

The effect of self-development through peer intercourse on work motivation in Indonesian students.

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Abstract

Peer association is very important for adolescents to develop social skills and build intimacy with their peers. Adolescents have high motivation to work and use all abilities and skills to get quality and quantity work so as to achieve the satisfaction they want. The purpose of this study was to determine the effect of peer interaction on the lack of work motivation of adolescents. This type of research is descriptive research. The sample in this study were 50 adolescents aged 18-24 years who socialize in the community in Kedali village, Pucuk sub-district, Lamongan district. The data analysis used in this research is descriptive analysis. The sample technique used was purposive sampling technique. The results showed that peer-to-peer interaction got a score of 2,364 or an average score of 47.28 was categorized as high. Work motivation obtained a score of 2,439 with an average score of 48.78 categorized as high. From the overall results, it can be concluded that there is an effect of peer interaction on adolescent work motivation because good relationships with peers can also increase adolescent work motivation.

Keywords: *Self Development, Peer Association, Work Motivation*

Introduction

Work is a human obligation that must be fulfilled in order to meet the needs of life in the present and future. Bitter experiences experienced by someone can reduce motivation at work. Therefore, in the world of work motivation is also very necessary to improve the quality of one's work and foster high morale so as to be able to produce maximum work results (Cohen, 2004; Daniels et al., 2008; Elliot & Moller, 2003; Luo, Paris, Hogan, & Luo, 2011). According to Wibowo (2014) motivation is an encouragement to a series of human behavior processes in achieving goals, while the elements contained in motivation include elements of arousing, directing, maintaining, showing intensity, continuous and purposeful.

In social life, especially the motivation to work in adolescents is influenced by several factors such as peers, dissatisfaction with income, lack of skills and lack of goals. So do not be surprised if many teenagers do not work. The previously existing motivation to work for adolescents has now turned into a

bad condition and is filled with laziness at work (Hulleman, Schrage, Bodmann, & Harackiewicz, 2010; Niu & Sternberg, 2001).

Teens get a positive influence and also get a negative influence related to work motivation from interactions that are carried out every day. A person's interactions are very influential on that person's personality. The association of peers has a lot of influence on a person's conversation, attitude, behavior, behavior outside the influence of the family (Lindsey, Martin, & Doh, 2002; Saiyed, 2019; Wang & Wu, 2008). Friends will help shape a person's personality. According to Muhammad Al-Mighwar (2006), during adolescence the strong influence of peers or fellow adolescents cannot be underestimated, so for the first time they apply the principle of living together and working together. In addition to these principles, the strong influence of parents, behavior, interests, and even attitudes and behavior of adolescents are influenced by friends and peer groups.

Motivation to work in a person is very important to determine life goals, especially for adolescents. Many teenagers experience a decrease in work motivation and an impact on increasing unemployment. This is due to the large number of adolescents who are influenced by peer relations so that they are lazy to work and more comfortable with their peers in their own village. After graduating from college, they still do not get a job because of the intense competition that requires more motivation (Kerlinger, 2000; Mascolo, 2019; Watson & Naragon-Gainey, 2014) Based on the background of the problems raised and consistent efforts towards the limitations of the problems raised, the focus of the problem in this study can be formulated, namely: 1) How is peer relationship? 2) How do teenagers work motivation? 3) How is the influence of peer interaction on adolescent work motivation?

Literature Review

Peer Association

Humans are social creatures who have a tendency to coexist with one another. They cannot live alone without the help of others. At this time the children's socialization process can take place more effectively, the child has started to be able to mix with friends around him. According to Abdullah (2011), association is direct contact between one individual and another. Individuals daily interactions with each other sometimes at the level of age, knowledge, experience, and so on. These daily interactions can occur between individuals and groups or groups with groups.

The development of social relationships in adolescents starts from the home environment then develops more broadly into a school environment and then develops again with peers. According to Abu Ahmadi (2005), peers are a place to socialize which serves to teach culture to other friends if different cultures, teach social mobility by changing social status from lower class children to middle class children and vice versa, and helping new social roles by providing opportunities to peers to fill new social roles, for example how to be a good leader.

According to Umar Tirtarahardja and La Sulo (2005), peer groups consist of a number of individuals whose average age is almost the same who have certain temporary interests. Based on the above opinion, it can be interpreted that peer interaction is a direct contact that occurs between individuals and individuals with groups. Such contacts involve children who have similar characteristics and are of the same age and usually come from the same race, ethnicity and economic status.

Intercourse with peers will shape a person's character, according to Hadi Suryanto (2015), that character is the innate heart, soul, personality, character, behavior, personality and temperament, so that character is a way of implementing good values in that form. actions and behaviors, so that people who are dishonest, who behave according to the rules are called noble character. there are several personality

types (characters) that divide humans into 4 groups, namely: (1) choleric, which is a personality type that has assertive and leadership characteristics, (2) Sanguine's personality type is bright and cheerful. , (3) Melancholy, namely the type of person who is neat and detailed, (4) A pleghmatic personality who likes to do things based on orders. This is what underlies the assessment of student character (Suryanto, Degeng, Djatmika & Kuswandi: 2020). According to Coni R. Semiawan (2008) that equality of age, familiarity, group size and cognitive development are indicators of peer interaction. Peer association becomes so meaningful and very influential in the social life of adolescents. Social relationships between parents, peers and society can affect work motivation in adolescents.

Youth Work Motivation

Motivation is said to be a need that encourages action to achieve certain goals. According to Reksohadiprodo and Handoko (2001) work motivation is a state in an individual that encourages an individual's desire to carry out certain activities in order to achieve goals. Meanwhile, according to Sondang P. Siagian (2008), work motivation is a driving force for someone to contribute as much as possible to the success of the organization in achieving its goals, with the understanding that achieving organizational goals means achieving personal goals of members related organizations.

According to Hamzah B. Uno (2008) that "someone who has work motivation will be seen through indicators of responsibility in doing work, achievement, self-development and independence in action and sympathy. From the above opinion it can be interpreted that work motivation is an impetus that grows in a person, both from inside and outside himself to do a job with high enthusiasm using all the abilities and skills he has which aim to get work results so that they can achieve satisfaction according to their wishes. . To provide quality and quantity of work results, a worker needs work motivation within him that will affect his work morale so that he can improve his performance.

Research Methods

In this study, researchers used descriptive methods, with the reason that this study aims to determine the relationship between peer interaction and adolescent work motivation. The population in this study were adolescents aged 18-24 years. The sample in this study were 50 teenagers who interacted with the community in Kedali Village, Pucuk District, Lamongan Regency. The sampling technique used was purposive sampling technique. Data collection was carried out using closed questionnaires, unstructured interviews, and documentation.

In this study, an analysis was carried out on the results of data collection related to peer indicators which included age similarity, familiarity, group size and cognitive development. Meanwhile, youth work motivation includes responsibility, achievement, self-development, and independence in action.

Results And Discussion

This study resulted in data findings obtained during research activities. The data from the findings are processed and get the following results:

Table 1 Angket Results From Associated Persons

No.	Indicator	Answer				Total	Answer
		A (Skor 4)	B (Skor 3)	C (Skor 2)	D (Skor 1)		
1.	Age similarity	103	72	65	10	768	15,36

2.	Familiarity	91	70	32	7	611	12,22
3.	Group size	99	67	23	11	654	13,08
4.	Cognitive development	56	26	11	5	331	6,62
Total						2.364	47,28

Based on a peer interaction questionnaire with 15 questions. The age similarity indicator with 5 questions got a score of 768 with an average of 15.36, the familiarity indicator with 4 questions got a score of 611 with an average of 12.22, the group size indicator with 4 questions got a score of 654 with an average of 13.08 development indicators cognitive with 2 questions get a score of 331 with an average of 6.62. Of the 15 questions, a total of 2,364 was obtained and divided by 50 resulted in an average score of 47.28 of the 15 questions answered by 50 adolescents aged 18-24 years whose associations were in the community of Kedali Village, Pucuk District. , Lamongan Regency. This shows that the results of the peer group questionnaire can be categorized as high.

The association of peers in the village of kedali, kecamatan top, lamongan district can be described that adolescents have the same age, the same material to talk about television shows they like, when there are peers who are successful in their work. It is recommended to follow it, hang out with peers who have the same hobbies, choose friends to confide in, and favorite hangouts are in coffee shops. The intimacy that exists helps them solve problems better and efficiently, advises peers who make mistakes, opens up personal problems, and helps friends who are experiencing difficulties. In groups with a small number of adolescents, the interactions that occur tend to be better, have a sense of pride in being a member of the group, want to do something together, make new friends, want to develop their cognitive abilities. ability, if there is new information, they solve problems together.

Table 2 Employee Motivation Results

No.	Indicator	Answer				Total	Answer
		A (Skor 4)	B (Skor 3)	C (Skor 2)	D (Skor 1)		
1.	Responsible	71	69	9	1	520	10,4
2.	Achievements	113	38	9	0	544	10,88
3.	Self-development	119	102	52	1	913	18,26
4.	Independence in action	63	38	47	2	462	9,24
Total						2.439	48,78

Based on a work motivation questionnaire of 15 questions on the responsibility indicator with 3 questions, the score was 520 with an average of 10.4. The achievement indicator that is achieved with 3 questions gets a score of 544 or an average of 10.88. The self-development indicator with 6 questions got an average score of 913 18.26. The indicator of independence in action with 3 questions gets an average score of 9.24. Of the 15 questions, a total of 2,439 was obtained and divided by 50 so that an average score of 48.78 was obtained from the 15 questions answered by 50 adolescents aged 18-24 years whose associations were in the community of Kedali Village, Pucuk District. district, Lamongan district. This shows that the results of the youth work motivation questionnaire can be categorized as high.

The motivation to work for adolescents in Kedali Village, Pucuk District, Lamongan Regency can be described that adolescents have the responsibility to meet their own needs and make their parents happy. In order to achieve the achievement target, in this case, you want to have a permanent job or open your own business, or look for job vacancies from friends, electronic media, apply for jobs to companies or factories. They want to develop their knowledge and skills by reading articles from the Internet or taking training. In this case, adolescents try to find work on their own to gain new experiences so that they can meet their own needs.

Conclusion

Peer interaction is very important for adolescents to develop social skills and build intimacy with their peers. If the peer relationship is managed properly, it will have a good impact, but behind the positive impact, it must also be considered that the possibility of negative impacts will still exist and must be prevented. Based on the research results, researchers with a total score of 2,364 or an average score of 47.28. It is categorized high because adolescents have the same hobbies and interests in common, with familiarity helping adolescents get the latest information and solve problems together better and efficiently.

Motivation to work is an encouragement that grows in adolescents to use all their abilities and skills to get work results so that they can achieve satisfaction as desired. Based on the results of the study with a total score of 2.439 or an average score of 48.78 that the work motivation of adolescents is categorized as high because adolescents have the responsibility to meet their own needs and make their parents happy, in this case adolescents want to have a permanent job or open their own business, with efforts looking for job vacancies from friends, electronic media, and applying for jobs to companies or factories. Peer associations have a high influence on the work motivation of adolescents in Kedali Village, Pucuk District, Lamongan Regency because good peer relationships make adolescent work motivation higher.

Suggestion

Based on the above conclusions, the researcher can provide suggestions (1) Adolescents choose good social friends, so that these adolescents still have high work motivation. In addition to high work motivation, it must also be followed by efforts to divide and take advantage of time between hanging out with peers and looking for work, to meet their own needs and make both parents happy. (2) to parents to motivate their children to work or find work from other people, so that children can achieve better life goals. (3) To the village government to support adolescents in improving their skills and knowledge, one of which is by holding training in special villages to improve the skills and knowledge of these adolescents.

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