Abstract

Analysis of influence Emotional Quotience, Spiritual Quotience and Performance Appraisal on motivation to work in the office of the Indonesian Naval Base Facilities (DISFASLANAL)

The office of the Indonesian Naval Base Facilities (DISFASLANAL) formally established as an Acting Body (BALAKPUS) of the Indonesian Navy comes under the direct jurisdiction of the Navy Chief Of Staff (KASAL). Disfaslanal’s primary responsibility involves the effective and efficient development and maintenance of the Naval Base in serving the KRI Naval Fleet as mandated in the organization and procedure structure (ORGASPROS) Disfaslanal. To best execute its fundamentally strategic duties, Disfaslanal strongly rely on high calibre officers displaying dedication and flawless balance between Intelligence Quotience(IQ), Emotional Quotience (EQ) and Spiritual Quotience (SQ) coupled with state of the art Performance Appraisal tools that guarantee improved performance motivation of all Disfaslanal officers.

This thesis seeks to address the following (1) To identify if any of the influence of EQ, SQ and Performance Appraisal on Disfaslanal officers motivation to work. (2) To identify the degree of influence of EQ, SQ and Performance Appraisal towards Disfaslanal Officers motivation to work. (3) To identify ways and means related to improving EQ, SQ as well as improving effectiveness of the current Performance Appraisal Tools. (4) To identify the embedded dominant factors related to EQ, SQ and Performance Appraisal so as to arrive at the most appropriate performance appraisal methodology that will best influence performance motivation of Disfaslanal officers.

In gathering data, the census sampling method is adopted and exercised on selected Disfaslanal officers ranked namely Perwira (PA), Bintara (BA) and Tamtama (TA) at Disfaslanal main offices i.e Building B1, 3rd floor, Naval Headquarters (MABESAL), Cilangkap, East Jakarta. The Structural Equation Modelling (SEM) which serves to test the appropriateness between the theoretical model developed and the empirical data gathered from the field forms the basis of analysis. Data analysis by SEM is facilitated by the LISREL 8.54 software, the results of which is further analysed against the managerial implication towards Disfaslanal as an organization.

The analytical results gathered from each Latent Exogenous and Latent Endogenous variable, bring forth the comprehensive explanation that out of the three exogenous variables involved in this research, the Performance Appraisal Variable displays the greatest extent of influence towards Performance Motivation of Disfaslanal officers, with a contributing value of 0.45. In second place is the SQ variable with a contributing value of 0.39 while the EQ variable displays the least influence on performance motivation contributing on 0.38.

In summary, the above contributing values thus indicate that the performance appraisal variable must be treated with priority and implemented most effectively in order to shape and encourage positive motivation in the workplace. Ironically and most importantly although the EQ variable displays the least influence on improving motivation, the EQ variable should be treated seriously in comparison to the SQ and Performance Appraisal Variables.