

## Faktor-faktor motivasi yang mempengaruhi semangat kerja pegawai pada Direktorat Jendral Perlindungan Hak Asasi Manusia = The motivation factors that influence the working spirit of the Directorate General of Human Rights Protection's employees

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### Abstrak

Progressives and deteriorations of the organization in an institution are determined by the Human Resource itself. Also in managing the good governance, the implementation of the three equivalent pillars among government, private sector, and society are needed. In line with that condition, the future Human Resource has to implement the three principals. There're no exceptions for the Directorate General of Human rights Protection, according to the Keppres. No. 40 year 2004 that had given authorization to pioneer the RANHAM action in year 2004 - 2009.

For that, as the perpetrator pillar together with the stake holders in the entire Nusantara, the Human Resource as an organizer, a manager, a leader, a contractor, and as the government institution's organizer must be high competitive and implicate the three pillars (government, private sector, and the society) equally and well-balance. This mean, without the competition, we will find the Human Resource with low working spirit.

Connected to the view above, the research is focused to get the respondent's answers about how far the Motivation's Factors Influence the Working Spirit of the Human Resource in Directorate General of the Human Rights Protection. From the random sampling respondent research's results, we find out that:

1. There are significant effects among the motivation's factors to the working spirit.
2. The motivation's factors groups, such as motives, expectations, and incentives are quite affected the working spirit.
3. The accurate percentage of the motivation's factors to the working spirit is 51, 2%.

Based on the results of the research, Directorate General of Human rights Protection's management has to paid more attention to the motivation's factors that affected the working spirit of the employees, in order to develop the employees and create the cohesion between them to face the competition ahead. So the implementation of good and accountable governance will held perfectly. Thus, the National Action Plan for Human Rights Year 2004 - 2009 (RANHAM 2004 - 2009 Program), while at the moment is still building the Regional Committees of RANHAM 2004 - 2009, will achieve its planned target.