

Effect of Motivation on Employee Performance in Agency of Agriculture, Fisheries and Forestry, Bireuen District, Aceh – Indonesia

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Abstract

This study aims to determine effect of motivation on the employee's performance in Agency agriculture fisheries and forestry in Bireuen District, Aceh – Indonesia. This study have been conducted in Agency of Agriculture Fisheries and Forestry in Bireuen District, Aceh for four months, from January to April 2015. The method used in this study is survey method with a structured interview based on a questionnaire. Data analysis used path analysis and also qualitative descriptive with a Likert scale questionnaire. Based on this study, correlation relationship obtained positive (strong) between motivation on performance of extension workers with the coefficient of 0.973 and Cronbach's Alpha 0.982 for motivation and value on performance at 0.943. Based on multiple questions of motivation, work environment in Agency of Agriculture, Fisheries and Forestry, Bireuen District, Aceh have been good. Right motivation will be able to promote and develop the organization because employees will carry out the duties in accordance with their fields based on ground of awareness.

Keywords: *Motivation, employee's performance.*

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I. Introduction

In the history of Indonesia, groups of farmers has never been a strong group in bargaining power and position. Farmers were faced with the harsh natural dynamics, economic and political power structure that oppresses, knowledge systems and technologies left behind (Ban and Hawkins, 1999). As an instrument of government policy, the extension workers in Indonesia was part of the government's labor structure. Although often viewed as a lower class workers status, however extension workers have a noble role to increase empowerment of farmers.

Based on BPS Bireuen (2014), Bireuen regency covers an area of 1.901,21 square kilometers (190.121 Ha), with the land usage portions divided into three; 58.616,10 hectares for plantation area, 34.909,9 hectares for production forest, and 20.4 hectares for the grassland. Since 2004, administratively, this regency has 17 districts, comprising of 609 villages and 75 Kemukiman. Peudada is the largest subdistrict, covers an area of approximately 391.33 square kilometers, while Kuala is the smallest one, covers an area of approximately 23.72 square kilometers.

Agriculture sector is the main sector in Bireuen District, by 78.76 percent of the district Bireuen used as agricultural land. Agricultural extension is one strategy of the Government of Indonesia for improving agricultural practices to increase agricultural productivity. In order to support the agriculture extension program in Indonesia, without question is the professional competency of agricultural extension workers (AEWs) needed.

In this agricultural management, Bireuen District have implementing agency extension and food resilience (BP2KP) located in the City of Bireuen district and has branch offices in 17 subdistricts. In every subdistrict of Bireuen have agriculture, fisheries and forestry extension office hall (BP3K) which was one of supporting facilities extension activities in the subdistrict. Therefore, professionally competencies of AEWs play a significant role in increasing the agriculture production. In determining of employee's performance on BP2KP Bireuen used motivation as one of an aspect of employee's performance.

Extension officers' motivation (employee) of agricultural fisheries and forestry in Bireuen district is much more important because it is not realized and directly affects performance. Motivation agricultural extension fisheries and forestry as individual behavior is a complex phenomenon and organizations do not easily recognize core of problem and solve it (Griffin, 2004). When agricultural extension fisheries and forestry do not have the ability and skills, the government can fix it by providing training, however if problem turned out is motivation, then problem will grow complex.

II. Objectives

This study aims to determine effect of motivation on the employee's performance in Agency agriculture fisheries and forestry in Bireuen District, Aceh – Indonesia.

This study was conducted in Bireuen district for four months, starting in January 2015 until April 2015. The method used in this study is survey method with a structured interview based on a questionnaire. Data analysis used path analysis and also qualitative descriptive with a Likert scale questionnaire. Data were analyzed descriptively qualitative accordance with basic theory. Categories of questions in the questionnaire designed by a score of 1-5 with categories according Rangkuty (2006) are as follows:

Table 1. Measurement scale

Strongly Disagree	Disagree	Less Agree	Agree	Strongly agree
1	2	3	4	5

Population was all over extension officers of agriculture fisheries and forestry in Bireuen district. Population agricultural extension fisheries and forestry in Bireuen District in 2014 was 211 people. Because of size of this population affordable enough to be investigated, hence study sample is all over population of agricultural extension fisheries and forestry. Determination of sample quantities to be non probabilities based on opinion of Birn (2000) stating that "in quantitative studies were allowed to use amounts of data about 100 to 200". Thus 211 people classified as ideal samples.

Instrument which is used in this study are questionnaires filled directly by the respondents. Therefore, to measure reliable whether or not this questionnaire used validity and reliability analysis.

III. Discussion

The concept of motivation is derived from a Latin word "movere" which means "to move". Motivation is what moves the employees from dullness to interest. It is just like the steering of the vehicles that directs and shapes employees' activities. Motivation has been defined as the "Drive or energy that compels people to act with energy and persistence towards some goal" (Berman, Bowman, West, & Wart, 2010). "Motivation is a goal-directed behavior which involves taking a course of action which leads to the attainment of a goal or a specific valued reward" (Armstrong, 2006).

In this study, opinions employee's regarding work motivation is based on seven fundamental questions. Based on interviews with 211 respondents in the survey were asked the question of motivation in improving performance of employee's showed differences within some categories of answers to questions. Each question and proportion of respondents answer of motivation can be viewed on Table 1. According Rivai (2009) motivation is a set of attitudes and values that influence individuals to achieve something more specific to certain individual goals. Attitudes and values that such an invisibel which provides power to encourage people to behave in achieving the objectives.

Based on Figure 1, shows there are 127 respondents or 60.19% agree within work with the best possible outcome as a satisfaction and 67 respondents or 31.75% strongly agree. While respondents answered disagree only 11 (5.21%) and only four respondents (1.90%) stated strongly disagree. While that does not agree only 0.95%. Similarly, tendency of answers to questions are always working with expectations of my work unit more successful and will benefit his own.

This means percentage of employee's that disagree to strongly disagree in working as well as possible no more than 10% or rather just 8.06%. This indicates high level of motivation from employee's in Bireuen district in carrying out the tasks assigned to him. Suwardi and Joko (2011) states that employees had motivation and job satisfaction were high, it will tend to have a higher performance on organization.

Table 2. Motivation of employee in BP2KP Bireuen

No	Motivation	SDA	DA	LA	A	SA
1	I have always worked with the best results as good as a satisfaction	4	2	11	127	67
2	I have always worked with my work unit hopes more success and be useful for me	1	3	20	114	73
3	I prefer interested in tasks that are requires effort and high skills	2	1	20	148	40
4	I have always worked with more successful efforts and I will receive remuneration proportionate	1	15	49	125	21
5	I was often involved with work that is difficult	2	7	78	104	20
6	I'm working on something that is more meaningful works other than routine.	0	7	56	126	22
7	I have always try to do something better than anyone else.	1	8	40	130	32

	Total	11	43	274	874	275
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Note: SDA (Strongly disagree), DA (Disagree), LA (Less agree), A (Agree), SA (Strongly agree)

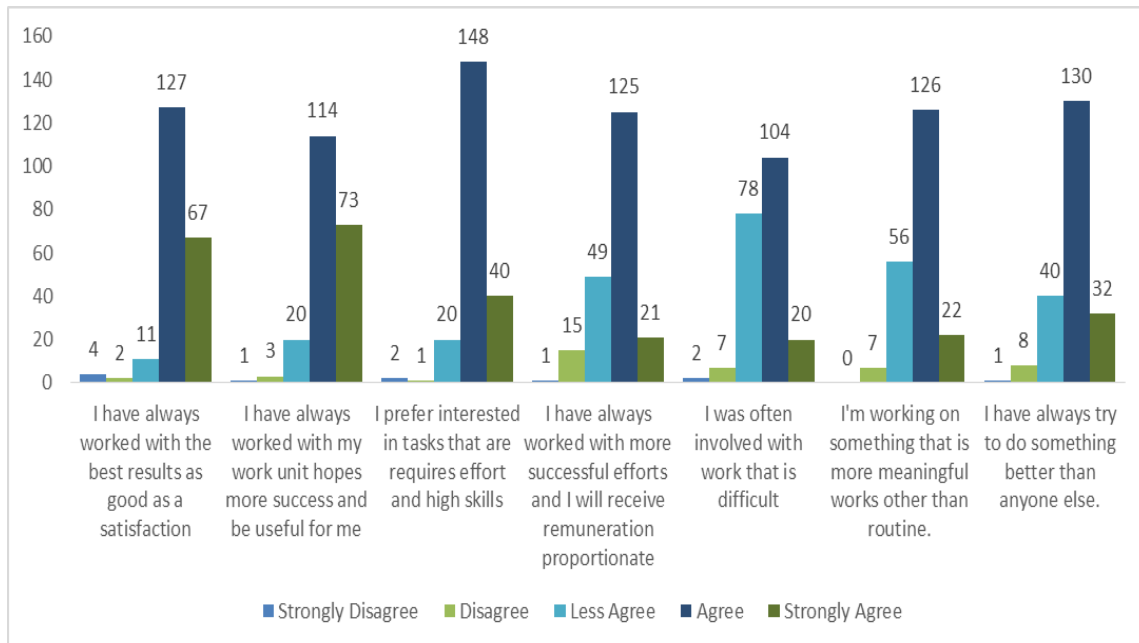


Figure 1. Motivation of employee (Primary data, 2015)

While based on the next question, ie always working with the expectation unit of work become more successful and beneficial for extension workers do not vary much by working as well as possible. A total of 114 respondents, or 54.03% claimed to agree, 34.60% even a strongly agree. Without considering the views were disagree (9.48%) and disagree (1.42%) this could be used as reference in evaluating motivational employee's in Bireuen, with a percentage of 88.63% of respondents who agree and strongly agree very large. It's not much different from the next question asked ie, extension more interested in tasks that are require high effort and skill. Based on employee's opinion of this question, 70.14% agreed and as much as 18.96% of respondents strongly agree.

Different questions posed to extension workers in Bireuen district, ie has always worked with more successful efforts and I will receive remuneration in kind. Based on interviews, mostly agree with this on the percentage 59.24%. But as many as 49 respondents or 23.22% less agree. Their reasons one of which is because become a extension workers must be does not receive remuneration from the government, because their sincere intentions will be rewarded in another way by God. It is quite understandable because Bireuen, Aceh is also known as the region where the Islamic Shari'ah taught implement something without expecting anything in return is better. In addition, they are also does not could to pay farmers and fishermen that they provide education of more things than they can do on their welfare.

The level of employee motivation, commitment and job involvement could be gauged by the volume of employees' turn over during a certain period of time. Employees with high job involvement are more focused towards their jobs (Hackett, Lapierre, & Hausdorf, 2001), likely to have less turnover and leaving intensions and are more motivated to stay with the organization. They grow in expertise and thus become even more valuable to their employer and the organization.

However, in the system of government bureaucracy, the agent know positions civil servants or freelance workers are career positions. Therefore, it opens the opportunity faster in achieving the highest position in comparison with structural position. Extension workers an expert and skilled prosecuted creativity and synergy in carrying out their duties and responsibilities in achieving common goals as contained in the Act - Law/ UU No. 16 of 2006 on Agricultural, Fisheries and Forestry Extension System.

Importance of motivation, commitment and job involvement in the workplace is obvious as well motivated and committed employees with high levels of job involvement affect both their own as well as organizational outcomes (Rajiani, 2012). Employees with high levels of commitment and job involvement go on work in time and are usually more motivated to put extra efforts, on the other hand, employees having minor level of commitment and job involvement are least motivated and have more excuses such as illness or transportation problems etc. as compared to highly committed employees.

Meanwhile when respondents were asked about his involvement with a difficult job, tendency of respondents answer is different. There are 78 respondents answered disagree or 36.96% and in seven (3.32%) answered disagree and strongly disagree 0.95%. However, as many as 104 respondents (49.29%) answered agree and strongly agree at 9.48%. In general it shows motivation of extension worker in BP2KP Bireuen district was high. In accordance with Wahyu (2013) in carrying out its duties, an extension worker is required to have quality to work independently, professional, entrepreneurial, have a dedication, work ethic, discipline, high moral character and global perspective.

Furthermore, regarding question often to do something more meaningful in addition to routines work, most respondents agreed that is equal to 59.72% and 10.43% strongly agree. However, 26.54% of respondents expressed less agree. This is according to their scheduled routines that sometimes could not be entirely due to the extent of the area or the region visits by extension worker. They are aware that profession of extension worker is not a side job, so it must to work according their duties and functions.

As an illustration from total 609 villages and as many as 1,928 farmers' groups which fostered or granted education, total extension workers (civil servants and freelance extension workers) as well as administrative personnel only 287 people. If reclassified, civil servants numbering only around 140 people plus freelance extension worker as much as 121 people. If we follow the rules of an ideal to which one extension worker on one village, as stated in Law No. 19 of 2013, hence there should be 609 extension worker in Bireuen district. Moreover, it also needs to be considered regarding each extension worker of productive age in Bireuen, considering the age also have a role in mobility for extension worker in the field. So based on this case, it should be additional number of extension worker in BP2KP Bireuen district.

The shortage of extension worker could hamper their work. This is feared to disrupt the work environment and motivation of extension worker. The level of motivation is influenced by environmental conditions of workplace. According Sutrisno (2009) a good work environment marked by the good relations and kinship, their higher compensation with good supervision, as well as their greater job security will encourage employees on perform better. Meanwhile status and responsibilities associated with authority and trust placed in firms or institutions. Employees which have authority and confidence would more motivated.

However, based on multiple questions of motivation, could be said work environment in BP2KP Bireuen district have been good. Right motivation will be able to promote and develop the organization because employees will carry out the duties in accordance with their fields based on ground of awareness.

A high motivation of extension worker in BP2KP Bireuen can be viewed on Figure 2. Based on Figure 2, could be seen that from seven types of questions posed to respondents, 19% of respondents strongly agreed and 59% answered agree. While respondents with answers to strongly disagree and disagree each of them only one percent and three percent. According Rivai (2003), there are some aspects that influence employee's motivation, that sense of safety in work, got a fair and competitive salary, pleasant working environment, reward for their high performance and fair and equitable treatment from management.

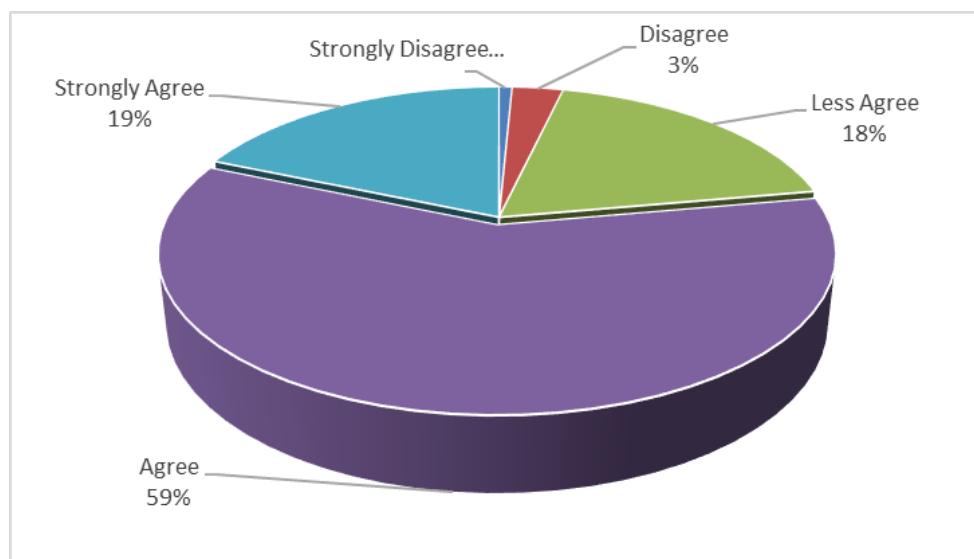


Figure 2. Motivation diagram of employee overall (Primary data, 2015)

In this case, motivation of extension worker in BP2KP Bireuen comes from internal and external factors. Herpen et al. (2002) is based on results of his research say that motivation of a person such as intrinsic and extrinsic. In line with this, Gachter and falk (2000), Kinman and Russel (2001) states intrinsic and extrinsic

motivation something equally affect one's duties. The combination of intrinsic and extrinsic incentives are stipulated agreement and relate to psychologically. By involving employees in decision making, interesting jobs challenging, groups and co-workers were pleasant, clarity on standards of success, as well as the expected outputs, proud of the work and organization could be a trigger factor of the employment.

Statistical Test

Based on this research correlation relationship obtained positive (strong) between motivation on performance of extension workers with the coefficient of 0.973 (Table 3). This result in line with Sapar et al. (2012) where results of research conducted in South Sulawesi also showed that variables motivation agricultural extension real effect on their performance.

Motivation has a strong relationship on performance of employees in BP2KP Bireuen. This is in line with Mohsan et al. (2011) that, well motivated and committed employees with high levels of job involvement are considered to be the most important asset for any organization which serves as key to quality and productivity improvements. The current research study attempts to find the association among three important job related behavior of employees i.e. motivation, commitment and job involvement.

Table 3. Correlation between motivation and performance of employee

		Motivasi	Kinerja
Motivation	Pearson Correlation	1	.973(**)
	Sig. (1-tailed)		.003
	Sum of Squares and Cross-products	6168.547	8834.290
	Covariance	1542.137	2208.573
	N	5	5
Performance	Pearson Correlation	.973(**)	1
	Sig. (1-tailed)	.003	
	Sum of Squares and Cross-products	8834.290	13360.856
	Covariance	2208.573	3340.214
	N	5	5

** Correlation is significant at the 0.01 level (1-tailed).

This study in accordance with Edri et al. (2015) where result of his study concludes that leadership style, motivation, and cultural organization significant influence and positif to employee performance. The result also proved that have a contribution of leadership style, motivation, and cultural organization to employee performance 18,5%, remaining 81,5% a given and explained by another variabels excluded in this model.

Significance test data using Pearson Chi-Square across two qualitative variables descriptively displayed in table contingency (Cross Tabulation). Based on Pearson Chi-square test, motivation on performance of extension workers at Bireuen district, a score 0.220. Seen from the results of Pearson Chi-square test at values can be significant (p-value) = 0.220, thus $P < 0.05$, hence decisions we take was H1 accepted, Ho was rejected, which means that there is influence between motivation towards employee's performance of agriculture fisheries and forestry extension workers at Bireuen District, Aceh – Indonesia.

Measurement reliability of this research instrument used a Cronbach Alpha (α) technique. Cronbach Alpha interpret correlations between scale was made with all existing variables scale. Size reliability deemed reliable based on the alpha coefficient of 0.60 (Malhotra, 2005). Based on reliability testing in this study, Cronbach's Alpha values obtained as in Table 4, below:

Table 4. Cronbach's Alpha value

Item	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Motivation	84.4000	11376.253	.953	.971	.982
Performance	72.7429	7555.708	.996	.991	.943

Based on Table 4, shows that the coefficient of Cronbach's Alpha was on a scale of 0.60. At 0.982 motivation and Cronbach's Alpha value on performance is at 0.943. It means that if the degree of data reliability is greater from the coefficient alpha (α), hence measurement results can be considered as a measuring tool with level of accuracy and consistency of good thoughts.

IV. Conclusion

Based on this study, correlation relationship obtained positive (strong) between motivation on performance of extension workers with the coefficient of 0.973 and Cronbach's Alpha 0.982 for motivation and value on performance at 0.943. Based on multiple questions of motivation, work environment in Agency of Agriculture, Fisheries and Forestry, Bireuen District, Aceh have been good. Right motivation will be able to promote and develop the organization because employees will carry out the duties in accordance with their fields based on ground of awareness.

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