

The Influence of Motivational Factors on the Work Performance of SEA Games Pencak Silat Athletes

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Abstract. Pencak Silat has been patented as an Indonesian Tradition by UNESCO. Pencak Silat always occupy top three positions in the multi-sport event South East Asian (SEA) Games. SEA Games in 2017 the Indonesian Pencak Silat contingent won 3rd place overall, while in 2019 the Indonesian Pencak Silat contingent won 1st. The objectives of this study are to analyze the perceptions of Pencak Silat athletes at the 2017 SEA Games and 2019 SEA Games, regarding motivational factors and job performance; to know the influence of motivation on job performance of SEA Games Pencak Silat Athletes. Sampling method used was purposive sampling. The analytical tools used were descriptive analysis and multiple linear regression. Based on the results, the SEA Games Pencak Silat athletes of 2017 and 2019 were motivated to improve job performance. The motivational factor Need for Achievement is most significant and positive which means, if athletes are given the opportunity to increase creativity, and enthusiasm for achievement it will increase job performance variable.

Key words: athlete, job performance, motivation, SEA games, sport.

Abstract in Indonesia. Pencak Silat telah dipatenkan sebagai Tradisi asli Indonesia oleh UNESCO. Pencak Silat selalu berada pada posisi tiga besar di ajang *multi-sport event South East Asian* (SEA) Games. Pada SEA Games 2017 kontingen Pencak Silat Indonesia berhasil mendapat posisi juara 3 secara keseluruhan, sementara pada tahun 2019 kontingen Pencak Silat Indonesia berhasil meraih posisi juara 1. Tujuan dari penelitian ini adalah (1) menganalisis persepsi atlet Pencak Silat SEA Games 2017 dan SEA Games 2019, mengenai faktor motivasi dan prestasi kerja (2) mengetahui pengaruh motivasi terhadap prestasi kerja atlet Pencak Silat SEA Games. Metode pengambilan sampel dengan *purposive sampling*. Alat analisis yang digunakan adalah analisis deskriptif dan regresi linier berganda. Berdasarkan hasil penelitian, atlet pencak silat SEA Games 2017 dan 2019 termotivasi untuk meningkatkan prestasi kerja. Faktor motivasi *Need for Achievement* paling berpengaruh signifikan dan positif yang berarti jika atlet diberikan kesempatan untuk meningkatkan kreativitas, dan antusiasme untuk berprestasi maka akan meningkatkan variabel prestasi kerja.

Kata Kunci: atlet, motivasi, olahraga, prestasi kerja, SEA Games.

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INTRODUCTION

The field of sports in Indonesia is increasingly potential and growing. This is evidenced by Indonesia's achievements in successfully hosting the U-20 World Cup in 2023, hosting the Asian Games and Para Asian Games 2018, in 2011 hosting the South East Asian (SEA) Games, and Indonesia's achievements in successfully becoming a medalist at the Tokyo Olympics. Indonesia has a sport that has become part of the tradition, namely Pencak Silat. Pencak Silat has become an Indonesian tradition that has been designated by UNESCO as an intangible cultural heritage from Indonesia (UNESCO 2019). UNESCO established Silat from Malaysia and Pencak Silat Tradition from Indonesia. The difference between Pencak Silat tradition and Silat from Malaysia is that Indonesian Pencak Silat tradition covers a wide range of cultural values, including art, philosophy of life, character education, and spiritual values, while Malaysian Silat is only recognized as a martial sport.

IPSI as an organization that pioneers, shelters, and develops Pencak Silat to enter the SEA Games has a long history. The development of Pencak Silat began from a period of pioneering, consolidation and stabilization, development, and a period of coaching (Kriswanto 2015). In the pioneering period (1948 – 1955) to prepare for the National Sports Week (PON) I the Silat warriors established the Indonesian Pencak Silat Association (IPSI) organization on May 18, 1948, one of which was to

strengthen the bonds of brotherhood and unity of the nation. In the period of consolidation and stabilization (1955 – 1973), IPSI consolidated Silat colleges to immediately strengthen programs and make standard rules. Until PON VIII for the first time Pencak Silat was competed in a national sports event. During the development period (1973 – 1980) Pencak Silat began to be introduced abroad through exhibitions to Germany, the Netherlands, Australia, to America. Furthermore, an international conference of Pencak Silat was held involving the countries of Indonesia, Malaysia, Singapore, and Brunei Darussalam on September 22-23, 1979. At the conference of the international federation of Pencak Silat on March 7-11, 1980, an International Federation of Pencak Silat was formed called PERSILAT (Pencak Silat Federation between Nations). PERSILAT members have now expanded to the continents of Asia, Europe, America, and Africa, this is in line with PERSILAT's goal of developing and unifying the activities of Pencak Silat organizations in various countries.

In the coaching period (1980-present) Pencak Silat succeeded in becoming a sport in the *multi-sport event* SEA Games in 1987 (Mardotillah and Zein 2017). The SEA Games have been held 30 times, under normal conditions the SEA Games are held regularly every 2 years, but in the unstable conditions of the Covid pandemic, the XXXI SEA Games in Vietnam which was supposed to be held in 2021 was postponed until an undetermined time. Pencak Silat makes Indonesia proud with achievements, where Pencak Silat continues to occupy the top 3 positions in the SEA Games. The achievements of SEA Games Silat athletes can be seen from the graph of Pencak Silat medals at the SEA Games (Figure 1).

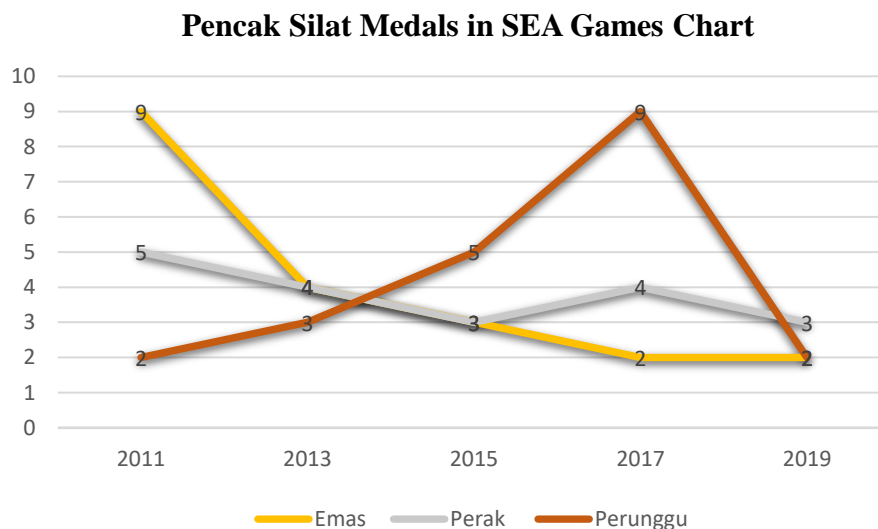


Figure 1. Pencak Silat Athlete Medals Chart

Source: data processed from (Antara, 2019; News One, 2011; Paradise, 2015; Mirza, 2019; Riyanto, 2013)

Based on Figure 1, the highest gold achievement at the 2011 SEA Games when Indonesia was the host, a total of 16 gold medals, dominated by gold medals, succeeded in making Indonesia the overall champion. In 2013, Indonesia again occupied the overall champion position. Achievements declined in 2015 to become 2nd place. The worst achievement of Pencak Silat from 2011 – 2019, namely in 2017 where Indonesia occupied the overall champion 3, with details of the medal tally of 2 gold, 4 silver, and 9 bronze from 20 numbers contested. The achievement increased from the previous 3rd overall winner to the 1st overall winner at the 2019 SEA Games, with a total of 7 medals with details of 2 gold, 3 silver, and 2 bronze from 9 numbers contested.

There is a difference in achievement seen from the position of champion and the quantity of medals, between the SEA Games in 2017 and the SEA Games in 2019. In the 2017 SEA Games won a total of 15 medals from 20 competition numbers with a dominance of bronze medals, while the 2019 SEA Games won a total of 7 medals from 9 competition numbers. At the 2017 SEA Games Indonesian Pencak Silat occupied the 3rd overall champion position, achievements increased in 2019 which succeeded in becoming the 1st overall champion. At the 2019 SEA Games Indonesia is very close to the medal target given by IPSI, the 2019 target is 3 gold, 3 silver, 3 bronze and realized 2 gold, 3 silver, 2 bronze, while

Pencak Silat at the 2017 SEA Games from 20 numbers contested 15 medals were obtained, but the medals are still not on target, Because it is dominated by bronze medals and is still far from the target of 6 gold.

There are several things that can be a factor in decreasing or increasing work performance, one of which is motivation. Human beings have implicit motivations that work under consciousness. Forms of implicit motivation namely need for achievement, power, and affiliation are highly relevant to sport, in research (Schüler and Brandstätter 2013) implicit motivation has been found to serve as a moderator of the relationship between satisfaction of basic needs and sports outcomes. There is an interaction of specific implicit motivations with incentives, so implicit motivation can affect performance depending on the presence of appropriate incentives (Schütz and Schultheiss 2020). People with high power needs enjoy impact on others and try to avoid losing influence or being in a submissive position. People with strong affiliation needs (n Affiliation) enjoy close and harmonious relationships. People with a strong need for achievement (n *Achievement*) enjoy mastery of challenging tasks and try to meet standards of excellence (Schütz and Schultheiss 2020).

People with a high level of performance are called productive people, and conversely people with a level of performance that does not reach the standard are said to be unproductive, so that general work performance is associated with achieving the results of the standards that have been set.

Based on the explanation that has been described, there are differences in Pencak Silat achievements at the SEA Games in 2017 and SEA Games in 2019, where the achievements in 2019 are superior. IPSI as an organization that pioneers and houses Pencak Silat athletes always strives to improve their achievements to defend the championship title. Therefore, the author decided to conduct a study related to the influence of motivation on the work performance of Pencak Silat athletes SEA Games 2017 and SEA Games 2019.

METHODS

This type of research is quantitative according to (Sugiyono, 2014) quantitative methods are research based on positivism, data that has been collected is analyzed quantitatively with the aim of testing hypotheses that have been set. Data sources in this study are primary and secondary data. Primary data was obtained from the distribution of questionnaires online through google forms due to the covid pandemic, and secondary data came from journals and books related to research. With a population of 28 athletes, the sampling technique uses purposive sampling, which is deliberately sampling according to the characteristics, or nature of a population where researchers take samples with certain considerations related to who can be sampled (Kurniawan, 2018). There were 26 respondents with the following criteria: is an Indonesian Pencak Silat athlete; participated in SEA Games 2017 or SEA Games 2019; active athletes under IPSI TMII.

The study was conducted on April 26, 2021. The data analysis used is descriptive analysis and linear regression analysis. Descriptive analysis to describe and measure the variables studied as well as the characteristics of a phenomenon (Ulber Silalahi, 2018).

Research Procedure

The perception of Pencak Silat athletes of the 2017 and 2019 SEA Games will be analyzed descriptively. The scale range is determined by the following formula (Silaen, 2018):

$$\begin{aligned} \text{Class Interval} &= \frac{\text{Range}}{\text{Class}} \\ \text{Class Interval} &= \frac{5-1}{5} \\ \text{Class Interval} &= 0.8 \end{aligned}$$

Thus, the category criteria are known based on the score interval (Table 1) to express respondents' perceptions of the variables studied.

Table 1. Category criteria based on score intervals.

Class Interval	Category
1.00 – 1.79	Strongly Disagree
1.80 – 2.59	Disagree
2.60 – 3.39	Disagree Less
3.40 – 4.19	Agree
4.20 – 5.00	Totally Agree

Furthermore, to determine the prediction of the average score from the results of respondents' answers, a formula is used (Silaen, 2018):

$$\bar{M} = \frac{\sum(F_i.S_i)}{n}$$

Based on the predicted value of the average score and then consulted with Table 1, it will be known the perception category of each variable. Regression analysis was carried out to analyze the causal relationship of a number of independent variables (X) to one dependent variable (Y) (Kurniawan, 2018). The model in multiple linear regression analysis is as follows:

$$Y = a + b_1.X_1 + b_2.X_2 + \dots + b_n.X_n + e$$

Information:

e = value of another variable not included in the equation

a = constant (price Y when X = 0)

B1, B2, Bn = Regression coefficient of each independent variable

Y = Prediction Y value

X1 = independent variable 1

X2 = independent variable 2

Xn = independent variable n

F test is one type of regression test, which is carried out testing the relationship between the influence of variable X and variable Y simultaneously. The hypothesis for the F test is as follows:

H0 = McClelland's motivational factor component has no effect on the record.
simultaneous to the achievements of martial arts athletes.

H1 = McClelland's motivational factor component affects simultaneously
against the achievements of martial arts athletes.

The decision-making guideline is that if F-count > F-table then reject H0. If F-count < F-table then accept H0. Next, test T to determine the partial influence of each independent variable of motivational factors. The hypothesis proposed for the T test is as follows:

Need for achievement to work performance.

X1 → Y

H0 = The need for achievement variable does not significantly affect the job performance variable

H1 = The variable need for achievement affects the variable of work performance significantly

Need for power to work performance.

X2 → Y

H0 = The need for power variable does not significantly affect the work performance variable

H1 = The need for power variable affects the job performance variable significantly.

Need for affiliation to work performance.

X3 → Y

H0 = The need for affiliation variable does not significantly affect the job performance variable

H1 = The need for affiliation variable affects the job performance variable significantly

The guideline in making decisions is that if T-count > T-table then reject H0.

Operational Definition

Operational definitions explaining the variables and indicators used in research can be seen in Table 2.

Table 2. Operational Definition

Variable	Definition	Dimension	Indicators	Source
<i>Need for achievement</i> (X1)	The drive to exceed or reach standards as well as striving to succeed	Self-development	Develop creativity. Enthusiasm for high achievement	(Hasibuan, 2012)
<i>Advanced Table 2</i>				
<i>Need for power</i> (X2)	The need to influence the behavior of others where without coercion that person does not do so	Position	Have the best standing. Unleash capabilities to achieve power	(Hasibuan, 2012)
<i>Need for affiliation</i> (X3)	Needs are met through relationships between friendly and intimate individuals within an organization.	Self-recognition	The need to feel accepted by others in the work environment. The need for feelings of respect The need for a feeling of progress and not failing. The need for feelings of participation	(Hasibuan, 2012)
Work Performance (Y)	Is the result of work achieved by a person from his work behavior in carrying out work activities	Work performance approach	Deliverables Job knowledge Initiative Mental dexterity Attitude Time and attendance discipline	(Sutrisno, 2014)

Source: (Hasibuan, 2012; Sutrisno, 2014).

RESULTS AND DISCUSSION

Results and Discussion

The results of the study include interpretation of respondent characteristic data, descriptive analysis results of perceptions of Pencak Silat athletes SEA Games 2017 and 2019 related to need for achievement, need for power, need for affiliation, and work performance, as well as results from multiple linear regression analysis related to the influence of motivation on the work performance of Pencak Silat athletes SEA Games 2017 and 2019.

Characteristics of Respondents

The respondents of this study were Pencak Silat athletes who participated in the 2017 SEA Games and 2019 SEA Games. The characteristics shown in this study are age, sex, and weight as can be seen in Table 3.

Table 3. Characteristics of Respondents

Characteristic	Group	Sum	Percentage
Gender	Woman	10	38.5
	Man	16	61.5
Subtotals		26	100
Age	17 - 35 years	26	100
Subtotals		26	100
Weight	45 - 50 kg	6	23.1
	> 50 - 55 kg	5	19.2
	> 55 - 60 kg	3	11.5
	> 60 - 65 Kg	7	27
	> 65 - 70 kg	1	4
	> 70 - 75 kg	2	8
	> 75 - 80 kg	-	-
	> 80 - 85 kg	1	4
	> 85 - 90 kg	-	-
	> 90 - 95 Kg	1	4
Subtotals		26	100

Based on data obtained from questionnaires filled out by Pencak Silat athletes of the 2017 and 2019 SEA Games, it is known that Pencak Silat athletes who participated in the 2017 and 2019 SEA Games were dominated by men as many as 16 people with a percentage of 61.5% while for women as many as 10 people with a percentage of 38.5%, this shows that the strength of Indonesian Pencak Silat is more favored in the male category. Based on age, all 2017 and 2019 SEA Games Pencak Silat athletes are 17-35 years old, which is categorized according to Pencak Silat competition regulations that the age range of 17-35 years is included in the adult age range (Kriswanto 2015), this shows that all SEA Games participants are Adult Pencak Silat athletes. Weight mapping based on Pencak Silat regulations (Kriswanto 2015), body weight is dominated by > 60 - 65 Kg which means that many SEA Games Pencak Silat athletes have a body weight equivalent to the D heavyweight competition category (> 60 - 65 Kg).

Descriptive Analysis

The following will be interpreted the results of descriptive analysis (Table 4) of the motivational factor variables, namely need for achievement, need for affiliation, and need for power.

Table 4. Descriptive Analysis Results

Independent Variables	N	Mean	Std. Deviation
Need for Achievement	26	4.5892	.29696
Need for Power	26	4.1177	.45156
Need for Affiliation	26	4.3438	.37726
Work Performance	26	4.3738	.28383
Valid N (listwise)	26		

Based on Table 4, it is known that the *mean* for the *Need for Achievement* variable is 4.59. That is, Pencak Silat SEA Games 2017 and 2019 athletes stated that they strongly agreed that *Need for*

Achievement affects their work performance. This means developing creativity to outperform opponents, and enthusiasm for high achievement is very influential on the work performance of Pencak Silat athletes 2017 and 2019. The mean value for the need for power variable of 4.12 means that Pencak Silat athletes at the 2017 and 2019 SEA Games agree that Need for Power affects their work performance. This means, having the best position by building a competitive work environment, achieving a champion position, and being a good athlete figure affects the work performance of Pencak Silat SEA Games 2017 and 2019 Athletes. However, Pencak Silat SEA Games 2017 and 2019 athletes do not like mentor relationships that have one-way interactions and do not like to impose opinions on mentees. The mean value for variable need for affiliation is 4.34, meaning that Pencak Silat athletes at the 2017 and 2019 SEA Games strongly agree that feelings of acceptance, desire to be respected, feelings of progress and failure, and feelings of participation greatly affect their work performance. Mean Work Performance of 4.37. That is, Pencak Silat SEA Games 2017 and 2019 athletes stated that they strongly agreed that Need for Affiliation affects their work performance. This means that the feeling of being accepted by people in the work environment, the desire to move forward together, and the desire to participate greatly affect the work performance of Pencak Silat athletes in the 2017 and 2019 SEA Games. However, Pencak Silat athletes do not have a relationship with seniority and prefer to respect each other. The mean value for the job performance variable is 4.37. This means that Pencak Silat SEA Games 2017 and 2019 athletes strongly agree that work results, work knowledge, initiative, mental dexterity, attitude, time discipline and absenteeism greatly affect their work performance.

Classical Assumption Test

Before conducting multiple linear regression analysis, it is necessary to test classical assumptions including normality, multicollinearity, and heteroscedasticity tests. The use of the classical assumption test is to express normality. The data normality test is useful to find out that the data collected is normally distributed (Basuki, 2016). Data that is more than 30 is not necessarily normally distributed, nor is data less than 30. Thus, to provide certainty, it is necessary to conduct normality testing. Normality tests need to be carried out in parametric statistics, to provide certainty that the data owned is normally distributed or not, normality tests are carried out using Probability Plot graphs and One-Sample Kolmogorov-Smirnov Test.

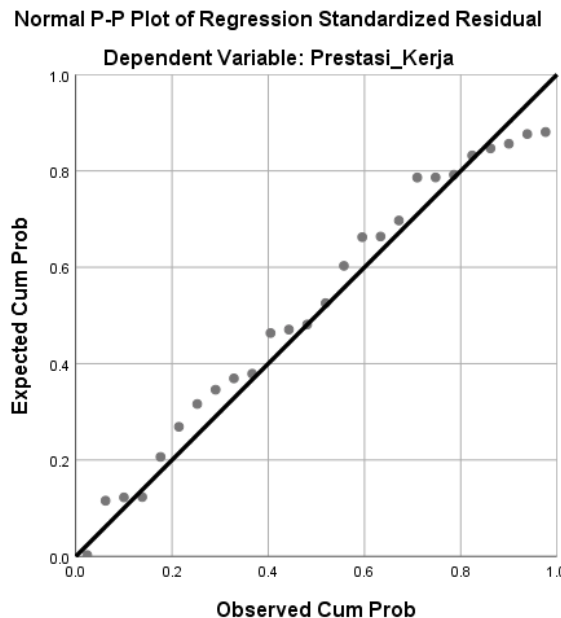


Figure 2. Normality test results

Based on Figure 2, the normality test results from the Probability Plot graph show that the data spreads around the diagonal line and follows the direction of the diagonal line. Thus, it can be concluded that the data is normally distributed. Furthermore, using the One-Sample Kolmogorov-Smirnov Test

method in Table 5, the decision-making guideline is that if the significance is greater than the standard deviation (sig. > 0.05) then the data is normally distributed.

Table 5. Result One-Sample Kolmogorov-Smirnov Test

Name	Information	Unstandardized Residual
N		26
Normal Parameters	Mean	.0000000
	Std. Deviation	.15684242
Most Extreme Differences	Absolute	.109
	Positive	.105
	Negative	-.109
Test Statistics		.109
Asymp. Sig. (2-tailed)		.200

After processing (Table 5), a significance value of 0.200 was obtained. That is, the data is normally distributed and can be used for processing in regression models.

Multicollinearity is the existence of a linear relationship between independent variables X in multiple regression models. If the linear relationship between the independent variable X in a multiple regression model is a perfect correlation, then the variable has a perfect double collinearity (Basuki 2016). The results of the multicollinearity test can be seen in Table 6, through the value of Variance Inflation Factor (VIF) if the value of VIF < 10 and Tolerance > 0.1, a decision can be drawn that there is no multicollinearity between independent variables.

Table 6. Multicollinearity test results

Name	Collinearity Statistics	
	Tolerance	VIF
Constant		
Need_for_Achievement	.694	1.442
Need_for_Power	.483	2.068
Need_for_Affiliation	.544	1.839

Based on Table 6, the results of the multicollinearity test show the VIF value of each independent variable of 1,442 (need for achievement); 2,068 (need for power); and 1,839 (need for affiliation) where VIF < 10 conditions are met. The tolerance value of each variable is 0.959 (need for achievement); 0.922 (need for power); and 0.960 (need for affiliation) where the tolerance requirement > 0.1 is met. That is, in this study there was no multicollinearity on the independent variable and the data could be used for further processing.

Heteroscedasticity is the presence of unequal variants of residuals for all observations of independent variables in regression models (Basuki, 2016). Heteroscedasticity testing is performed to determine whether or not there are deviations from the requirements of classical assumptions in regression models, where regression models must qualify variance from constant residuals for all observations of independent variables in multiple linear regression models. Heteroscedasticity testing can be seen from scatterplot graphs (Figure 3) and Glejser tests (Table 7).

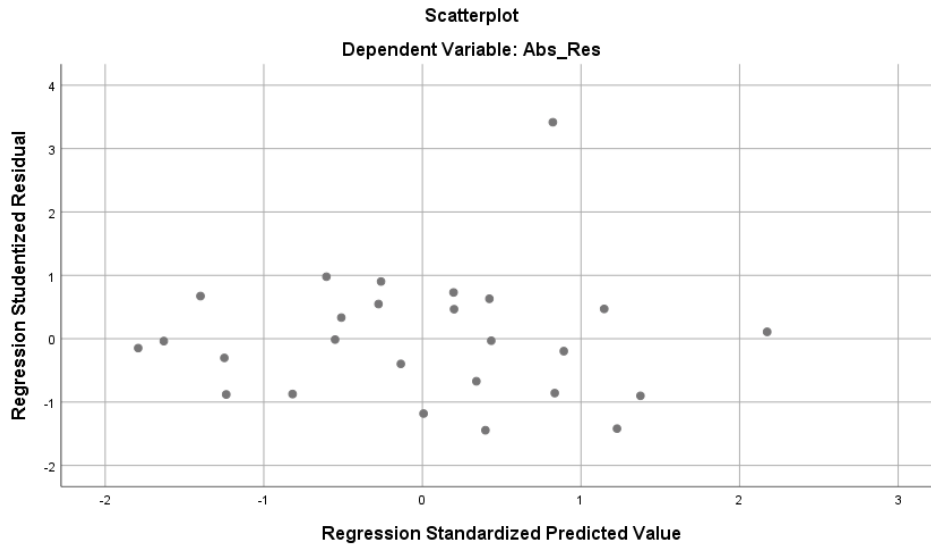


Figure 3. Heteroscedasticity test results

Based on Figure 3, the points spread out above and below, and there is no clear pattern. Based on the figure, it can be concluded that heteroscedasticity does not occur in the regression model. Heteroscedasticity testing using the glacier test, is carried out on condition that the significance value (Sig.) between independent variables against absolute residual is greater than 0.05 (Sig > 0.05).

Table 7. Results of heteroscedasticity test with Glejser

Name	Sig.
Constant	.203
Need for Achievement	.593
Need for Power	.195
Need for Affiliation	.159

Based on Table 7, the results of the glejser test show the significance of the independent variable to absolute residuals exceeding 0.05. This means that based on the results of the glacier test, it can be said that the residual variable is constant on every observation of the independent variable.

Multiple Linear Regression Analysis Results

After testing the classical assumptions, linear regression analysis can be carried out. Regression analysis is used to determine the relationship and form of relationship between the independent variable and its dependent variable, as well as predict the value of the dependent variable based on the known value of the independent variable. The first result of regression processing is the result of the Adjusted R-Square coefficient of determination (Table 8), which is a value that describes how much the independent variable is able to explain or explain the dependent variable.

Table 8. Adjusted R-Square coefficient of determination

R	Adjusted R Square	Std. Error of the Estimate
.833	.653	.16719

Based on the processing results, an Adjusted R-Square value of 0.653 or 65.3% was obtained. That is, as much as 65.3% of work performance can be explained by motivational factor variables (need for achievement, need for power, and need for affiliation). The remaining 34.7% was explained by factors other than the variables in this study. The next test is the F test, to find out whether all independent variables used in the study have a simultaneous influence on the dependent variable. The F test can be known from the anova table.

Table 9. ANOVA

Type	Df	F	Sig.
Regression	3	16.682	.000 ^b
Residuals	22		
Total	25		

The results of the F-count test with anova get a result of 16,682 and a significance of 0.00 where this is in accordance with the H0 rejection conditions, namely F-count (16,682) > F-table (3,443) or sig. (0.00) < α (0.05), so H0 is rejected, H1 is accepted. The point of rejecting H0 is that the component of McClelland's motivational factor simultaneously affects the work performance of martial arts athletes. Thus, it can be said that if the three independent variables namely need for achievement, need for power, and need for affiliation are tested together it will have a significant influence on job performance variables.

The T test (Table 10) aims to determine the effect of each independent variable on its dependent variable. The basis for decision making in the T test is T-count > T-table (2.0739) or sig. < α (0.05) = H0 rejected, H1 accepted.

Table 10. T Test

Name	Unstandardize Coefficients		
	B	t	Sig.
Constant	.520	.943	.356
Need_for_Achievement	.747	5.528	.000
Need_for_Power	-.095	-.893	.382
Need_for_Affiliation	.188	1.562	.133

Based on Table 10, T-calculate the variables need for achievement (5.528) > T-table (2.0739) and significance (0.00) < α (0.05). Then H0 is rejected and H1 is accepted. This means that when SEA Games Pencak Silat athletes are given the opportunity to develop creativity and have enthusiasm for high achievement, the need for achievement variable will significantly affect work performance on work performance variables. T-calculate the variables need for power (-0.893) < T-table (2.0739) and significance (0.382) > α (0.05). Then H0 is accepted and H1 is rejected. This means that SEA Games Pencak Silat athletes do not aim for position and power, so it is concluded that the variable need for power does not significantly affect work performance. T-calculate the variables need for affiliation (1.562) < T-table (2.0739) and significance (1.33) > α (0.05). Then H0 is accepted and H1 is rejected. This means that when SEA Games Pencak Silat athletes are accepted by people in the IPSI environment, respected, eager to continue to excel, and included in the competition, then it has little effect and is not significant to achievement.

Based on the results of the T test, it is known that only the independent variable of need for achievement has a partial significant effect on the work performance of SEA Games Pencak Silat athletes. Furthermore, the value of unstandardized coefficients B will be entered into a multiple linear regression model to determine the value of the dependent variable value of work performance, as follows:

$$\text{Work Performance} = 0.520 + 0.747 \text{ need for achievement} + -0.095 \text{ need for power} + 0.188 \text{ need for affiliation}$$

Constant value of 0.520 means that if the work performance variable is not influenced by the variables need for achievement, need for power, and need for affiliation, then work performance is worth 0.520; If the need for achievement variable is added by 1%, it will increase the work performance variable by 0.747%; If the need for power variable is added by 1%, it will reduce the work performance variable by 0.095% ; If the need for affiliation variable is added by 1%, it will increase the work performance variable by 0.188%.

The variable of the need for achievement motivation factor is the variable that has the most significant and positive influence on the work performance of Pencak Silat athletes SEA Games 2017 and 2019 with a coefficient of 0.747. That is, providing opportunities for athletes to increase creativity in outperforming opponents, and increasing athletes' enthusiasm to excel will increase the work performance of SEA Games Pencak Silat athletes. This is in line with Robbins, when work has a high degree of personal responsibility and feedback and a medium degree of risk, high achievers will become highly motivated (Robbins & Judge, 2015). SEA Games Pencak Silat athletes are people who work with an orientation to achieve achievements, who have high responsibility for the achievements they produce for the country, athletes always receive feedback either every training or participating in matches, athletes' work has a medium risk degree, this is because there are standard rules and strict security when competing in the SEA Games. This makes SEA Games Pencak Silat athletes a figure who has a need for high achievement.

The value of the coefficient of the independent variable need for power has a negative relationship direction of -0.095 indicating that the need for power has a negative influence on the dependent variable of work performance, meaning that the higher the need for power of a SEA Games martial arts athlete, the lower his work performance. The value of the need for power coefficient is -0.095, if there is an increase in the need for power variable by 1%, it will decrease the work performance variable by 0.095%. This means that Pencak Silat SEA Games 2017 and 2019 athletes are not interested in having power as mentors.

The value of the coefficient of the independent variable need for affiliation has a positive relationship direction of 0.188 indicating that the need for a close relationship has a positive influence on the dependent variable of work performance, meaning that the better the cooperative relationship with colleagues, the better the work performance. The value of the need for affiliation coefficient is 0.188, if there is an increase in the need for affiliation variable by 1%, it will increase the work performance variable by 0.188%. This means that when SEA Games Pencak Silat athletes feel accepted in the team, and are included in the competition, it will increase the work performance of SEA Games Pencak Silat athletes.

Based on research, IPSI as an organization that houses and develops Pencak Silat can strive to increase the motivation factor for the need for achievement of SEA Games Pencak Silat athletes, in the following ways: provide opportunities for Pencak Silat athletes to provide ideas for effective moves against competitors; adding sports facilities such as treadmills, stationary bikes, punching bags, body protectors, skin decker's, and accommodating all health needs needed to maintain athletes' health and qualify for competitions; provide incentives in the form of new jobs, for outstanding Pencak Silat athletes who have retired; future research can examine populations on a wider scale, and use factor analysis techniques to determine motivational factors other than McClelland's theory that affect the dependent variable.

CONCLUSION

The perception of athletes from the results of descriptive analysis has a high average, indicating that SEA Games Pencak Silat athletes think that McClelland's motivational factors, namely need for achievement, need for power, and need for affiliation have an influence on athletes' work performance. The results of the T test show that only Need for Achievement motivation factors have a significant and positive effect. This means, providing opportunities for athletes to express ideas or be creative in applying effective combinations of moves to outperform opponents, adding sports facilities such as treadmills, stationary bikes, punching bags, body protectors, skin deckers, accommodating health needs needed to qualify for participation in competitions, and providing incentives in the form of new jobs for outstanding Pencak Silat athletes who have retired, will improve the work performance of SEA Games Pencak Silat athletes. The motivation factor of need for affiliation has a positive but not significant effect while, need for power has a negative and insignificant effect. McClelland's most influential motivation factor on job performance is Need for Achievement.

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