The Effect of Work Motivation on The Performance of IMP Cadres in Punggelan District, Banjarnegara Regency

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ABSTRACT

Rural Community Institutions (IMP) cadres are the extensions of family planning officers who first had a contact with the community in the village, therefore, IMP cadres are the spearhead of the Bangga Kencana (Family Development, Population, and Family Planning) program in Indonesia. The performance of IMP cadres has strategic value in an effort to solve problems in the Bangga Kencana Program by conducting outreach to the community. This study aims to determine the effect of work motivation on the performance of IMP Cadres in Punggelan District, Banjarnegara Regency in 2022. This research is a quantitative research with a survey method. The population of this study were 110 IMP cadres in Punggelan District. The sample in this study is the entire population, so the sampling technique used is the census. The data was collected by using a likert scale questionnaire which shared with the research subjects. To test the hypothesis, we used SEM (Structural Equation Modelling) data analysis and Amos 22 application. The result of this study showed that work motivation had a positive and significant effect on the performance of IMP cadres in Punggelan District, Banjarnegara regency. It is recommended to IMP Cadres to increase their work motivation and maintain good performance that have achieved. To maintain good performance of IMP cadres, the Family Planning officer in Punggelan District as IMP Cadre's coach should maintain good relations and provide support by appreciating the achievements of the IMP, thus, the Bangga Kencana Program can be succeed.

Keywords: Work Motivation, Performance, IMP Cadre.

1. Introduction

In organizations, human resources must be managed professionally so that there could be a balance between employee needs, needs, and organizational capabilities, and to have quality resources for the success of an organization (Mappamiring et al., 2020)**.** In this case, employees had a strategic role in the organization as thinkers, planners, and controllers of organizational activities because they have the ability, energy, and creativity. In order to achieve organizational goals, employees need motivation to be able to work more diligently (Butarbutar, J., & Satriawan, 2021).

According to Sunyoto (2017), motivation was important because with motivation, every employee will work hard and enthusiastically to achieve higher performance. According to Gibson, motivation was one of the factors that can affect performance.

Based on the results of research conducted by Faisal, Zubaidin, & Ikhwan (2019), work motivation had a positive and significant influence on the performance of PPKBD cadres in Semarang Regency. Research conducted by Afifia (2019) also showed that cadre motivation had a dominant effect on cadre performance. In addition, Paais & Pattiruhu (2020) in their research also stated that work motivation had a positive and significant effect on performance. Based on research conducted by Imam in 2014, PPKBD and Sub PPKBD as cadres in the village who work voluntarily in assisting Family Planning Field Officers in carrying out their duties had to had a great encouragement or motivation to work. Motivation was also a very important part in an organization because motivation was the driving or pulling force that causes behavior to realize organizational goals.

Meanwhile, having multiple positions and at least incentives can affect the performance results of PPKBD and Sub PPKBD (Setyowati, 2016). Research conducted by Yusuf in 2018, found that PPKBD and Sub-PPKBD must have professional skills in conducting counseling. This was important because the challenges in family planning and population issues were increasingly complex and complex, thus requiring cadres who could become extension workers who not only master their field of duty, but also had a strong commitment and work ethic in carrying out their profession.

Punggelan sub-district is one of the sub-districts with the widest area of 10,284.01 ha and the highest number of family heads in Banjarnegara Regency is 25,941 families. The number of villages in Punggelan District is 17 villages and consists of 81 hamlets, 105 RW, and 436 RT. In April 2022, the number of unmet need in Punggelan District was still at 7.69 percent, where the national strategic target is 7.4 percent. In addition to the number of unmet need which was still above the national strategic target, the number of marriages <20 years was still high. The results of family data collection in 2021 regarding women of childbearing age according to age at first marriage are 57.08%. There was a number that is still high and was included in the population problem in the Bangga Kencana Program that must be resolved. In implementing the Bangga Kencana program activities on the field lines, Punggelan District had 110 IMP Cadres consisting of 17 PPKBD (Village Family Planning Assistants) and 93 Sub PPKBD.

Based on preliminary observations and surveys conducted by researchers in Punggelan District in April 2022, of the seventeen IMP Cadres, there were seven people banwho were more than three days late in collecting reports/data. The initial survey by conducting informal interviews, five of them said the incentives they received were not in accordance with the workload that had to be done because they were doing too much, especially in verifying and validating data. Then two of them said that the relationship between IMP cadres was a bit less harmonious.

In addition to this, the IMP Cadre's assessment was seen from the six IMP's dedicated roles. The six IMP service roles are organizing, meeting, KIE and counseling, recording and data collection, service activities, and independence. The IMP service role had not been carried out optimally by IMP cadres. The assessment of IMP cadres was also seen from the IMP classification, based on reports on the Family Information System (SIGA), the majority of IMP cadres were still in the basic classification, and only 3 people were developed in the classification. Meanwhile, so far there had been no increase in the classification of IMP cadres and tends to be static.

1.1 Problem Statement

The performance of IMP cadres had strategic value in efforts to solve problems in family planning, namely reducing the number of unmet need and controlling the rate of population growth by conducting socialization to the community to increase the age at first marriage for women at least 21 years according to the BKKBN. Based on the existing problems, the researchers will conduct research on the effect of work motivation on the performance of IMP cadres in Punggelan District, Banjarnegara Regency.

1.2 Research Purposes

This study aims to determine the effect of work motivation on the performance of IMP Cadres in Punggelan District, Banjarnegara Regency in 2022.

2. Literature Review

2.1 Performance

Performance is etymologically obtained from the word performance (performance). Performance is the quantity or quality of the work of individuals or groups within the organization in carrying out their main tasks and functions based on norms, standard operating procedures and criteria that have been determined or applicable in the organization. According to Susanty (2012) employee performance is a measure that can be used to determine the comparison between the results of the implementation of tasks, responsibilities given by the organization in a certain period and relatively can be used to measure work performance or organizational performance.

Performance in general was a record of the output of a particular job function or all work activities within a certain period. Performance can also be referred to as success in carrying out a worker. According to Arianty, et al (2016), employee performance was the embodiment of work carried out by employees which is used as the basis for evaluating employees in an organization. In order to achieve organizational goals, good performance is needed. In addition, performance is also a means of determining in achieving organizational goals so that efforts are needed to improve performance.

Kasmir (2016) states that performance was the result of work and work behavior that has been achieved in completing the tasks and responsibilities given within a certain period. Mathis and Jackson (2006) state that performance was basically what employees do or don't do.

According to Basri and Rivai (2005), performance was the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or targets or criteria that have been determined in advance by mutual agreement.

2.2 Motivation

Motivation is very important for employees so that the work assigned can be carried out properly according to company operational standards. Motivation is the power that allows a person to act towards certain goals (Indahingwati et al., 2019). This motivation is like determining outcomes such as productivity, performance, and persistence. Arshadia (2010), in his research, confirms that there is a positive influence between motivation and performance. Motivation is the support of

autonomy, which means that organizational managers pay attention to every decision that is intended to lead to employee welfare. In addition, there are reasonable regulations to meet flexible work requirements. Motivation is a fundamental thing in organizations such as the competence of workers themselves and relational relationships (Arshadia, 2010; Van den Berghe et al., 2014).

3. Research Methodology

This study used a quantitative approach to the type of survey research. This study aims to find the effect between exogenous variables, namely work motivation (X) on endogenous variables, namely performance (Y).

3.1 Population and Sampling

Population is all data that is the focus of researchers within a predetermined scope, and time (Kasmadi and Sunariah, 2013). The population in this study were IMP cadres in every village in Punggelan District with a population of 110 people.

The sample is part of the number and characteristics possessed by the population (Sugiyono, 2014 .81). The sampling technique used in this research is the saturated sampling technique or the census. Saturated sampling is a sampling technique when all members of the population are used as samples (Sugiyono, 2013). This study uses the total population to determine the effect of exogenous variables (X) on endogenous variables (Y).

3.2 Data Collection Technique

The data collection technique used in this research is using primary data. Primary data is data obtained through field surveys using all original data collection methods (Kuncoro, 2013, p.127). In this study using a research instrument in the form of a questionnaire with closed questions.

3.3 Research Instrument

The measured variables are translated into components that can be measured in the form of positive statement items. The work motivation variable consists of 22 statements using a Likert scale for answers consisting of strongly disagree with a score of 1, disagree with a score of 2, agree with a score of 3, and strongly agree with a score of 4.

The performance variable consists of 22 statements using a Likert scale for answers consisting of never with a score of 1, sometimes with a score of 2, often with a score of 3, and always with a score of 4.

4. Results

4.1 Normality Test

Data analysis in this study used the AMOS 22 program. There were 110 respondents and 44 research indicators that were tested for normality. The criteria used for testing normality by taking into account the value of the critical ratio skewnes must be in the range of -2.58 and 2.58 (Ghozali, 2006). The results of the analysis in this study show the lowest critical ratio skewness is -0.078 and the highest critical ratio skewnes is 2.557. So that the research data collected is normally distributed.

4.2 Outlier Test

Outlier evaluation was carried out to see the condition of observations of data that had unique characteristics that look very different from other observations and appear in extreme forms, both for single variables and combination variables. The value of mahalanobis distance was compared with the value of Chi square. If the value of the mahalanobis distance was higher, it means that there was a multivariate outlier problem.

Table 1. Mahalanobis distance (Top 10 data on output results)

Observation number	Mahalanobis d-squared	p1	p2
5	88,740	,000	,008
4	76,622	,002	,015
55	72,334	,005	,014
37	69,678	,008	,013
6	68,655	,010	,005
42	68,575	,010	,001
54	66,259	,017	,003
18	65,614	,019	,001
39	63,812	,027	,003
26	63,554	,028	,001

Source: Output SEM Amos 22, 2022

Based on these provisions, in this study the Chi-square value obtained was 2513,219 and the largest value for the mahalanobis distance was 88,740. So the value of Mahalanobis distance was less than Chi-square. Therefore, it can be concluded that in this study there was no multivariate outlier problem. The absence of multivariate outliers means that the data was feasible to use.

4.3 Structural Equation Model Test

Analysis of the results of data processing at the full stage of the SEM model was carried out by conducting conformity tests and statistical tests. The following were the results of data processing for the full analysis of the SEM model.
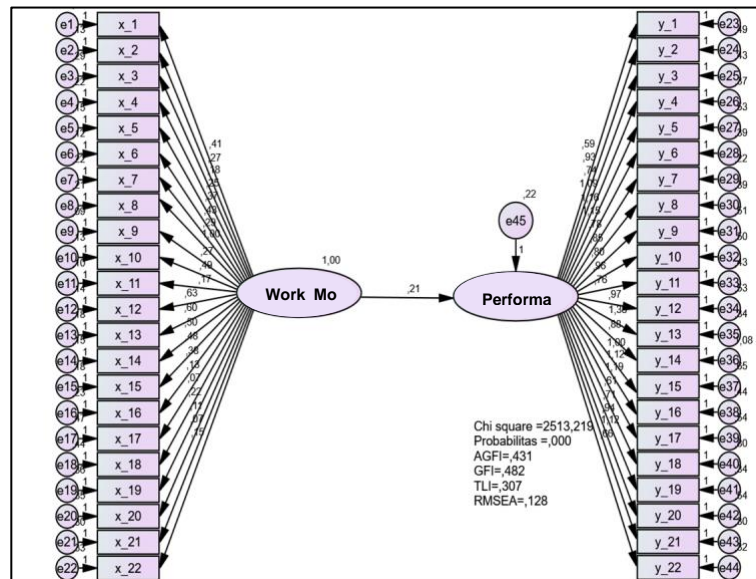
Figure 1. Structural Equation Model with AMOS

Source: Output SEM Amos 22, 2022

The test of the feasibility of the model shows that this model was in accordance with the data or fit to the data used in the study as shown in the following table:

Table 2. Cut off Value (SEM)

Goodness of fit Index	Cut of value	Analysis Result	Information
Chi Square	Chi Square *table*	2513,219	Good
Significanced Probability	≥0,05	0,000	Good
RMSEA	≥0,08	0,128	Good
GFI	≥0,90	0,482	Good
TLI	≥0,95	0,307	Good
CFI	≥0,95	0,339	Good

Source: Output SEM Amos 22, 2022

The results of the data processing analysis showed that all the constructs used to form a research model, in the full SEM model analysis process had met the goodness of fit criteria that have been set. The probability value in this analysis showed a value above the significance limit of 0.000 (p > 0.05). This value indicated that there was no difference between the predicted covariance matrix and the estimated covariance matrix. Other goodness of fit measures also showed good condition.

4.4 Hypothesis Test

The test in the hypothesis is accepted if the C.R. > t table and Sig. count less than the significance level.

Table 4. Regression Weights: (Group number 1 - Default model)

Hypothesis			Estimate	S.E.	C.R.	P
X	⯈	Y	0,215	0,059	3,652	0,000

Based on the table above, it could be seen that the value of C.R. between work motivation on performance was 3.652 > 1.659 (t table for df = 108 and a significance level of 0.05) and the significance value was 0.000 <0.05. These results indicated that work motivation had a positive

and significant effect on performance. Thus, the hypothesis was accepted.

5. Discussion

The direct influence of the work motivation variable on the IMP Cadre Performance variable had a C.R value of 3.652 which was greater than the t table, which was 1.659 and had a positive direction, meaning that if the employee's work motivation was high in carrying out the assigned task or work, the resulting performance would be high. The influence of the work motivation variable on the performance variable had a significant value of 0.000 <0.05, so it could be stated that there was a significant positive direct effect between work motivation on the performance variable.

IMP cadres in Punggelan Subdistrict need to be given guidance as a continuous stimulus in order to carry out their duties as IMP cadres well. In this case, work motivation is needed by IMP Cadres. Motivation as a trigger in improving performance and has a significant psychological impact on organizational strategy in various business operations of the organization. Work motivation is needed so that IMP cadres remain enthusiastic in carrying out their work and are not easily discouraged if they fail or are unable to carry out their duties. The results of this study illustrate that the work motivation felt by employees is the appreciation for the work achieved. The results of this study support previous studies conducted by (Sembiring, Jufrizen, & Tanjung, 2021), (Paais & Pattiruhu, 2020), (Jufrizen & Sitorus, 2021), and (Hasibuan & Silvya, 2019) which states that there is an effect of work motivation on employee performance. With high motivation will have a positive impact on work results.

6. Conclusion

This study has shown that work motivation variables hade an important role in influencing employee performance. Work motivation had a positive and significant effect on performance. The performance of IMP Cadres certainly needed to be improved for the success of the Bangga Kencana Program by providing continuous motivation to IMP Cadres to be enthusiastic, creative, and innovative in their work. IMP Cadre's motivation could be increased by providing work targets so that cadres feel they had challenges and were not bored with monotonous work as cadres and provide equal opportunities for IMP Cadres to progress and excel.

In addition, this research can add empirical considerations in the field of management science, especially regarding aspects of work motivation and its effects that can provide benefits to the organization. In the study of human resource management theory, employees are assets that must be maintained by the organization because they are the spearhead of the organization's success process in achieving its goals.

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