

IDENTIFIKASI MOTIVASI KERJA DAN PRESTASI KERJA TENAGA KONSTRUKSI TIMOR LESTE PADA PROYEK XYZ

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In the construction project, human resources (HR) is one of the important factors in the project implementation process. In a construction project there are several levels ranging from project manager to the lowest level of the worker. The HR structure itself must be planned with good and proper HR management. Timor Leste is one of the developing countries in Southeast Asia which is still in dire need of the role of quality human resources. The construction workforce used to date is still highly dependent on neighboring countries. This dependence is caused by the lack of work motivation of the construction workers and the work achievements of previous local workforce. The purpose of this research is to know the factors of motivation and job performance of construction workers, as well as solutions to improve the motivation and performance of construction workers and to increase the use of local labor in Timor Leste. Data collection was conducted through a questionnaire survey of respondents from staff of foreign recruitment firms or companies that have ever brought in foreign construction workers. The results showed that there are 5 factors of each work motivation and work performance of construction workers. Work achievement factors are technical ability, work experience, work quality, work quantity, craft. While the motivation factor of work is the system of rewards received, the need (biological and psychological), interests, expectations of the future and controlled by the punishment.

Keywords: Work Motivation, Job Performance, Human Resource Management.