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The Relationship Between Work Motivation and Work Procrastination in DP3AD Employees of Tomohon City

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Abstract

This study aims to determine the relationship between work motivation and work procrastination among employees of the Tomohon City Women's Empowerment and Child Protection Service. The subjects in this study were all employees of the Tomohon City Women's Empowerment and Child Protection Service. The research method used was a quantitative method with a sample size of 46 respondents. The sampling technique used was total sampling. Data collection used two scales, namely, the work motivation scale and the procrastination scale. The data of this study were analyzed using the Pearson Product Moment correlation test with the help of SPSS 26. The results of the analysis showed a significance value of 0.00 <0.05 and a correlation coefficient (r) of -0.520. The magnitude of the contribution of work motivation to procrastination is indicated by the coefficient of determination (R Square) of 0.271 or 27.1%, (additional analysis results: linear regression analysis test). These results indicate a significant negative relationship with a moderate level of strength between Work Motivation and Work Procrastination. These findings indicate that the higher the work motivation, the lower the work procrastination.

Keywords:Work Motivation, Work Procrastination

INTRODUCTION

Human resources are a key factor in determining an organization's success. Optimal employee performance is greatly influenced by an individual's level of work motivation. However, in practice, various behaviors that hinder work productivity are still found, one of which is procrastination, the tendency to postpone tasks that should be completed on time.

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Work procrastination not only results in delayed task completion but also reduces the quality of work output and organizational efficiency. In public service agencies like the Tomohon City DP3A, this behavior is a serious concern because it can impact the quality of service to the public. Initial observations revealed that employees tend to procrastinate, do not utilize their work time optimally, and do not complete tasks according to set targets.

Work motivation is seen as a crucial factor influencing individual work behavior. Employees with high work motivation tend to be responsible, disciplined, and committed to completing tasks. Conversely, low work motivation can increase the tendency to procrastinate. Previous research has shown a negative relationship between work motivation and procrastination, but research within the context of local government agencies, particularly in Tomohon City, remains limited.

Based on this, this study was conducted to examine the relationship between work motivation and work procrastination among DP3A employees in Tomohon City, as well as to provide practical contributions in human resource management in public service agencies.

METHOD

This study used a quantitative approach with a correlational design. The study was conducted at the Tomohon City Women's Empowerment and Child Protection Office from January to March 2026.

The population in this study was all 46 employees of the Tomohon City DP3A. The sampling technique used total sampling, so the entire population was used as research subjects.

The variables in this study consist of work motivation as the independent variable (X) and work procrastination as the dependent variable (Y). Data collection used a Likert scale with five answer choices. The work motivation scale refers to aspects of tenacity, absenteeism, progress, and achievement, while the work procrastination scale refers to aspects of perceived time, intention-action, emotional distress, and perceived ability.

The research instruments were tested for validity and reliability. The reliability test results showed that the work motivation scale had a Cronbach's Alpha value of 0.915 (very high), while the work procrastination scale had a value of 0.961 (very high), thus declaring the instruments reliable.

Data analysis was carried out using the Pearson Product Moment correlation test to determine the relationship between variables, as well as simple linear regression

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analysis as an additional analysis to determine the contribution of work motivation to work procrastination.

RESULTS AND DISCUSSION

The data analysis results show a significant negative relationship between work motivation and work procrastination. A correlation coefficient of -0.520 indicates a moderate relationship, while a significance value of 0.00 (<0.05) indicates a statistically significant relationship.

Figure 1. Correlation Test Results

Correlations

		y	x
y	Pearson Correlation	1	-.520**
	Sig. (2-tailed)		.000
	N	46	46
x	Pearson Correlation	-.520**	1
	Sig. (2-tailed)	.000	
	N	46	46

**. Correlation is significant at the 0.01 level (2-tailed).

The results of a simple linear regression analysis as a supplementary analysis showed that the coefficient of determination (R Square) was 0.271. This means that work motivation contributed 27.1% to work procrastination, while 72.9% was influenced by other factors outside the study.

Figure 2. Direction of Relationship of Variables

Work Motivation (X) ——————► (−) ——————► Work Procrastination (Y)

High Low

Low High

DISCUSSION

The results of this study indicate that work motivation has a negative relationship with work procrastination. This means that the higher an employee's work motivation, the lower their tendency to procrastinate. This finding aligns with the theory that motivation is the primary driving factor in individual work behavior.

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Work motivation functions as the psychological energy that drives individuals to initiate, maintain, and complete a task. Highly motivated individuals tend to be more diligent, disciplined, and responsible in their work. Conversely, low-motivated individuals are more easily distracted and tend to procrastinate.

From a procrastination perspective, procrastination is often influenced by psychological factors such as fear of failure, discomfort with the task, and low self-confidence. Furthermore, poor time management skills and a lack of self-awareness can also increase the tendency to procrastinate.

When linked to self-awareness theory, individuals with high self-awareness are better able to understand the responsibilities and consequences of their work. This will foster stronger work motivation, enabling individuals to better avoid procrastination. Conversely, low self-awareness will lead to individuals lacking behavioral control, increasing the tendency to procrastinate.

The 27.1% contribution indicates that work motivation is an important, but not the sole, factor influencing work procrastination. Other factors such as the work environment, leadership, workload, and individual factors also play a role in shaping procrastination.

Figure 3. Contribution of Variables

Work Motivation: 27.1%

Other Factors: 72.9%

These findings support previous research that suggests that work motivation has a negative relationship with work procrastination. Therefore, increasing work motivation can be an effective strategy in reducing procrastination in the workplace.

CONCLUSION

Based on the research results, it can be concluded that there is a significant negative relationship between work motivation and work procrastination among DP3A employees in Tomohon City. The higher the work motivation, the lower the level of work procrastination. Work motivation contributes 27.1% to work procrastination.

The results of this study show the importance of increasing work motivation as an effort to reduce procrastination behavior and improve employee performance, especially in public service agencies.

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