

Influence Incentive And Motivation To Performance Civil Servants In North Tapanuli Food Security Office

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Abstract

This research aims to provide the influence of incentives and motivation on the performance of government employees. This research uses quantitative methods. The sample in this study used 59 government employees at the North Tapanuli Food Security Service. This research uses statistical analysis consisting of validity and reliability tests, classical assumption tests, and multiple linear tests. The data was run using SPSS version 20 software. The research results showed that incentives had a positive effect on the performance of government employees, but not significantly. The research results also show that motivation has a positive and significant effect on the performance of government employees. Then the test results also prove that incentives and motivation simultaneously have a positive effect on the performance of government employees at the North Tapanuli Food Security Service. In this case, may state civil servants use incentives to increase employee motivation or state civil servants conduct further research on why incentives do not have a significant effect on the performance of government employees at the North Tapanuli Food Security Service.

Keywords: employee performance; performance of government employees; incentives; motivation; Food Security Services.

INTRODUCTION

The era of industrial revolution 4.0 is marked by the increasingly rapid progress of the internet and technology, all of them Current activities are always related to the internet, both formal and non-formal activities (Purba *et al.* , 2021). In this era, all human resources are required to have broad insight and capable abilities, as well as be creative and innovative in order to compete in the global era, so it is very important to continue to improve the quality of human resources in Indonesia (Ramadhani *et al.* , 2021).

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The sustainability of an organization relies heavily on the quality of human resources because it is central and important. Good human resources will produce good performance, whereas if the human resources are not good it will result in poor performance (Cermati, 2019). Performance is the real behavior displayed by each person as a work achievement produced by employees in accordance with their roles in the company (Suyuti *et al.*, 2020). Employee performance can also be influenced by the provision of incentives or compensation and the motivation contained within the employee (Adiati & Saroyo, 2022).

Human resources have a very important role in a company. Therefore, to obtain quality and productive human resources, a policy is needed that can stimulate the motivation and performance of human resources. Basically, incentives are a form of compensation given to employees, the amount of which depends on the results achieved, both financial and non-financial.

The aim of providing incentives is essentially to increase employee work motivation in an effort to achieve organizational goals (Handoko, 2010: 176). This is intended to encourage employees to work harder and better, so that employee performance can increase, which ultimately can achieve the company's goals.

The incentives given can be in the form of financial incentives (material) and non-financial incentives (non-material). Employees will have high work motivation if incentives are given fairly, appropriately and adequately. With incentives, it is hoped that someone will have high work motivation and try to work better to get better results.

Motivation is something that arises from within a person that can encourage him to do or achieve a certain thing or goal (Agusra *et al.*, 2021). Motivation can be said to be something that triggers someone to improve their performance (Wijaya, 2021). Individual performance is influenced by motivation, ability and work environment factors, which are directly related to employee individual performance (Said & Kusman, 2022). Individual ability and work environment factors have an indirect relationship with performance, where their presence will influence employee work motivation (Potu *et al.*, 2021).

Nuraisiyah & Haerani (2022) and Zayd & Habiburahman (2022) say that motivation influences employee performance, so good motivation will produce good performance too. In contrast to Sinaga & Hidayat (2020), motivation has no effect on employee performance. The existence of inconsistencies in previous research is an opportunity to carry out replication research with the same variables but using different objects.

Likewise with human resources within a government agency in Indonesia. They as implementers of the bureaucracy and as public servants must participate in making the 4.0 era a success in Indonesia by utilizing information technology, in order to support success in carrying out service tasks and other government tasks effectively and efficiently (Rohida,

2018). In order to realize this, the government has created a new management system for civil servants, with the hope that human resources from the bureaucratic sector can compete in the industrial era 4.0 (Junaedy et al., 2019).

The current phenomenon is that Civil Servants (PNS) are required to be able to compete in the industrial era 4.0 and a merit system based civil servant management system has been created which has been regulated by Government Regulation of the Republic of Indonesia Number 11 of 2017 (BPK, 2017). Civil servant management based on a merit system is expected to produce civil servants who are professional, have basic values, professional ethics, free from political intervention, free from practices of corruption, collusion and nepotism in the context of carrying out public service duties, government duties and certain development tasks (Thamrin, 2021). Whether or not the merit system is successful can be judged from the performance of civil servants. If the average civil servant has good performance scores, then they have succeeded in realizing or achieving the merit system. Management of civil servants must be pursued effectively and efficiently (Kumpanan, 2021).

Food security is one of the strategic issues in the development of a country. In order to realize food security, the agricultural sector is a very important sector because this sector is the main food provider, especially for developing countries, because it has a dual role, namely as one of the main targets. development and one of the main instruments of economic development. Based on Law no. 18 of 2012 concerning food, Food Security is a condition of food fulfillment for the state and individuals, which is reflected in the availability of sufficient food, both in quantity and quality, safe, diverse, nutritious, equitable and affordable and does not conflict with religion, belief and community culture, to be able to live healthy, active and productive lives in a sustainable manner.

Food security cannot be separated from the seasonal and fluctuating nature of food commodity production itself because it is easily influenced by climate or weather. Production behavior, which is strongly influenced by climate, greatly influences food availability. If production behavior that is vulnerable to climate change is not complemented by a strong food policy, it will be very detrimental, both for producers and consumers, especially low-income earners. The characteristics of perishable food commodities, limited production land for farmers, inadequate agricultural support facilities and infrastructure and weak harvest and post-harvest management encourage the Government to intervene by realizing food security in various leading sectors of agricultural production.

LITERATURE REVIEW

Incentive

Incentives are rewards or rewards given by organizations to increase employee motivation so that their performance increases (Nawawi, 2011, p. 317). According to Effendy & Fadhilah (2018), incentives are stimuli received by certain employees based on work performance to improve their performance. Additional Employee Income (TPP) is a method of providing additional salary beyond the basic salary to encourage civil servants to do their work as well as possible and is expected to increase motivation (Suryani et al., 2021).

Hasibuan (2007:117) states that "Incentives are additional compensation given to employees who have achievements above standard performance. This incentive is a tool that supports fair principles in providing compensation." So providing incentives is a means that can create greater enthusiasm for work within an employee than before to achieve even more to improve their performance. Incentives are divided into two types, namely material incentives and non-material incentives.

This research uses the indicators of Perbup No. 6 of 2018. The Regional Regulation used as a reference for granting TPP to civil servants in Sidoarjo Regency includes: (1) TPPD Work performance, is the TPPD given to civil servants for their achievements (2) TPPD Work load, is the TPPD given based on the workload received by civil servants (3) TPPD Working Conditions, (4) TPPD Scarcity of professions, (5) TPPD food allowance.

Motivation

The driving force within a person is often called motive. Thus, it can be said that motives are mental factors that encourage, activate or mobilize and channel a person's attitudes and behavior which are always linked to the achievement of organizational goals and the personal goals of each member of the organization. Hasibuan (2007:95) argues that "motivation is the provision of driving force that can create a person's passion for work so that they are willing to do work with all their efforts to achieve satisfaction".

Motivation can be interpreted as a form of encouragement that arises purely from within a person or individual, which is influenced internally and externally (Paramarta & Arnawan, 2021). Work motivation is a desire or desire that encourages someone to act and move to continue doing their work better and enthusiastically, which will result in better work achievement and performance (Rahmawani & Syahrial, 2021). According to Sitompul & Saragih (2020), motivation is one of the tools that drives a person to achieve their target, with motivation people will be moved to do something. High motivation possessed by an

employee will create a sense of responsibility in carrying out their work so that it can also give rise to a high sense of initiative (Zafarina & Frianto, 2021).

McClelland believes that every individual has three basic drivers of strong motivation, so that they will become dominant in each individual to achieve targets. The three drivers are: (1) the need to achieve and demonstrate the competence possessed by the individual (2) the need for affiliation or a sense of need to socialize with those around him, recognition by those around him and social acceptance (3) the need for power or having the power to control or organizing the work of people or groups (Awit & Marticio, 2022).

Performance

According to Mustofa (2018), performance is results from something work Which structured based time And place employee. Performance is A results Which can achieved by somebody or group in work Which started from process most beginning until end (Yasih *et al* ., 2019). Performance can interpreted as a benchmark to see how high the level of success in doing something is achieved work processes to achieve organizational goals (Nurwin & Frianto, 2021). This research is measured using four indicators from Rahmah *et al.* (2018), namely: (1) quantity resulting from number expressed in units, the activity cycle that has been carried out is measured from employee perceptions of the number tasks and results, (2) the quality of the results of activities that have been carried out almost perfectly by adjusting the targets of an activity measured from the employee's perspective on work results and perfect skills towards the task, (3) attendance and punctuality are the results employee activities that are driven by high attendance and punctuality, (4) ability Collaborating employees can work together with a team including leaders or colleagues with a goal effectiveness organization achieved.

performance according to Supratikno (2006:12) "Performance is a very complex multidimensional construct, which has many differences in meaning depending on who is evaluating, how it is evaluated, and what aspects are being evaluated". Rivai (2004:304) also provides the definition of "Performance as a function of motivation and ability". To complete a task or job, a person must have a certain degree of willingness and level of ability. The definition above can be concluded that employee performance is work performance or output or work results both in quantity and quality achieved by employees within a certain period of time in carrying out their work duties in accordance with the responsibilities given to them by the company.

Relationship Between Variables

Based on Regency Regulation No. 6 of 2018 Sidoarjo Regency TPP or incentives received by civil servants are additional income outside of the salary given to civil servants based on the assessment of the civil servant's performance. TPP or incentives are expected to improve civil servant performance (Mahaputra, 2021). Muslimin (2020) shows that incentives have a positive effect on employee performance.

The higher the incentive level, the higher the employee performance that can be provided to the company or organization (Windari & Azriya, 2019). According to MZ (2020), and Almaududi et al. (2021) the incentive variable has a significant positive effect on the performance of civil servants so that providing incentives to employees will make employees try better in doing their work. In contrast to Tandri et al. (2019), Syarif (2021), Wewengkang et al. (2021), and Rumondor (2021) that incentives have no effect on civil servant performance .

- H1: Incentives influential significant positive to performance Civil servants in Food Security Service.

In the research of Anwar *et al.* (2021), Jamil (2021), Harahap *et al.* (2020) and Almaududi *et al.* (2021) motivation has a positive and significant effect on civil servant performance, where motivation is an important supporting factor in improving employee performance. In contrast to Sinaga & Hidayat (2020) and Adha *et al.* (2019) stated that motivation does not have a positive and significant effect on employee performance.

- H2: Motivation has a significant positive effect on the performance of civil servants in the Food Security Service.

In Prakusya's research (2021), Yusuf et al. (2021), Sinurat & Simatupang (2020), and Joannov & Ernanda (2022) show that incentives and motivation simultaneously influence the performance of civil servants. Likewise, Sihombing & Nurlinda (2020) stated that incentives and motivation have a simultaneous influence on the performance of Civil Servants.

- Incentives and Motivation simultaneously influence the performance of civil servants in the Food Security Service.

Connection between variable in study This depicted in framework study in Picture 1.

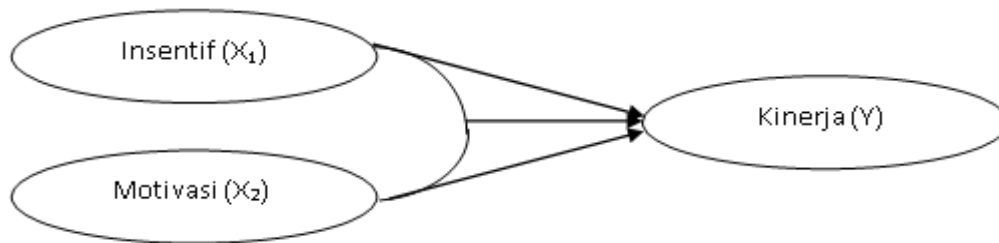


Figure 1. Conceptual Framework

METHOD STUDY

This research uses quantitative methods. The data used is primary data obtained directly from respondents. Data collection in this study used three methods technique that is observation, interview, And questionnaire. Scale Which used For do measurement This research used a *Likert scale* . The sample collection for this research was 59 civil servants at the North Tapanuli Regency Food Security Service. The analysis technique used is validity test, reliability test, and classic assumption test consisting of normality test, multicollinearity test, test heteroscedasticity. Test Q (Partial) And F (simultaneous) Also used. Technique analysis uses *software SPSS version 20* .

RESULTS AND DISCUSSION

Validity Test Results

The statement questionnaire for each variable obtained an r-count value > r-table 0.316 and a probability significance value < 0.05, so that each statement item in the questionnaire was declared valid, in line with opinion (Ghozali, 2018).

Results Test Reliability

Cronbach's alpha value was > 0.70 , where X1 was 0.868, X2 was 0.970, and Y was 0.946. Results the stated reliable in line with opinion (Ghozali, 2018).

Classic Assumption Test Results

In Table 1, from the normality test that has been carried out, a significance result of 0.765 is obtained, so it can be said that the data presented is normally distributed. The multicollinearity test resulted in a *tolerance value* of 0.974 > 0.1 and a VIF value of 1.027 < 10, so there was no indication of multicollinearity. The heteroscedasticity test shows that each independent variable is free from symptoms of heteroscedasticity. This result is in line with the opinion of (Ghozali, 2018).

Table 1. Classic Assumption Test Results

Variable	Normality	Multicollinearity		Heterocodesticity
	Sig.	Tolerance	VIF	Sig.
Incentive	0.765	0.974	1,027	0.550
Motivation		0.974	1,027	0.307

Source: SPSS output

Determinant Coefficient

The results of the determinant coefficient get an Adjusted R^2 value of 0.626, which means that the incentive and motivation variables influence the performance variable by 62.6 % (0.626) while the remaining 37.4% is influenced by other unknown factors.

Results Test Regression Linear Multiple

Table 2. Multiple Linear Regression Test Results

	Model	Unstandardized Coefficients		Standardized Coefficient	t	Sig.
		B	Std. Error	Beta		
	(Constant)	32.749	6.538		5.009	.000
1	Insentif	.006	.143	.003	.042	.966
	Motivasi	.897	.091	.799	9.823	.000

Source. Data Processing

In Table 2, the results of testing the influence of incentive and motivation variables on civil servant performance are known shows the value of *unstandardized coefficients* (a) is 32.749. This shows that X1 and X2 is at on mark 0 so variable Y happen increase amounting to 32,749. If the incentive variable value has a regression coefficient of 0.006, it can be assumed that if there is a 1% increase in the incentive variable, there will be an increase of 0.006 in the value of the civil servant performance variable. The regression coefficient value shows there is a positive relationship between incentives and civil servant performance. Likewise, the motivation variable has a coefficient value of 0.897, which means this variable has a positive influence on civil servant performance. The motivation variable experienced an increase of 1% in the motivation variable, so there was an increase of 0.897 in the value

of the civil servant performance variable. From the results of the multiple linear regression test, we get equation (1):

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e \dots\dots\dots (1)$$

$$Y = 32,749 + 0.006 X_1 + 0.897 X_2 + e \dots\dots\dots (2)$$

On equality (1) And (2), X1 represent incentive, And X2 represent motivation

t Test Results (Partial)

The results of the t test on the incentive variable were obtained with a calculated value of $0.042 < 1.672$ t table value and a significance of $0.966 > 0.05$. So it was stated that the effect was positive but not significant. The motivation variable obtained a calculated value of $9.823 > 1.672$ t table, so it is stated that it has a positive and significant effect on the performance of civil servants in the Food Security Service.

Results Test F (Simultaneous)

The significance value is $0.000 < 0.05$ and the calculated F value is $49.662 > 3.16$ F table. It means, variable incentive And motivation influential together (simultaneous) on performance Civil servants.

Table 3. F Test Results (Simultaneous)

	Model	Sum of Squares	df	Mean Square	F	Sig.
	Regression	2,871,009	2	1,480,504	49,613	,000 b
1	Residual	1,871,093	56	29,841		
	Total	4,642,102	58			

Source: Processed Data

The Effect of Incentives on the Performance of Civil Servants in the Food Security Service

Based on the test results that have been carried out, incentives have a positive but not significant effect on the performance of civil servants in the Food Security Service, so H1 is rejected. This means that providing incentives does not have a big influence on civil servant performance. This is in line with Candra & Fatimah (2020), and Nanuru et al. (2021) which states that incentives do not have a significant influence on civil servant performance. In contrast to the research results of Hudayah & Gani (2018) and Sedarmayanti et al. (2020), stated that incentives have a big influence on the performance of civil servants, the higher the incentive value received, the greater the level of performance.

From the results of interviews conducted with civil servants at the Food Security Service of North Tapanuli Regency, the fact that was found was that the majority of employees said that they carried out their work and duties on the basis that this was their responsibility and had been regulated by the applicable legislation with the weight of work that had been determined. adjusted to their level so that each civil servant cannot refuse the assignment or work that has been given. Civil servants at the North Tapanuli Regency Food Security Service said that the incentives would definitely be received by civil servants at the North Tapanuli Regency Food Security Service according to the schedule for when the incentives would be given. The amount received has also been adjusted to the work performance and workload of civil servants at the North Tapanuli Regency Food Security Service, where this has been regulated by Sidoarjo Regency Regulation No. 6 of 2018. This causes incentives to have a positive but not significant effect on the performance of civil servants in the North Tapanuli Regency Food Security Service. Civil servants in the North Tapanuli Regency Food Security Service are not only oriented towards incentives to improve their performance, civil servants in Sidoarjo Regency feel that improving their performance is part of the civil servant's responsibility.

Influence Motivation to Performance of Civil Servants in the Food Security Service

From the results of the tests that have been carried out, it is found that motivation has a positive and significant effect on the performance of civil servants at the Food Security Service, so H2 is accepted. These results are in line with Ridwan et al. (2017) that motivation has a big influence in improving the performance of every civil servant. This means that the higher the motivation, the higher the performance. This is also supported by the research results of Murti & Utami (2021) and Gusfa (2020), which state that motivation has a positive and significant effect on employee performance. Motivation is one of the important things that drives civil servants to always improve their performance. This is different from the results stated by Sinaga & Hidayat (2020), that motivation has no effect on performance.

From the results of interviews conducted with civil servants at the North Tapanuli Regency Food Security Service, most of the civil servants have high motivation in carrying out their work, so they have high drive, ambition and enthusiasm to do their work and complete tasks in accordance with their burdens and responsibilities. Every individual is always serious in working to get maximum results.

Based on the results of this research, the attitude that needs to be taken by the Food Security Service of North Tapanuli Regency is to pay attention to and increase the motivation given to employees both intrinsically and extrinsically, so that employees will feel more comfortable at work and minimize the risk of decreasing motivation levels in civil servants.

The motivation provided will certainly influence the quality of the performance produced, so that later the performance of a civil servant will experience an increase in performance to achieve the goal of success in the organization.

CONCLUSION

From the results above it can be concluded that partial incentives do not have a big influence on the performance of civil servants, because it is based on a system of granting incentives adjusted to civil servant jobs or responsibilities with a fixed amount. Calculation system incentive has been adjusted to suit the load work and work performance. This is regulated in the Regulations Government And Legislation in accordance portion And not quite enough answer each. Motivation own influence Which tall to performance Civil servants. With say other, motivation will become the main driver in improving the performance produced by civil servants. This means that civil servants own it High motivation will provide enthusiasm and energy to carry out responsibilities and complete their tasks to the maximum. Based on the results of research on simultaneous incentives And motivation will influential to performance on Civil servants.

This research can be used by the North Tapanuli Regency Food Security Service to continue to pay attention to the level of motivation of civil servants. When their motivation is already high, the North Tapanuli Regency Food Security Service must maintain this and if it is felt that the motivation of civil servants is decreasing, the Food Security Service must increase this motivation by holding activities that can increase motivation in every civil servant. In research, only two variables are used, then the research can be continued by adding variables such as organizational support, workload, *employee engagement*, *leadership*, and adding intervening variables.

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