

THE DIFFERENCE OF WORK MOTIVATION IN SELF-EMPLOYMENT AND CIVIL SERVANT

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ABSTRACT

One of the reasons people work is to meet their daily needs. Individuals require encouragement or motivation to continue working, regardless of the type of work they are doing. The purpose of this research was to determine work motivation among individuals from two different work backgrounds: freelance work (self-employment) and bonded work as Civil Servants (PNS). This study took a qualitative method, with ERG theory serving as a guide for interviewees. The findings of this study revealed that both types of work can help subjects fulfil the aspects of existence and growth, but there are differences in the dynamics of motivation in the relatedness aspect between self-employment subjects and PNS subjects, with PNS subjects experiencing positive and negative social interactions with coworkers and superiors that self-employment subjects do not.

Keywords: *Self-Employment, PNS, ERG*

INTRODUCTION

Humans essentially have needs that must be met. The basic needs include food, clothing, shelter, health, life, housing, and car insurance, as well as future needs. The need to meet these needs drives humans to seek out ways to do so, one of which is through working.

Working, according to the KBBI, means doing something. Work is a type of business transaction that generates use value. Jobs come in a variety of shapes and sizes. Work is broadly classified into two types: loose and bound. Labourers, drivers, gardeners, practising doctors, and writers are examples of casual workers. Civil servants, private employees, BUMN employees, BUMN employees, and lawyers at law firms are all examples of jobs with agency ties.

Self-employment is a type of temporary labour. A self-employed

person works while also becoming the leader of the work itself. Having a career as a self-employed individual has its own set of benefits and drawbacks. As a self-employed person, your biggest advantage is your time flexibility. Because there is no need to commute and no office hours, a self-employed person can determine his schedule. Working freely and experimenting is also an enjoyable aspect of self-employment (Carleton, 2018). The disadvantage of self-employment is an aspect of uncertainty. Fluctuating income typically inhibits some people from pursuing a self-employment profession (Rolfe, 2017). Many additional factors influence a person's decision to become self-employed. The bravery to confront risks and the ability to deal with ambiguity, to be open to novelty, persistence, to create social interactions, and to care about others are all significant factors in self-employment career

continuity (Farradina, Fadhli, & Azmansyah, 2018; Sisilia, 2017).

An employee in an agency, as opposed to self-employment, is a job that may be classified as a definite job. Civil servants, for example, are required to work for the government for an extended period, up to the age of 58. Civil servants receive basic pay based on their rank, as well as benefits such as an official automobile and retirement allowances. PNS is often stable employment; it is difficult to climb up and difficult to get down, therefore public servants are long-term positions. In addition to this security, work-life balance is a major negotiating chip in the civil service, as it fosters employee attachment (Hamid & Ashoer, 2021). It is human nature to seek balance and to behave erratically when there is an imbalance (Riyono, 2005), which is also true in the civil service profession. Individuals who choose to become civil officials are generally motivated by work stability, followed by salary, prestige, devotion, life assurance, and passion (Debora, 2017).

Whether self-employed or civil servants, both are jobs to meet the needs and demands of life. Everyone has their own set of reasons and motives for accomplishing the work they do. As a result, the authors are curious about a person's motivation in his field of work, specifically self-employment employees and workers with agency relations. Furthermore, the writer is curious about the difference in motivation between the two jobs.

Work Motivation

Maslow's hierarchy of Needs theory, which has five levels (Maslow, 1954), is the most well-known theory of motivation. The first level, known as basic

needs includes physical needs such as eating and drinking, clothes, and shelter. The second level is a sense of security, including health, future, and other concerns. The third level is affection from others, such as family, relatives, coworkers, social groups, and the surrounding community. The fourth level is self-esteem, in which the need to be fulfilled is the desire for a prize because the person feels competent. The final requirement is self-actualization. This is the most important need when a person will develop into a full individual (Dinibutun, 2012; Prihartanta, 2015). If the level below it is completed first, the entire level will be completed. For example, if someone has met their physiological demands, they will attempt to meet their desire for security (Andjarwati, 2015).

Clayton Alderfer's motivation theory seeks to simplify Maslow's hierarchy of needs theory. The abbreviation for this theory is ERG. Existence, Relatedness, and Growth (ERG) is an acronym that stands for Existence, Relatedness, and Growth (Alderfer, 1969). Each of these demands has some similarities and some differences with Maslow's hierarchy of needs hypothesis.

The ERG theory and the hierarchy of needs theory appear to overlap. When compared to Maslow's hierarchy of needs theory, the ERG theory is illustrated as follows:

- Existence: physiological needs and a sense of security
- Relatedness: the need for social relations and external esteem
- Growth: self-actualization and internal appreciation

The ERG theory differs from the hierarchy of needs theory in that the ERG theory states that a person can satisfy any need first; the lowest level does not always take precedence. ERG theory also indicates that because everyone's requirements differ, they are not always focused on the established hierarchy of demands (Caulton, 2012).

Work motivation in self-employment must be preceded by a strong desire to be the starter of a job. Some of the characteristics that distinguish a self-employed individual are the ability to discover opportunities, seek new challenges, the desire to attain financial independence, the confidence to demonstrate strong performance, and the need for social existence (Saputro, Achmad, & Handayani, 2016).

Of course, the motivation may differ from that of a city worker working inside an existing system. External factors of work have a more dominant role in showing employee performance, such as leadership (Irawan, Maarif, & Affandi, 2015; Sutoro, Mawardi, & Sugiarti, 2020), culture and work environment (Frinaldi, 2014; Sutoro, Mawardi, & Sugiarti, 2020), work design (Irawan, Maarif, & Affandi, 2015), training and development (Dарtha, 2010), and employee rotation and placement systems (Ansori & Ali, 2015; Manullang, Puspa, & Wardini, 2020). Although individual factors play a role in encouraging people to work, the external forces of bonded workers, particularly civil servants, play a more dominant role.

As a result, the researcher opted to reference the following ERG hypothesis during interviews with research subjects. Maslow's hierarchy of needs theory is used as a supplement by the researcher,

namely as an indicator of the three parts of ERG theory.

RESEARCH METHODS

His research was conducted with a qualitative approach, namely a phenomenological study. This approach is intended to find out the basis or motives of a person according to his life experience (Cresswell & Poth, 2017), which in this case is to work and stay in a job according to his field. The two subjects from two contrasting jobs in this study are intended to find out the different forms of motivation between the two.

The interviews were semi-structured, which means that the questions to be asked were not predetermined in advance. The option of this method is to communicate everything that the subject feels without any questions that limit the subject's qualitative response (Semiawan, 2010). The results of this interview were recorded utilising a cell phone voice recorder. The interview will be based on Alderfer's motivation theory (1969), which divides motivation into three aspects: existence, relatedness, and growth.

The outcomes of the interviews were documented using the narrative method. This method is used to describe the findings of the interview in full, namely verbatim, as well as any distractions, minor or major so that errors from the interviewer are minimised with appropriate and correct data (Yusuf, 2017; Abdussamad, 2022). The outcomes of the interviews will be categorised using the ERG theory as a reference.

RESULTS AND DISCUSSION

The first subject was a pâtissier who was a bachelor of Economics and spent a year in Australia doing her certificate programme focusing on pastry. She began working as a pastry tutor for children at an agency as soon as he graduated. She launched her cupcake bakery a year later and is still in business. Because of her love as a teacher, her goal for this year is to create her pastry course. The interview took place at the subject's cake shop, where the atmosphere was peaceful and congenial, with mild music playing.

The second subject is a civil servant since 1986. She has had various offices, roles, and titles. Her civil service career began at the Regent's Office in Rengat as a salary treasurer, then to the District Office in Taluk Kuantan as the Reporting Section, then to the Pekanbaru City Agriculture Service as the Head of the Sub-Division of Programming, then to the District Office as the Head of Public Services, and now to BPMKB as the Head of Pemberdayaan Women and Children. The interviews were placed at the subject's residence.

Existence aspect

According to the data collected, both respondents met their physiological indicators, such as eating, drinking, possessions, wealth, and a sense of security. This implies that the two different types of work can fulfil the existence theory and the theory of work motivation. This is evident from the following interview findings.

"I don't think about competitors in that way since my sustenance has already been

established by God." (S1, A1, I1).

"Well, regarding income, that's what civil servants get. Salary is certain, but we all know how much salary PNs get. But praise God, my family's needs can be provided, and halal is what the most important." (S2, A1, I1).

Relatedness aspect

The two subjects defined settings that corresponded to indices of social connections based on the data obtained. In both cases, the fulfilment of self-esteem markers was similar. Nonetheless, there are certain societal differences between self-employment subjects and civil servant subjects. Concerning self-employment, the social interactions that emerge emanate from the microsystem, particularly the family and relatives around them. This type of social interaction also emerges in the public servant subject, but the interview findings include external social relationships, including those developed with coworkers. This is evident from the following interview findings.

"The support is very great; maybe I don't feel it right now, but when I was fresh out of college and deviated from my original path, I wouldn't have had the confidence I do now. I previously attended college in a city distant from here; it was expensive, so I wondered if it was truly possible to establish a business like this. Then they said that everything is possible, and it turns out that everything happens right now." (S1, A2, I1). "All of what I have accomplished is because of my family's unwavering support. For instance, my husband

never gets upset when I arrive home later than him because I still have a lot of work to do at the office and I can't leave. However, moms are conscious of their identities, responsibilities, and roles as women. My role as a wife and mother to my children comes first, followed by that of a working mother. Time management is critical, as is establishing ourselves." (S2, A2, I1).

"Friends encourage with compliments. We collaborate effectively to complete tasks, and I also accomplish tasks by forging personal connections. Therefore, both my work and my connection with my coworkers can go well" (S2, A2, I1).

Even though the two subjects' social relations have been detailed, civil servant subjects continue to face employment challenges related to the same indicator, namely social relations, particularly with superiors. Nonetheless, the civil servant subject has a guaranteed manner of dealing with it and indirectly meets the indicators of social relations exceptionally well. This is in contrast to the subject of self-employment, which does not explain the occurrence of work conflicts with others. The following statement exemplifies this.

"My superior at work sometimes doesn't understand the program. When delivering the program to him, he didn't even support the program. I am in the position of echelon III and have activities or programs that are coordinative with other offices, not execution. I informed my superior that this is coordinative; it is the capacity

of the head of the office that must be communicated amongst heads of offices. However, because the superior still did not want to learn about the programme, it was not communicated to the head of another office, and the programme did not operate. For the programme to work, I build friendly relationships with people in similar positions to me, or with the bureaucracy in a family-like manner, sometimes even with the head, and as a result, the programme runs." (S2, A2, I1).

Even though it is Sunday, I am still working. I'm here to check how the tents were set up in preparation for an event on Monday. I could just sit back at home and let someone else watch. But I don't want to be like that. I have bakwan and syrup beverages for them here. I do this so that people work pleasantly and sincerely. In other words, if they believe we value them, the work will be done well and the relationship will strengthen." (S2, A2, I1)." (S2, A2, I1).

Growth aspect

The two subjects stated environments that corresponded to indicators of self-actualization based on the data obtained. Both subjects are uncertain if they are still in the process or have reached self-actualization. This is evident from the following interview findings.

"I intend to open a pastry course next month." Because I believe I began all of this with passion rather than money, I want to instil similar enthusiasm in others. I enjoy teaching, so

after receiving my diploma, I began teaching people who have an interest in pastry.” (S1, A3, I1).

“I also freely share knowledge, giving what I can do so.” (S1, A3, I1).

“I think it's nice to see customers who return for my cakes since it must indicate my cupcakes are good, right? (S1, A3, I1).

“Soul calling. If you don't live up to the work, then doing it will be difficult, or even impossible. I help solve people's problems, yes for me, that is my calling.” (S2, A3, I1).

“I get a lot of satisfaction from making other people happy. My profession involves a lot of risks, yet my calling is here.” (S2, A3, I1).

CONCLUSION

According to the findings of the interviews, the two subjects from two different types of work share the same dynamics of work motivation theory, with minor variances. Both subjects appear to meet the component of existence that involves physiological requirements and a sense of security. In this regard, the civil servant subject remarked that the certainty of civil servant income, albeit little, was nevertheless sufficient to cover daily necessities, but the self-employment subject expressed uneasiness, even though the sustenance had been provided by the almighty. This, religiosity in people has a positive correlation with happiness (Nurmalis, Armayati, & Ruzain, 2022), which means that people who believe in religious principles or are

religious do not have to worry about meeting their daily needs that will take away their happiness.

There is a noticeable distinction in the relatedness aspect, which discusses social ties and outside appreciation. This aspect's dynamics tend to be more complex in civil servant subjects who receive assistance from both the microsystem (family and relatives) and coworkers. The subject also stated that praise from coworkers might get him enthusiastic. Employee job happiness is influenced by colleague support (Riana, Nina, & Rindu, 2022). Nonetheless, civil servants subject face job difficulties due to the following relatedness aspects, particularly the difficulty in interacting with superiors, which impedes workflow. Self-employed individuals, in contrast to civil servant subjects, solely reported assistance from their microsystems, particularly family and closest relatives. External rewards and disagreements with coworkers were not mentioned in the interviews. This is consistent with the disadvantages of self-employment, which often includes few or no coworkers (Laing, 2011).

Both subjects demonstrate the fulfilment of the growth aspect, which talks about self-actualization. Even with different kinds of work, both subjects can discover their soul calling and work genuinely. Individuals achieve a sort of self-actualization when they work up to the soul-calling order (Li, Jiao, Liu, & Yin, 2021). Furthermore, the presence of self-actualization in two subjects from two different work backgrounds explains that individual needs are personal or tailor-made, so each individual can lead to self-actualization through the ways and

means that each individual has experienced (Hidayat, 2006).

One of the factors of individual work motivation, namely the meaning that becomes an individual's intrinsic value or principle that one wants to achieve through work (Riyono, Himam, & Subandi, 2012), can also be used to examine the motivation for growth or self-actualization from these two different professions. Achieving the meaning of work is not the main thing in their focus for the two subjects with different work backgrounds.

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