

CHAPTER I

INTRODUCTION

1.1. General Description of the Research Object



Picture 1.1. TRABAS's Logo

Source: TRABAS (2022)

Trail Adventure Bandung Association or commonly called TRABAS is an association or club consisting of lovers and fans of outdoor activities in the form of adventure by using two-wheeled motorized vehicles. TRABAS itself was established on December 9, 1995 in Bandung, West Java, Indonesia and has joined the *Ikatan Motor Indonesia (IMI)* of West Java Province Management with membership number 013. In addition, the legality of TRABAS club has been registered with the *Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia (Kemenkumham)* in 2020 with Decree Number AHU-0012214.AH.01.07 and deed of establishment number 07 dated 14 December 2020. In its establishment, TRABAS has 2 groups of founders, namely:

Table 1. Data of TRABAS Founder

Declarator (People who started TRABAS)	Pioneer (People who raised TRABAS)
The late, Mochamad Iwan Sumengkar	Frans Tanujaya
The late, Edi Siswandi	Piters Tanujaya
Jerry Sigit	The late, M. Mochajan
Soebchan MD	Duddy Sukandar
	The Late, Nana KDL
	The Late, Arya Kamijaya
	Teddy Yuhandra
	Lucky Herlia
	Devi Darmawan
	Ery R.
	Agus HBH
	Parmin Supriatna

Sources: *Kepengurusan Ketua Umum TRABAS ke-10* (2022)

TRABAS is taken from the Javanese word penetrate, which means not knowing the word ‘give up’ and must always keep going, which ultimately made this club the first and biggest club in Indonesia to have members from various regions and become a national trail club. The number of members has reached more than 1,000 consisting of 11 Forces as shown in the table below:

Table 2. Data of TRABAS Member

No.	Group	Number of Members
1.	NOL	152
2.	Oray Kadut (OK)	73
3.	Rawa Langit (RL)	75

The vision of TRABAS is that TRABAS will present the role of media, both internal and external social media in which will inform society positively so that TRABAS will be recognized widely, will also synergize with regional and national government programs, for example with BNPB as a joint team.

TRABAS mission is optimizing social activities, increasing internal and external activities such as Trabas Merdeka, Enduro Race and Ulin Bareng. TRABAS is not only a trail community for the hobby of trail motorbikes, but Trabas also protects the environment, forests or forbidden areas, and always helps victims of natural disasters.

1.2. Research Background

Hasibuan (2008) in Larasatu & Susilowati (2021) said that human resources are vital in a company. This is because without human resources, an organization's activities will not occur. The human resources in question are people who provide energy, thoughts, talents, creativity and effort to the company (Purba et al., 2022).

Purba et al. (2022), also mention that every company strives to get employees involved in organizational activities, so that each individual can contribute to achieving organizational goals. This can be achieved if human resources have adjustments such as good motivation, commitment, and discipline, so that each employee can produce something that is directly related to the interests of the organization.

Hasibuan (2021) mentions that discipline is an important operational function of human resources management because the better the employee's discipline, the higher the work performance they can achieve. Discipline can be interpreted as employees always come and go home on time, do all their work well, comply with all company regulations and applicable social norms (Hasibuan, 2021).

Throughout its journey, like other legal organizations, TRABAS is required to carry out organizational development both in human resources and in automotive expertise. To meet the needs of these two aspects, TRABAS periodically holds a "*Pendidikan dan Latihan (DIKLAT)*" program as a means of recruiting new members. The human resources aspect includes the values adopted by TRABAS in accordance with the organization's vision and mission, increasing the sense of belonging to the organization and togetherness of members, concern or respect for the environment, nature and society. Meanwhile, aspects of automotive skills include safety riding, survival and mechanical skills

The proses of the recruitment is technically based on the policy of the general chairman at that time, but the basic of it is regulated in TRABAS *AD/ART*, consists of theory and practice. The theory is similar with attending a class where the future-members are given all the theories and it takes one day only, while the practice mostly takes two-days-one-night trip in the wild to see how much they can apply the theories.

The first DIKLAT TRABAS was held in 2006 and give birth to the first generation "*Oray Kadut (OK)*" with 73 members.

Table 3. DIKLAT Table

Year	Location	Generation Name	Number of Members
2006	Ujung Berung - West Java	Oray Kadut (OK)	73
2007	Puntang Mountain – West Java	Rawa Langit (RL)	75
2008	Tangkuban Parahu Mountain – West Java	Kawah Bentang (KB)	65
2009	Subang – West Java	Careuh Bulan (CB)	58

2010	Puntang Mountain – West Java	Petir Puntang (PP)	81
2011	Puntang Mountain – West Java	Gerhana Puntang (GP)	75
2012	Cibodas, Lembang – West Java	Bentang Pangparang (BP)	114
2014	Cibodas, Lembang – West Java	Rawa Munding (RM)	104
2017	Cibodas, Lembang – West Java	Layung Sangkuriang (LS)	107
2019	Dago, Bandung – West Java	Tunggul Sabit (TS)	212
2023	Bandung, West Java – Dieng, Central Java	Pandawa Dihyang (PD)	84

Sources: *Kepengurusan Ketua Umum TRABAS ke-10 (2022)*

According to the table above, we can see that the number of people who joined TRABAS increase in every period. In another words, the motivation to join TRABAS is high. This phenomenon has made TRABAS bigger both in number and popularity, but unfortunately this does not align with their participation in basic and internal activities of TRABAS.

One of the most important internal event in TRABAS that requires the awareness of its member is “MUSANG (*Musyawaharah Anggota*)”, which held to elect the general chairman (*Ketua Umum*) and change and establish organizational regulations. This event was held every 3 years and this is often done in a democratic way like elections in general. The election for the General Chairperson of TRABAS for the 2023-2026 period, which was held at the Senbik Building on March 14 2023, was attended by 321 people to exercise the right to cast ballots. Based on existing attendance, only around one fourth or 26% of members attended to elect the General Chairperson of TRABAS.

An organization needs everyone to be committed to it, because it shows that they care about the organization and want to work for it (Puspitasari et al., 2022). Employees with high commitment will be loyal to the organization and carry out activities optimally. Steers (2002) in Manora et al. (20221), defines organizational commitment as the relative strength of an individual's identification and involvement in the organization. That opinion is in line with the opinion from Sutrisno (2011:296) in Yulandari & Addawiyah (2022), Organizational commitment is an attitude of employee loyalty towards their organization and is also a process of expressing their attention and participation towards the organization.

Motivation is a factor that plays a role in improving organizational commitment performance (Purba et al, 2022). Mangkunegara (2017) concluded motivation is a condition that move employees to be able to achieve the goals of their motives. Motive itself is a driving need within an employee that needs to be fulfilled so that the employee can adapt to his environment.

Based on the phenomenon above, its shown that despite the high motivation in joining TRABAS, there is low motivation in participating in *MUSANG*. This low motivation can lead to low commitment to carry out activity optimally.

One of the strengthening factors that shows that the members of TRABAS has low commitment is their participation in TM. TM is TRABAS' signature and prestigious event which is always held every year in August as a place for friendship and playing together as well as commemorating Indonesia's anniversary.

Table 4. TRABAS MERDEKA (TM) Participant

No.	Activity	Number of Members
1.	TM 18 (2021)	281
2.	TM 19 (2022)	251

Sources: *Kepengurusan Ketua Umum TRABAS ke-10 (2022)*

The table above shows that 23% member in 2021 and 20% member in 2022 attended the event, and there is also a decline in the participation rate from 2021 to 2022. This confirms that the motivation and commitment of the members in participating in events held by the organization itself is low.

Apart from that, the members of TRABAS also have low discipline. It is shown in the low participation in annual cash contribution in the table below:

Table 5. TRABAS Annual Cash Contribution

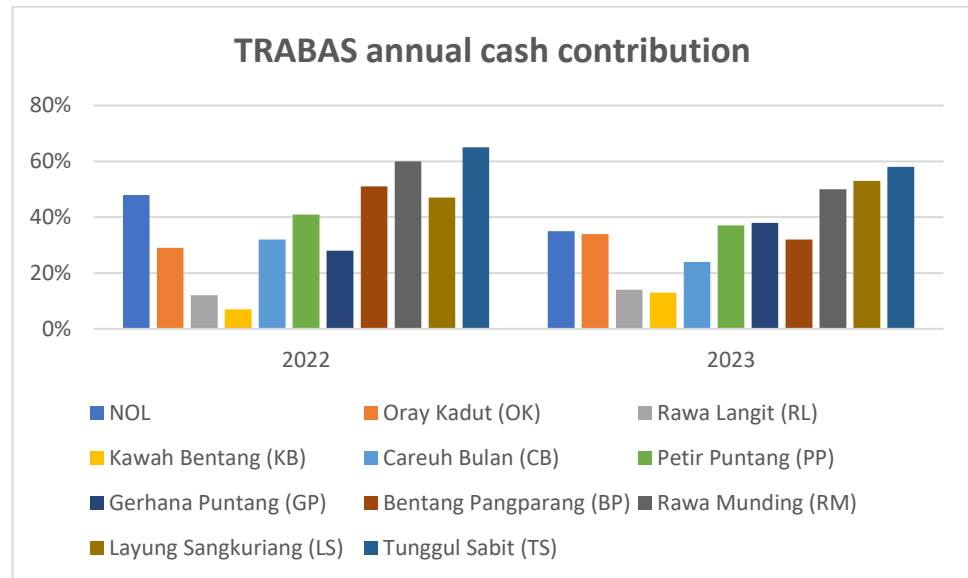
Generation	Total of Member	Number of members who pay annual cash contribution per year (%)	
		2022	2023
NOL	152	48%	35%
Oray Kadut (OK)	73	29%	34%
Rawa Langit (RL)	75	12%	14%
Kawah Bentang (KB)	65	7%	13%
Careuh Bulan (CB)	58	32%	24%
Petir Puntang (PP)	81	41%	37%
Gerhana Puntang (GP)	75	28%	38%
Bentang Pangparang (BP)	114	51%	32%
Rawa Munding (RM)	104	60%	50%
Layung Sangkuriang (LS)	107	47%	53%
Tunggul Sabit (TS)	212	65%	58%
Total	1.117	44%	40%

Sources: Processed data by researchers

One of the regulations in TRABAS is paying the annual cash contribution. However, based on the data above, the decline from 2020 to 2023 is not significant, but if we take the perspective from the whole organization, less than 50% of existing members fulfilled their obligations

by paying annual cash contributions. The reason why there is no contribution data in 2021 is because there was whitening carried out by the management at that time due to no event held caused by Covid-19.

Graph 1. TRABAS Annual Cash Contribution



Sources: Processed data by researchers

In addition, if we see from per generation, we can conclude that 6 out of 11 (Pandawa Dihyang is not counted because that generation has not yet formed in 2022), has decreased. In other words, there is a lack of sense of responsibility or willingness to pay annual fees by TRABAS members.

The creation of an organization with high work discipline is something to be proud of, if every employee has high commitment and motivation, this will really help the organization to achieve its goals in accordance with what is expected. However, based on the low commitment both in participating TM and MUSANG, the discipline possessed by TRABAS members that is the annual cash contribution is low because not up to 50% of its members pay it.

To respond to this phenomenon, it is necessary to pay attention to the members commitment and motivation, because these two things are important so that the members work discipline increases. Based on the data above, the commitment of each members is still lacking and the motivation provided by the organization is still unclear. Therefore, researchers want to identify further whether commitment and motivation influence work discipline in the TRABAS organization by conducting research with the title of **“THE INFLUENCE OF MOTIVATION AND ORGANIZATIONAL COMMITMENT ON DISCIPLINE IN TRABAS ORGANIZATION”**.

1.3.Formulation of the Problem

The low level of discipline in the TRABAS organization is due to less-than-optimal punishment and reward. Apart from that, low commitment also occurs because members do not have a sense of belonging to the organization, and do not feel fully proud to be part of the organization. Some members do not have a sense of responsibility or moral obligation to remain in the organization. In addition, an organization's unclear future orientation can also influence the motivation of its members. With such a background, the researcher has the formulation of the problem as follows:

- 1) What is the level of organizational commitment among TRABAS Organization members?
- 2) What is the level of work motivation among TRABAS Organization members?
- 3) What is the level of work discipline among TRABAS Organization members?
- 4) How does organizational commitment influence work discipline among TRABAS Organization members?
- 5) How does work motivation influence work discipline among TRABAS Organization members?

1.4. Research Purposes

Based on the problems that occur, the objectives of this research are as follows:

- 1) To find out how the level of organizational commitment among TRABAS Organization members?
- 2) To find out how the level of work motivation among TRABAS Organization members?
- 3) To find out how the level of work discipline among TRABAS Organization members?
- 4) To find out how organizational commitment influence work discipline among TRABAS Organization members?
- 5) To find out how work motivation influence work discipline among TRABAS Organization members?

1.5. Research Benefit

- 1) As an evaluation material for the future management of TRABAS.
- 2) Add knowledge to writers and readers about human resources in an organization.
- 3) To find out more clearly how organizational commitment and work motivation influence the work discipline in a non-profit organization.
- 4) Become a reference for further research

1.6. Systematics of Final Assignment Writing

Contains the systematics and brief explanation of the research report consisting of Chapters I to Chapter V in the research report.

A. CHAPTER I INTRODUCTION

This chapter is a general, concise and concise explanation that accurately describes the content of the research. The contents of this chapter include: General Description of the Research Object,

Research Background, Problem Formulation, Research Objectives, Research Benefits, and Systematics of Final Project Writing.

B. BAB II LITERATURE REVIEW

This chapter contains theories from general to specific, accompanied by previous research and continued with a research framework ending with a hypothesis if necessary.

C. BAB III RESEARCH METHOD

This chapter emphasizes the approaches, methods and techniques used to collect and analyze findings that can answer research problems. This chapter includes a description of: Types of Research, Operationalization of Variables, Population and Samples (for quantitative) / Social Situations (for qualitative), Data Collection, Validity and Reliability Tests, and Data Analysis Techniques.

D. BAB IV RESEARCH RESULTS AND DISCUSSION

The research results and discussion are described systematically in accordance with the problem formulation and research objectives and presented in separate subtitles. This chapter contains two parts: the first part presents the research results and the second part presents a discussion or analysis of the research results. Each aspect of the discussion should start from the results of data analysis, then interpret it and then follow with drawing conclusions. In the discussion, it should be compared with previous research or relevant theoretical bases.

E. BAB V CONCLUSIONS AND RECOMMENDATIONS

Conclusions are answers to research questions, then become suggestions related to the benefits of the research.