

THE ANALYSIS OF SPIRIT OF WORK WITHIN MANADO STATE PROSECUTOR'S OFFICE*ANALISA SEMANGAT KERJA DI LINGKUNGAN KANTOR KEJAKSAAN MANADO*

By:
Meygi N. N. Boky¹
David P. E. Saerang²
Ferdinand J. Tumewu³

¹²³Management Department, Faculty of Economic and Business
Sam Ratulangi University, Manado

E-mail:

bokymeygi@gmail.com

davidsaerang@unsrat.ac.id

tumewuf@unsrat.ac.id

Abstract: The main issues nowadays regarding spirit of work is the way for sustaining the spirit of work; the issue arise because every individual or employees have different problems altogether which makes it difficult for the company to handle. In this particular research, Manado's State Prosecutors Office which filled with different individuals with different needs that need to be uphold as well. The purpose of this study is to analyse the spirit of work within Manado's Prosecutor's office. This study uses a qualitative method and interview toward informants were conducted in order to gain information regarding the phenomenon. The responses from every respondent shows that organizational condition does have relation with the spirit of work, the relation of variables mostly impacted in a positive manner. The office needs to look upon the welfare of employees in order to keep the spirit of work within them, examples such as giving help during daily work or giving reward toward employees that does good job can be the solution for the office to maintain the spirit of work.

Keyword: spirit of work

Abstrak: Isu utama saat ini tentang semangat kerja adalah cara untuk mempertahankan semangat kerja; Permasalahan tersebut muncul karena setiap individu atau karyawan memiliki permasalahan yang berbeda-beda sehingga menyulitkan perusahaan untuk menanganinya. Dalam penelitian khusus ini, Kejaksaan Negeri Manado yang diisi oleh individu-individu yang berbeda dengan kebutuhan yang berbeda juga perlu dijunjung tinggi. Tujuan dari penelitian ini adalah untuk menganalisis semangat kerja di lingkungan Kejaksaan Manado. Penelitian ini menggunakan metode kualitatif dan wawancara terhadap informan dilakukan untuk memperoleh informasi mengenai fenomena tersebut. Tanggapan dari setiap responden menunjukkan bahwa kondisi organisasi memang memiliki hubungan dengan semangat kerja, hubungan variabel sebagian besar berdampak positif. Kantor perlu memperhatikan kesejahteraan karyawan agar semangat kerja tetap ada dalam diri mereka, contoh seperti memberikan bantuan selama bekerja sehari-hari atau memberikan penghargaan kepada karyawan yang melakukan pekerjaan dengan baik dapat menjadi solusi bagi kantor untuk menjaga semangat kerja.

Kata Kunci: semangat kerja

INTRODUCTION

Research Background

As workers in a company; regardless small or big the company there will be set of works that need to be done by certain people. These certain people are employees with different characteristics and traits which differ them from one and another, these different traits are the best way for the company to select and to assign different people into different position for the betterment of the company. It cannot be denied that in the end company need

the ability of all different people in order to meet the end goal of the company; usually the end goal can be in term of profit or it can be in form of certain value that need to be uphold by the company until the end.

This condition within the workplace is connected with the term spirit of work; which essentially means the spirit of employees during work which resulted positive outcome not only for the company but also for the individual (Roof, 2014). Spirit of work is one of the beneficial aspects within the company because it can act as the major force for the employees during their work at the company. When an employee has a high spirit of work; the tendency of reaching maximum output will be higher because the individual also has personal goal related with his or her spirit of work.

The main issues nowadays regarding spirit of work is the way for sustaining the spirit of work; the issue arise because every individual or employees have different problems altogether which makes it difficult for the company to handle. Spirit of work for the employees are at its fullest usually during the first few days or weeks when the employees enter the company; it can be related with the sense of excitement of the individual in having jobs and the idea of achieving certain goals within their current works. But the status quo regarding spirit of work is that employees will eventually start to get fatigue and become less interested in their current work; there is phenomenon where people often change places in order to gain new experiences in many different places and the low level of employee's loyalty. In the end all correlated with spirit of work of the employees; which can be the main factor for the company to success or downfall in the future. In this particular research, Manado's State Prosecutors Office which filled with different individuals with different needs that need to be uphold as well.

Manado State Prosecutor's Office is a prosecutor who is under the jurisdiction of the North Sulawesi High Prosecutor's Office. The Manado State Prosecutor's Office is a state institution that exercises state power, especially in the field of prosecution. In carrying out its duties and functions, Manado State Prosecutor's Office has 48 employees who are divided into several sections, including: Sub-Division of Development, General Crime Handling Section, Special Crime Handling Section, Civil and State Administration Section, and Intelligence Section. Meanwhile, in carrying out its duties and functions, the Manado State Prosecutor's Office cooperates with other law enforcement agencies such as the courts and the National Police, which have the same task area.

The research aims to gain more comprehensive understanding regarding spirit of work with the support of organizational condition for the analysis stage, the research will give idea regarding spirit of work in the particular place. Therefore, this research will be conducted with the title of "The Analysis of Spirit of Work within Manado State Prosecutor's Office"

Research Objective

In accordance with the research background and problem statement, the purpose of this research is to identify if current condition of spirit of work in Manado State Prosecutor's office.

THEORETICAL FRAMEWORK

Organizational Behavior

Organizational behavior (OB) or organisational behaviour is the study of human behavior in organizational settings, the interface between human behavior and the organization, and the organization itself (Moorhead and Griffin, 1995). OB research can be categorized in at least three ways which are individuals in organizations (micro-level), work groups (meso-level) and how organizations behave (macro-level). Organizational behavior researchers study the behavior of individuals primarily in their organizational roles. One of the main goals of organizational behavior is to revitalize organizational theory and develop a better conceptualization of organizational life.

Spirit of Work

Spirit of Work is a distinct state that is characterized by physical, affective, cognitive, interpersonal, and spiritual dimensions. Most individuals describe the experience as including: A physical sensation characterized by a positive state of arousal or energy; characterized by a profound feeling of well-being and joy; cognitive features involving a sense of being authentic, an awareness of alignment between one's values and beliefs and one's work, and a belief that one is engaged in meaningful work that has a higher purpose; an interpersonal dimension characterized by a sense of connection to others and common purpose; a spiritual presence

characterized by a sense of connection to something larger than self; and a mystical dimension characterized by a sense of perfection, transcendence, living in the moment, and experiences that were awe-inspiring, mysterious, or sacred (Kinjerski and Skrypnek, 2006).

Previous Research

Duchon and Plowman (2005) researched in an exploratory study of six work units in a large hospital system we used an instrument that measures workplace spirituality. The results led to propositions concerning the effect of work unit spirituality on work unit performance and the relationship between work unit spirituality and leadership. Among medical units within the same hospital system, work unit spirituality is greater in some than in others; work unit performance is associated with work unit spirituality; and work unit leaders likely have an impact on the degree to which work units acknowledge and encourage issues of the spirit.

Roof (2014) emergent empirical work related to engagement and spirituality has supported the promise of improving both organizational performance and employee conditions. The findings should encourage further future exploration of the relationship between spirituality and engagement and inquiry into why results differ across engagement's dimensions; specifically, why the relationship was not supported for absorption. The empirical support for spirituality as a predictor of engagement informs practical decisions for addressing workplace spirituality and concerns with the potential to assist in countering the declining engagement trend.

Kinjerski and Skrypnek (2006) sought to identify organizational factors that foster an individual's experience of spirit at work. Although this study did not investigate specific practices or strategies to increase spirit at work, results suggest that organizations wishing to enhance their employees' spirit at work could focus efforts on creating organizational conditions that encourage inspiring leadership and mentorship and the other six identified factors. The paper raises awareness and highlights issues surrounding organizational factors that foster an individual's experience of spirit at work.

RESEARCH METHOD

Research Approach

The study using qualitative approach with descriptive research design that describe about the organizational condition on spirit of works on the employees of Manado State Prosecutor's office. In qualitative research open-ended questions are used. In qualitative research open-ended questions are used. According to Creswell (2003), qualitative research is largely inductive, with the inquirer generating meaning from the data collected in the field. Inductive means that a process where we observe specific phenomena and, on the basis, arrive at general conclusions.

Population, Sample Size, and Sampling Technique

According to Sabar (2007), population is the overall subject of research. The population of this study are employees of Manado State Prosecutor's office. Manado State Prosecutor's Office has 48 employees who are divided into several sections, including: Sub-Division of Development, General Crime Handling Section, Special Crime Handling Section, Civil and State Administration Section, and Intelligence Section.

Sample is a part of population. According to Sugiyono (2011), sample is a part of the number and characteristics owned by the population. While Sekaran and Bougie (2013) state that sample is a subset or subgroup of the population. Sample of qualitative research which is called informant, is a theoretical sample since the aim of qualitative research is to bear new theory and selected purposively according to several consideration and particular aim. The sample in this research are 10 employees of Manado State Prosecutor's office.

In this research, sampling technique that researcher used is Purposive sampling. Purposive sampling is a type of sampling which is scope to specific types of people who can provide necessary information because they are the only one who have it or they are suitable with the research criteria (Sekaran and Bougie, 2013). Purposive sampling is a non-probability sampling method and it occurs when elements selected for the sample are chosen by the judgment of the researcher. Purposive sampling is used when a limited number or category of people have the information that is sought (Sekaran and Bouge, 2013).

Data Collection Method

The data used in this research consist of two types between primary data through interview and secondary data taken from books, journals and relevant literature from library and internet to understand of theoretical support on this research.

Operational Definition of Research Variable

Table 1. Operational Definition

No	Variable	Operational Definition	Indicators
1.	Spirit of Work	Distinct state that is characterized by physical, affective, cognitive, interpersonal, and spiritual dimensions	1. Engaging work 2. Sense of community 3. Experiences (Kinjerski and Krypnek, 2006)

Source: Data Processed, 2022

Instrument of Research

The key instrument of this research is the researcher. The researcher is trained and has good understanding about all aspects of this research. The researcher was equipped with a note book, a recorder, and a smartphone in order conduct the interviews.

Data Analysis Method

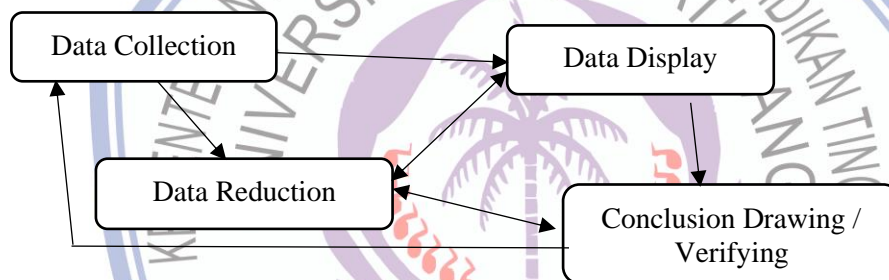


Figure 2. Components of Data Analysis: Interactive Model (Miles and Huberman, 1994)

Source: Research method for business (2022)

RESULT AND DISCUSSION

Result

Table 1. Coding Categorizing

Indicator	Description	Respondent
Engaging Work	Satisfied and according to expectation, become attached with the work	R1, R2, R3, R4, R5, R6, R7, R8, R9, R10
Sense of Community	Community consists of employees, creating sense of togetherness and become comfortable with current work	R1, R2, R3, R4, R5, R6, R7, R8, R9, R10
Experience	Gain positive experiences, informant become faster and more efficient in working	R1, R2, R3, R4, R5, R6, R7, R8, R9, R10

Source: Primary Data (2022)

From ten informants all most of them have similar responses regarding organizational condition and the influence of it toward spirit of work. Organizational condition is measure by 3 indicators which are leadership,

workplace of culture and also appreciation of contribution. Most of the informants agree that the leadership style adapt by the leaders are democratic, however it can be strict on certain times such as the deadline. The culture of work is all the employees work as a team and thus can help each other, the leaders also appreciate the contribution given by the employees and even give reward in certain times for the employees that did the job well. In term of spirit of work; it is divided by 3 indicators as well which are engaging work, sense of community and experiences. Most of the informants feel engage and attached with their current work right now, there is a small community which consist of employees. This community create a platform for employees to build connection and also create sense of togetherness with each other, all informants also gain positive experiences which beneficial for their work. The informants use the experiences in their work such as working in a faster way, become more efficient and also adaptive with their works as well. By seeing the responses from every respondent shows that organizational condition does have relation with the spirit of work. The relation between these 2 variables is mostly impacted in a positive manner, the better the organization condition of a certain office means the spirit of work of employees will be better too. For instance; employees feel more comfortable and feels attached with their works when the leaders give compliment and recognize the employees' work.

The result is in line with previous research done by Kinjerski and Skrypnek (2006) that stated organizational conditions or factors such as workplace culture, leadership, appreciation and personal fulfillment can influence the spirit of works of individual. It can be seen that when an employee does a certain work, employees also need a sense of appreciation. The best appreciation that can be given toward employees are from the leaders themselves, appreciation and motivations given by the higher ups can act as an indication of a job well done. When employees manage to fulfill the expectations of their leaders or can finish the job in a good way, it creates a stimulus in which those employees deserve appreciation for what they have done. The finding in this research proves furthermore that leadership and appreciation of contribution which are the parts of organizational condition can influence the spirit of work of the employees, this condition happen in Manado prosecutor's office in which all employees manage to obtain the appreciation that the employees deserve when they do the job well. Previous research by Ellis et al. (2012) also stated that employee will become more committed to their work when they have high spirit of work. The result of this research shows that employees become attached and therefore because more productive with their work, thus proves that organizational condition can influence greatly toward spirit of work.

CONCLUSION AND RECOMMENDATION

Conclusion

The research aims to gain more comprehensive understanding regarding spirit of work correlated with the organizational condition, whether the determinant gives a big impact toward spirit of work or not. By seeing the responses from every respondent; it shows that organizational condition does have relation with the spirit of work. The responses further prove the relationship of variables within the research, organizational condition have a role that can affect spirit of work. The relation between the 2 variables is mostly impacted in a positive manner, the better the organization condition of a certain office means the spirit of work of employees will be better too. Employees become attached to their job and therefore more productive with their work, thus proves that organizational condition can influence greatly toward spirit of work.

Recommendation

1. There is a recommendation that can be made for the office, it is regarding the welfare of the employees. Office needs to look upon the welfare of employees in order to keep the spirit of work within them, examples such as giving help during daily work or giving reward toward employees that does good job can be the solution for the office to maintain the spirit of work. The output of work made by the employees are expected to be better if the office manages to implement the solution in a right way.
2. The researcher hopes, this research will be used to gain more comprehensive understanding regarding spirit of work correlated with the organizational condition toward the next researches. It is also recommended for the next researcher to have more informants or conduct the research in wide area such as in North Sulawesi; other input such as different types of variables and also different perspective of conducting the future research

will make the final result better for the future researcher and give a more comprehensive understanding regarding this topic.

REFERENCES

- Creswell, J. W. (2003). *Research Design Qualitative, Quantitative, and Mixed Method Approach*. 2nd Edition. California. Sage Publication.
- Duchon, D., & Plowman, D. A. (2005). Nurturing the Spirit at Work: Impact on Work Unit Performance. *Leadership Quarterly*, Vol. 16, No. 5. Available at: <https://www.sciencedirect.com/science/article/pii/S1048984305000767>. Retrieved on: December 23rd 2020
- Ellis, R, S, E., Jones, L., Longstreth, M., & Neal, J. (2012). Spirit at Work in Faculty and Staff Organizational Commitment. *Journal of Management, Spirituality and Religion* Vol 12, No 2. Available at: <https://www.tandfonline.com/doi/abs/10.1080/14766086.2014.992355?journalCode=rmsr20>. Retrieved on: December 24th 2020
- Kinjerski, V., & Skrypnek, B. (2006). Creating Organizational Conditions that Foster Spirit at Work. *Leadership and Organization Development Journal*, Vol 27. Available at: https://www.researchgate.net/publication/235264388_Creating_organizational_conditions_that_foster_spirit_at_work. Retrieved at: December 23rd 2020
- Miles, M. B., & Huberman, A. M. (1994). *An Expanded Sourcebook: Qualitative Data Analysis*. London: Sage Publication
- Moorhead, G., & Griffin, R. W. (1995). *Organizational Behavior: Managing People and Organizations*. 5th Edition. Boston. Houghton Mifflin
- Roof, R. (2014). The Association of Individual Spirituality on Employee Engagement: The Spirit at Work. *Journal of Business Ethics*, 130(3), 585-599. Available at: <https://link.springer.com/article/10.1007/s10551-014-2246-0>. Retrieved on: December 23rd 2020
- Sabar, R. (2007). *Pengantar Metodologi Penelitian*. FKIP: Universitas Muria Kudus
- Sekaran and Bougie. (2013). *Research Methods for Business A Skill-Building Approach*. 6th Edition. New York. Wiley
- Sugiyono. (2011). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: Afabeta