

# CHAPTER I

## INTRODUCTION

This chapter discusses about the introduction of this research. This chapter includes (1) research background, (2) research problems, (3) research objectives, (4) scope and limitation, (5) research significance, and (6) definition of key terms. These six things are described in detail as follows.

### 1.1 Research Background

According to Lishin, Motivation is the driving force behind one's actions (2022:63). People need motivation as encouragement to remain enthusiastic in doing activities to achieve a specific purpose, thus motivation is one of the most important factors in doing something. People with strong motivation always achieve good achievements during their activities. Furthermore, as stated by Roberts, Motivation as a set of processes concerned with the force that energizes behavior and directs it toward attaining some goal (2005). In the processes that carried out with motivation due to factors of interest, need or persuasion, initiative, and perseverance will arise in carrying out certain activities so that the desired goals are achieved. It can be concluded that motivation as the drive or energy that directs individuals to carry out activities to achieve certain goals based on factors of interest, needs, initiative and the external environment.

According to Leadership-Central in their journal "*Types of Motivation - Intrinsic and Extrinsic Motivation*", there are two types of motivation, intrinsic and extrinsic motivation (2019). The first type is intrinsic motivation, motivation that comes from within a person for its own sake, which means doing an activity to gain pleasure and self-satisfaction or find enjoyment in it. The second type is motivation that comes from outside the individual's environment. Motivation that doing a job or activity as a means or way to achieve a target,

which means carrying out an activity with the expectation of a desired result such as a reward, praise, or avoiding punishment, this type is referred to as extrinsic motivation. These two types of motivation can be seen in individual behavior or habits in an activity or job.

Organization is one of the activities that require a motivational role. An organization is an association or unit consisting of several people who have a goal to be achieved together (Oxford University Press, 2016). The organization may be defined as a group of individuals that is cooperating under the direction of executive leadership in the accomplishment of certain common objectives. Every individual needs the help of others to meet their necessity. One way for individual and group needs can be met and mutually protected is by forming an organization. The drive from individuals to form an organization and achieve these goals is called motivation. Individuals who have high motivation tend to develop their potential, have pleasure and satisfaction in doing what have to do, and always develop duties and also have the potential to develop the organization where the individual joins.

Motivation plays an important role in organizing. As stated by Jain et al in their journal titled "*A Study of Employee Motivation in Organization*", Motivation is an important aspect in any organization and consequently must be monitored appropriately if high profitability in the organization is to be normal (2019). Motivation as one of the key factors that can help increase the capacity of an organization. In the globalization stage, every organization needs to continue to be in the market focused on the organization's goals. Organizations are representatives or fundamental elements to demonstrate the goals to the real world. In today's world every organization strives to build its human resources so that its representatives remain inspired and motivated.

Furthermore, according to Cejovic, Students' enthusiasm for organizing is not due to a lack of ability but is related to a lack of individual motivation (2011). Motivation directs individuals to intensity, persistence and responsibility in achieving organizational goals, therefore it can

be said that wherever motivation is interpreted, there are three main components which include motivation including need, drive and goal. In an organization, these three components are closely related and influence the running of the organization itself in a sustainable and progressive manner. The existence of these three components makes motivation play a major role in attaining goals and achievements in the organization.

In this research, the researcher focuses on motivation in the field of intra-campus organization at the University of Muhammadiyah Malang, namely the Esa Progresio organization which is under the auspices of the English language education department. In this case, considering the importance of motivation in organizations, especially in the Esa Progresio organization where the need for human resources in organizations is increasing, there needs to be encouragement to encourage individuals to develop their potential and productivity through activities, one of which is by joining an organization. In addition, encouragement from this individual can provide results that are in accordance with the goals of the group or organization. This encouragement is what is meant by motivation and is an important factor in achieving success in an organization.

Therefore, related to the important role of motivation in organizations, the researcher wants to know the students' motivation in joining the Esa Progresio organization, both intrinsic and extrinsic motivation. This research is entitled "Students' Motivation in Joining Esa Progresio Organization".

## **1.2 Research Problems**

The problems in this research are as follows:

1. What are the students' intrinsic and extrinsic motivations in joining the Esa Progresio organization for the 2022/2023 period?

2. What is the most students' motivation type between intrinsic and extrinsic, in joining the Esa Progressio organization for the 2022/2023 period?

### **1.3 Research Objectives**

The objectives of this research are as follows:

1. To know the students' intrinsic and extrinsic motivation in joining the Esa Progressio organization for the 2022/2023 period.
2. To know the most student motivation type between intrinsic and extrinsic in joining the Esa Progressio organization for the 2022/2023 period.

### **1.4 Scope and Limitation**

The scope of this research is the motivation, both intrinsic and extrinsic motivation. The limitation of research is limited to the active members of the Esa Progressio organization for the 2022/2023 period. There are 27 members of the Esa Progressio organization, but in the pre-research, after the researcher found out more about the Esa Progressio organization, it turned out that there were members who were not active. Then as a limitation, there are 25 active members of the Esa Progressio organization for the 2022/2023 period.

### **1.5 Research Significance**

The significance of the research can be theoretically and practically.

1. Theoretically

The results of the research may give the review of related theories about organization and the motivation both intrinsic and extrinsic in joining Esa Progressio organization.

2. Practically

The results of this research are expected to be used both in organizations inside and outside the campus and as a reference or pre-research for future researchers.

## 1.6 Definition of Key Terms

To avoid problem misunderstanding and misinterpretation of the research findings, the researcher would like to explain and define the key terms used.

1. **Organization:** An organization is not a structure or a set of plans and processes; organizations are made up of people and their affiliations with each other (Ferdous, 2016).
2. **Esa Progressio organization:** The English Students Association Progressio (ESA PROGRESSIO) is one of the Departmental Student Association Organizations which is under the English Language Education department of the University of Muhammadiyah Malang (<https://english.umm.ac.id/id/pages/himabi.html>).
3. **Motivation:** Motivation is an internal process. Whether it define as a drive or a need, motivation is a condition inside that desires a change, either in the self or the environment (Khasani, 2019).
4. **Intrinsic:** Intrinsic motivation refers to engagement in behavior that is inherently satisfying or enjoyable (Legault, 2016).
5. **Extrinsic:** Extrinsic motivation refers to the performance of behavior that is fundamentally contingent upon the attainment of an outcome that is separable from the action itself (Legault, 2016).