basis for making a validity test is based on:

a. If r arithmetic $\geq$ r table then the statement is valid.

b. If r arithmetic $\leq$ r table then the statement is null.

c. the minimum r requirement is 0.306 (r> 0.306).

Table 1. The results of the validity test of work motivation variables

No	Question	r arithmetic	r table	Note
Organizational Policy.				
1	In terms of licensing for soldiers, licensing procedures are not too difficult.	0,645	0,306	Valid
2	I feel Commander hours, I can convey the existing problems.	0,624	0,306	Valid
3	I always carry out my duties in accordance with the policies and administration where I work.	0,693	0,306	Valid
Working Conditions				
4	The Commander's leadership on the ship motivated me to work harder to work	0,762	0,306	Valid
5	I feel the room/workplace supports work.	0,701	0,306	Valid
6	I feel that the equipment available supports the work.	0,642	0,306	Valid
Interpersonal Relations.				
7	I feel that my co-workers' relationships are going well.	0,874	0,306	Valid
8	Cooperation between coworkers on the ship can motivate to work harder.	0,663	0,306	Valid
9	I felt on board, respecting my co-workers in carrying out work.	0,773	0,306	Valid
Income				
10	Wages / salaries received in accordance with work will motivate me to work harder.	0,604	0,306	Valid
11	Attention from superiors to subordinates in the form of incentives can increase my enthusiasm to work harder.	0,701	0,306	Valid
12	The salary I receive can make ends meet.	0,645	0,306	Valid
Opportunity to Develop Yourself.				
13	I feel the lessons that were given in the ship added knowledge.	0,725	0,306	Valid
14	The exercises carried out on the ship made me trained.	0,687	0,306	Valid
15	With perseverance at work I get maximum results.	0,811	0,306	Valid

Sources : SPSS result (2019).

From the results of the test Table on the validity of work motivation variables above, all r counts are greater than 0.306 so that it can be said that the questionnaire questions are valid to be distributed to respondents.

Table 2. The results of the validity test of the warrior performance variable

No	Question	r arithmetic	r table	Note
Quality of Work.				

1.	I can finish. I can complete the work according to the applicable operaing procedure	0,685	0,306	Valid
2.	I finished the work as thoroughly as possible to avoid mistakes.	0,758	0,306	Valid
3.	I feel the work I do with neat and good results.	0,620	0,306	Valid
Job Quantity.				
4.	I can complete all the targets given.	0,637	0,306	Valid
5.	I can finish more work than the specified time.	0,702	0,306	Valid
6.	I feel happy with the results of my work so far.	0,784	0,306	Valid
Working time.				
7.	I have never been absent or absent.	0,685	0,306	Valid
8.	I carry out work according to PHST time.	0,685	0,306	Valid
9.	I never forget the task that I have to do.	0,685	0,306	Valid
Responsible.				
10.	I carry out work according to instructions and direction.	0,855	0,306	Valid
11.	I was able to correct mistakes in the work done.	0,685	0,306	Valid
12.	I can work well even if I don't see my boss.	0,758	0,306	Valid
Leadership.				
13.	I am able to work well with other colleagues.	0,708	0,306	Valid
14.	I am able to lead my coworkers or juniors.	0,580	0,306	Valid
15.	I was able to communicate with superiors or other fellow soldiers.	0,637	0,306	Valid

Sources : SPSS result (2019).

From the results of the test table of the validity of the warrior performance variables above, all r counts are greater than 0.306 so that it can be said that the questionnaire questions are valid to be distributed to respondents.

2. The Reliability Test is to find out the extent to which the measurement results remain consistent, if two or more measurements are made of the same symptoms using the same measuring device. The criteria for a research instrument are said to be reliable, if the count result is> 0.6. Instrument reliability testing using the Crobach's Alpha formula because the research instrument was in the form of a questionnaire, the reliability test results of each variable in this study can be seen in the Table below:

Table 3. The results of the reliability test of work motivation variables

Reliability Statistic	
Crobach's Alpha	N of items
0,927	15

Sources : SPSS result (2019).

With the results of the table above, it can be concluded that the calculated value using the Crobach's Alpha 0.927> 0.6 is reliable for the variable work motivation instrument.

Table 4. The reliability test results of Soldier performance variables

Reliability Statistic	
Crobach's Alpha	N of items
0,925	15

Sources : SPSS result (2019).

The results of the Table 4 above show, it can be concluded that the calculated value using the Crobach's Alpha 0.925> 0.6 is reliable for the instrument variable performance of soldiers.

3. Normality Test aims to test the data used in a study with normal or abnormal distribution. Because in parametric statistics normal data distribution is a must and is an absolute requirement that must be met. Good data that is suitable for use in research is normally distributed data. (Wiratna. 2015). This test is carried out as a condition in the variability / homogeneity test of variance, ANOVA test, regression test and correlation test.

The basis for decision making in the normality test is

a. If the significance value (Sig.) Is greater than 0.05, the research data is normally distributed.

b. If the significance value (Sig.) Is smaller than 0.05, the research data is not normally distributed.

Table 5. Normality test results

| One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		77
Normal Parametersa,b	Mean	0.0000000
	Std. Deviation	1,82805224
Most Extreme Differences	Absolute	0,054
	Positive	0,054
	Negative	-0,049
Test Statistic		0,052
Asymp. Sig. (2-tailed)		0,200c,d
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Sources : SPSS result (2019).

With the results of the above table, it is known that the significance value of Asiymp. Sig. (2-tailed) of 0.200 is greater than 0.05. So according to the basis of decision making in the Kolmogrov-Smirnov normality test with SPSS is a normally distributed research data. Graphic standard residual warrior performance variable show in Figure 1 below :
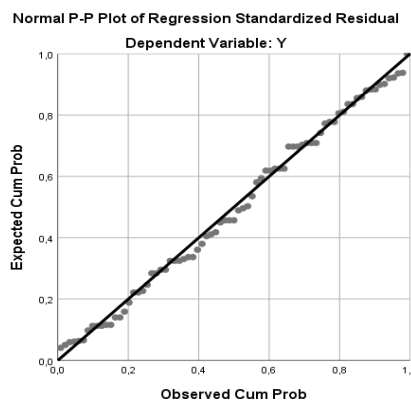
Sources : SPSS result (2019).

Figure 1. Normal P-P Plot

Based on the Figure 1 as output above, can see that the plot points contained in the picture "Normal PP Plot of Regression Standardized Residual" always follow and approach the diagonal line, therefore, as the basis or guidelines for decision making in the normality test the probability plot technique can concluded that the residual value is normally distributed.
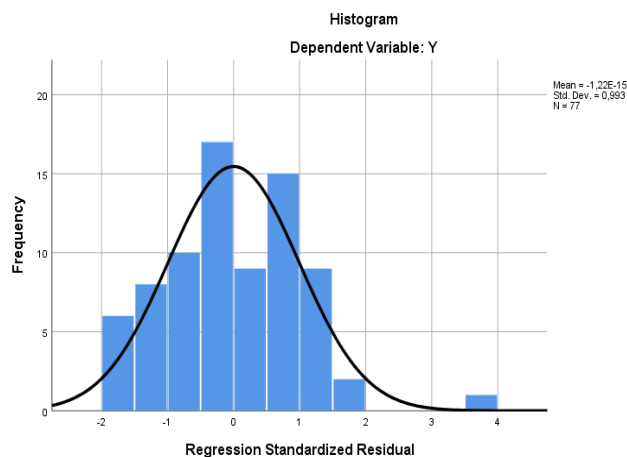
Sources : SPSS result (2019).
Figure 2. Histogram Graph

In the graph above it can be seen that the points spread around the diagonal line and the distribution also follows the diagonal line, which means that the regression model meets the assumption of normality or in other words normally distributed.

4. Homogeneity test is used to determine the variance of data population whether two or more groups of data have the same or different variants. (Aldy, 2016). The basis for decision making in the homogeneity variance test is :

a. If the significance value (Sig.) Is greater than 0.05 then the data distribution is homogeneous.

b. If the significance value (Sig.) Is less than 0.05 then the data distribution is not homogeneous.

Table 6. Variance Homogeneity Test Results

Test of Homogeneity of Variances					
		Levene Statistic	df1	df2	Sig.
performance	Based on Mean	1,225	14	59	0,282
	Based on Median	0,682	14	59	0,783
	Based on Median and with adjusted df	0,682	14	24,799	0,770
	Based on trimmed mean	1,093	14	59	0,382

Sources : SPSS result (2019).

With the results of the table above the significance value of 0.382, it can be concluded that the significance value (Sig) is 0.382> 0.05 for homogeneous data distribution.

5. One-way analysis of variance or Anova test is used when the dependent variable and one independent variable, although the purpose of Anova is to test the mean difference, but the calculation in Anova is based on variance. (Hartono. 2016). with criteria is

Compare the calculated F value and F table

If the value of F arithmetic> F table means that there are differences in the average variable work motivation against the variable performance of soldiers.

If the value of F arithmetic <F table, meaning that there is no difference in the average variable work motivation of the variable performance of soldiers.

Compare significance values :

a. Sig value <0.05, then there are significant mean differences between data groups (one variable with another variable (s)).

b. Sig value > 0.05 then there is no significant difference in mean between the data groups (one variable with another variable (s)).

Table 7. Anova

ANOVA					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	543,043	17	31,944	9,147	0,000
Within Groups	206,048	59	3,492		
Total	749,091	76			

Sources : SPSS result (2019).

Based on the Anova table above for an F count of 9,147 is greater than the F table, for a 5% significance the F table is 3.97. Which means Ho (null hypothesis) is rejected and accepts Ha. This shows that there is a difference in the average work motivation with soldier performance. Based on the Anova table above shows that the magnitude of the probability or significance value is 0,000 smaller than 0.05, it can be concluded that there is a significant average difference between the data groups, in other words there is a significant difference in the mean of work motivation variables with variables warrior performance.

6. Test Simple linear regression analysis is used to test the effect of one independent variable on the dependent variable. The basis for making a simple regression test can refer to two things: by comparing t arithmetic values with t tables, or by comparing significance values with a probability value of 0.05. Compare the t value and t table

If the value of t arithmetic> t table means that the work motivation variable influences the performance variable of soldiers.

If the value of t count <t table, it means that the work motivation variable does not affect the performance variables of the soldiers.

Compare the significance value with a probability of 0.05

If the significance value <0.05 probability value means that the variable X significantly affects the variable Y.

If the significance value> 0.05 probability value means that the variable X does not significantly influence the variable Y.

Table 8. Model summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,813a	0,661	0,656	1,840
a. Predictors: (Constant), Motivation				

Sources : SPSS result (2019).

The Table 8 above explains the percentage of the effect of the independent variable or predator variable on the dependent variable. For the value of the correlation/relationship (R) that is equal to 0.813. From the output obtained a coefficient of determination (R Square) of 0.661 which implies that the influence of the independent variable (work motivation) on the dependent variable (performance of the soldier) is 66.1%.

Table 9. Coefficient

Coefficientsa		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	26,007	3,277		7,937	0.000
	Motivation	0,606	0,050	0,813	12,092	0.000
a. Dependent Variable: Performance						

Sources : SPSS result (2019).

From the coefficients Table 9 above column B at constant (a) is 26,007, while the value of work motivation (b) is 0.606 so that the regression equation can be written as follows:

$Y = a + bX$

$Y = 26,007 + 0,606X$

The equation can be translated: Constant of 26,007 implies that the consistent value of the variable performance of soldiers is 26,007. Regression coefficient X of 0.606 states that for each addition of 1% the value of the performance of the soldier, the value of the performance of the soldiers increases by 0.606. The regression coefficient is positive, so it can be concluded that the direction of the effect of the variable X on Y is positive. Based on the significance value: from the Coefficients table the significance value is 0,000 <0.05 so it can be concluded that the work motivation variable influences the performance variable of the soldiers. For the known t value of 12.092, the calculated value of t is 12.092> t table 1.992 so that it can be concluded that the work motivation variable (X) influences the Warrior performance variable (Y), so it can be concluded if work motivation increases the soldier's performance will increase, so the hypothesis Ha accepted.

7. Simple correlation test is used to find out the relationship between two variables, namely to find out how strong the relationship is, to know the direction of the relationship whether positive or negative, and whether the relationship is significant or not, in calculating the Pearson correlation the correlation coefficient will be obtained which shows the closeness of the relationship between the two variables the. Correlation coefficient values range from O to 1 or 0 to -1. If the value approaches 1 or -1, the relationship will be closer, whereas if it approaches 0, the relationship will be weaker.

To assess the correlation is as follows.

a. If the significance (Sig)> 0.05 then there is no significant correlation between the two variables.

b. If the significance (Sig) <0.05 then there is a significant correlation (correlation) between the two variables.

For guidelines the degree of relationship is

a. Pearson correlation value 0,00 to 0,20 = no correlation.

b. Pearson correlation value of 0.21 to 0.40 = weak correlation.

c. Pearson correlation value of 0.41 to 0.60 = moderate correlation.

d. Pearson correlation value of 0.61 to 0.80 = strong correlation.

e. Pearson correlation value of 0.81 to 1.00 = perfect correlation.

Table 10. Correlations

Correlations			
		Motivation	performance
Motivation	Pearson Correlation	1	0,813**
	Sig. (2-tailed)		0,000
	N	77	77
performance	Pearson Correlation	0,813**	1
	Sig. (2-tailed)	0.000	
	N	77	77
**. Correlation is significant at the 0.01 level (2-tailed).			

Sources : SPSS result (2019).

Correlations table illustrates the magnitude of the correlation coefficient of work motivation with soldier performance, significance, N and the analysis technique used is Pearson Correlation. The magnitude of the correlation coefficient value of work motivation with the performance of soldiers is 0.813. The magnitude of the correlation coefficient of 0.813 is greater than 0.188 of significance level 5, thus Ho is rejected, which means there is a significant correlation between work motivation and the performance of soldiers on board. The magnitude of the probability value or sig; (2-tiled) is 0,000 smaller than. 0.05. in accordance with the previous provisions, Ho is rejected. This means that there is a significant correlation between work motivation and the performance of soldiers on board.

The correlation coefficient of work motivation with a soldier's performance value of 0.813 is positive. Showing the direction of correlation is positive, implies the higher the work motivation, the higher the performance of the soldier, conversely the lower the work motivation, the lower the performance of the soldier. Pearson correlation value of 0.81 to 1.00 is perfect correlation, so it is concluded that work motivation is positively related to the performance of soldiers with the degree of perfect correlation.

Discussion

Based on the results of the analysis above there is a very significant influence between work motivation and soldier performance, this justifies Herzberg's theory that if the job raises employee job satisfaction to drive a strong level of work motivation which in turn will improve employee performance. It also justifies the performance theory according to Dessler is the actual achievement of employees compared to the expected work performance of employees, and justifies previous research conducted by Pattynama (2016) that motivation, discipline, and leadership have a simultaneous effect on work performance. Suwati (2013) compensation and work motivation variables together have a significant effect on employee performance.

V. Conclusion and Suggestion

Conclusion

Based on the results of research conducted to analyze and prove the effect of work motivation on soldier performance in carrying out operational readiness by using SPSS data processing, the conclusions can be drawn as follows:

That there is a significant influence of work motivation variable (X) on the performance of warriors (Y) on the ship, this can be seen from the t count of 12.092 greater than t Table 1.992 or the significance value (Sig) is 0.000 smaller than α (= 0.05). For the value of the coefficient of determination (R Square) regression of 0.661 indicates that work motivation partially significantly influences the performance of soldiers by 66.1%.

That there is a significant influence of work motivation variable (X) on the performance of warriors (Y) on the ship, this can be seen from the correlation test results that the significance value (Sig) is 0,000 less than α (= 0.05). The degree of correlation with the value 0.813 is a moderate correlation. so that work motivation is positively related to soldier performance with the degree of perfect correlation.

Suggestion

Based on the conclusions above, the authors can provide the following recommendations:

Commander hours added and increased so that communication between the commander and subordinates was established.

Reward and punishment applied by the ship commander both for personnel who excel or for personnel who violate.

In order for the next researcher to continue more comprehensive research by adding a number of variables in order to obtain significant results primarily in the influence of the work motivation of the personnel who oversee the organization.

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