
**THE IMPACT OF MOTIVATION, PARTICIPATION AND
COMPETENCE OF EMPLOYEE PERFORMANCE IN FOOD
SECURITY AND AGRICULTURAL EXTENSION OFFICE OF
EAST BOLAANG MONGONDOW DISTRICT**

*DAMPAK MOTIVASI, PARTISIPASI DAN KOMPETENSI KINERJA KARYAWAN
DALAM KANTOR KETAHANAN PANGAN DAN PENYULUHAN PERTANIAN,
BOLAANG MONGONDOW TIMUR*

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ABSTRACT :

The role of agricultural extension workers is important, in order to increase agricultural output. Therefore the placement of employees as agricultural extension workers should be considered as good as possible. There are several variables that allegedly affect the performance of employees within the institution. The variables in question include motivation, employee participation, and competence. These variables are thought to have a fairly significant effect on the performance of employees in state-owned institutions. This study uses associative with Regression analysis techniques, and classical assumption that include normality, multicollinearity, and heteroscedasticity. 77 employees of the agency food security and agricultural extension, Bolaang Mongondow Timur were survey as samples. The data were analyzed by SPSS software with multiple regression analysis. The results showed that motivation, participation and competence significantly effect on the performance of employees at the Department of Agriculture Food Security and Agricultural Extension Bolaang Mongondow Timur.

Keywords: employees performance, motivation, employee participation, competence

ABSTRAK

Peran tenaga penyuluh pertanian sangatlah penting, dalam rangka meningkatkan hasil pertanian. Maka penempatan pegawai sebagai tenaga penyuluh pertanian haruslah dipertimbangkan dengan sebaik-baiknya. Ada beberapa variabel yang diduga mempengaruhi kinerja pegawai dalam institusi. Variabel-variabel yang dimaksud termasuk di dalamnya motivasi, partisipasi pegawai dan kompetensi. Variabel-variabel ini diduga mempunyai pengaruh yang signifikan terhadap kinerja pegawai di instansi milik pemerintah. Penelitian ini menggunakan metode asosiatif dengan teknik analisis Regresi Linier Berganda, dan uji asumsi klasik yang meliputi normalitas, multikolinieritas, heteroskedastisitas. Sampel penelitian sebanyak 77 pegawai dari Dinas Ketahanan Pangan dan Penyuluhan Pertanian (DPKPP), Kabupaten Bolaang Mongondow Timur. Olah data dari penelitian ini menggunakan software SPSS dengan analisa regresi berganda karena ada 3 variabel tidak terikat dan diduga mempengaruhi variabel terikat yaitu kinerja karyawan. Hasil penelitian menunjukkan bahwa motivasi, partisipasi dan kompetensi berpengaruh signifikan terhadap kinerja karyawan pada DPKPP Kabupaten Bolaang Mongondow Timur.

Kata kunci: kinerja pegawai, motivasi, partisipasi pegawai, kompetensi

1. INTRODUCTION

Government officials as servants of the State and public servant have the main task as reflected in the organization of general governance and development and implementation of services to the community, also called public service. Since the era of reform, regional autonomy demands for quality public services is getting stronger. Because of the quality of public service and excellence embodied and should not be negotiable. Placement of employees are expected to contribute to the organization in addition to adequate an effort to develop human resource competencies in the organization. Suitability of employee competence with tasks influence on job satisfaction and performance of employees concerned. Agricultural extension activities are planned and ongoing activities to be organized. Organizing agricultural extension with the aim to streamline the implementation of the authority, duties and functions, management and resource management. Agricultural extension organization or institution consists of government agricultural extension institutions, and private farmers.

Agricultural Extension Office of East Bolaang Mongondow District (Boltim) established and maintain a model of motivation and foster a good work participation and develop competence to improve the performance of employees. In mature employees to all employees invested, are embedded attitude that the performance of the staff of the Food Security and Agricultural Extension Office of Boltim District very instrumental in the success of the organization itself. Implementation of agricultural extension is implemented based on a structured plan called the Agricultural Extension Program. Agricultural Extension Program consists of organizing and utilizing the resources needed to facilitate the implementation of agricultural extension, prepared jointly by the contact between the agricultural extension farmer / farmer representatives at every level of the region.

Research Objective

The five main objective in this research are to analyze the significance of:

1. Motivation on agricultural extension worker performance in Food Security and Agricultural Extension Office of Boltim District.
2. Employee participation on agricultural extension worker performance in Food Security and Agricultural Extension Office of Boltim District.
3. Competence on agricultural extension worker performance in Food Security and Agricultural Extension Office of Boltim District.
4. Motivation, employee participation and competence on Agricultural Extension worker performance in Food Security and Agricultural Extension Office of Boltim District, simultaneously.
5. To analyze the dominant influence on the Agricultural Extension worker performance in Food Security and Agricultural Extension Office of Boltim District.

Theoretical Review

Performance

Performance has a broader meaning, not just stated as a result of the work, but also how the work progresses. Performance is about doing the work and results of the work. Performance is about what you do and how to do it. Performance is the result of work that has a strong relationship with the strategic objectives of the organization, customer satisfaction and contributes to the economy (Roberts, 2003). According Chughtai (2006) that "one of the potential to be reckoned with and a major factor in the success of development is the performance apparatus.

Motivation

Human behavior is caused or initiated by the motivation. Motivation comes from the word "motive" is often interpreted as an encouragement. Motivation is a process as the first step a person to act as a result of physical and psychological deficiencies, or in other words is an encouragement shown to fulfill a specific purpose (Ali, M. Abrar and J. Haider, 2012), People are basically motivated or compelled to behave in a certain way that is perceived to lead to the acquisition of reward. Motivation is part of the activities in the process of coaching, developing, and directing man as labor (Malik, 2010). Motivation is not something that can be observed, but it is a thing that can be inferred because of the behavior of something that looks (Kingir and Mesci, 2010). According to McClelland in Hedberg (2002) in his theory of human needs is very important in an organization and a company.

Employee Participation

Employee Involvement has known by several terms. One of them is employee involvement. An organization is not only a priority to success, but also give priority to the welfare of its employees. Employee participation decisive the role in the progress and development of the organization. According Sen (2012) kinds of degree of participation seen there are 3 kinds: Participate without knowing its object, Participate because he was familiar with the new group and there is the attraction of objects and there is interest from the object, and Participate because he has experienced that the ideas and the development effort for established families and communities.

Competence theory

In the context of human resource management, the term competence refers to the attributes / characteristics that make a person successful in the job. Types of skills, knowledge and abilities necessary to perform the job effectively need to know, information about the competencies used in defining job requirements for the selection, placement, determining career paths, promotion, planning, organizational design, determination of training needs and the implementation of job evaluation. (Abraham *et al*, 2001), In carrying out a task, an individual is required to have the capability concerning the implementation of the work. Thus, the ability to refer to an individual's capacity to perform various tasks in a job (Draganidis and Mentzas, 2006). Resubun *et al* (2013) stated that there are three criteria required of a person in performing the task with good results, as follow : knowledge, ability and skills.

Previous Researches

A research conducted by Ali, Abrar and Haider (2012), about Impact of Motivation on the working performance of employees- A case study of Pakistan argues that motives are the key to human behaviour. It plays an important role in performance and other activities and as such the manager should know what motivation is and how subordinates can be motivated towards performance.

Research Hypotheses

- H₁: Motivation has significant influence on agricultural extension worker performance in Food Security and Agricultural Extension Office of Boltim District.
- H₂: Employee participation has significant influence on agricultural extension worker performance in Food Security and Agricultural Extension Office of Boltim District.
- H₃: Competence has significant influence on agricultural extension worker performance in Food Security and Agricultural Extension Office of Boltim District.

H₄: Motivation, employee participation and competence have significant influence on Agricultural Extension worker performance in Food Security and Agricultural Extension Office of Boltim District., simultaneously.

H₅: Dominant Variable influence on the Agricultural Extension worker performance in Food Security and Agricultural Extension Office of Boltim District..

2. RESEARCH METHOD

Type of Research

This research is a causal type of research. This type of research also determines if one variable causes another variable to occur or change. In this research is to investigate the influence effect of motivation, employee participation and competence on Agricultural Extension worker performance in Food Security and Agricultural Extension Office of Boltim District.

Place and Time of Research

This research is conducted on January 2015 in Food Security and Agricultural Extension Office of Boltim District.

Population and Sample

The population is the totality of all possible values, either the result of counting and measuring quantitative and qualitative than the particular characteristics of the group of objects that are complete and clear. The population is a group of objects, both man, symptoms, value, test, objects or event. The population in this study were all agricultural extension workers in the Office of Food Security and Agricultural Extension Office of Boltim District totalling 77 extension. Since the number of population is small, all of population became sample. Thus the sampling technique used in this study is total or census sampling.

Data Collection Method

Understanding the source of data is the information that has meaning for its users. The data is divided into two primary data and secondary data.

1. Primary Data. Primary data is data obtained directly from the source, taken and recorded for the first time. The primary data required in this study as respondents identifying data.
2. Secondary Data. Secondary data sources of research data obtained by researchers indirectly through an intermediary medium (obtained and recorded by others) required secondary data in this study such as books and literature related to this study.

Data Analysis Method

Multiple Regressions

The method of analysis used in this study is multiple regression models to approach the return. To find out the influence of dependent variable with independent variables used multiple linear regression with the formula :

$$Y = \alpha + \beta X_1 + \beta X_2 + \beta X_3 + \beta X_4 + \varepsilon$$

Whereas:

Y : Employee Performance

X₁ : Motivation

X₂ : Employee Participation
 X₃ : Competence

3. RESULT AND DISCUSSION

Result

Validity and Reliability Test

Table 1. Validity Test

Indicators	Pearson Correlation
X _{1.1}	.457
X _{1.2}	.350
X _{1.3}	.323
X _{1.4}	.493
X _{1.5}	.420
X _{1.6}	.317
X _{1.7}	.382
X _{1.8}	.498
X _{1.9}	.507
X _{2.1}	.350
X _{2.2}	.378
X _{2.3}	.369
X _{2.4}	.486
X _{2.5}	.417
X _{2.6}	.374
X _{2.7}	.370
X _{2.8}	.363
X _{2.9}	.420
X _{3.1}	.336
X _{3.2}	.432
X _{3.3}	.333
X _{3.4}	.434
X _{3.5}	.297
X _{3.6}	.339
X _{3.7}	.329
X _{3.8}	.342
X _{3.9}	.393
X _{3.10}	.377
Y.1	.743
Y.2	.392
Y.3	.392
Y.4	.792
Y.5	.302
Y.6	.798

Source: SPSS Data Analysis, 2015

Table 1 shows the validity test of variable X₁ – Y and dependent variable are bigger than r value. The table shows the total number for X₁ - Y are above 0.3, means that all the indicators are valid.

Reliability Test

Table 2. Reliability Test

Variable	Cronbach's Alpha
Motivation	.659
Participation	.758
Competence	.646
Employee Performance	.695

Source: SPSS Data Analysis, 2015

Table 2 shows the Cronbach's Alpha > 0.6, indicated that all research instrument indicator of variable are reliable.

Classic Assumption

Multicollinearity

Table 3. Multicollinearity Test

Variable	VIF
Motivation	1.063
Participation	1.060
Competence	1.003

Source: SPSS Data Analysis, 2015

Table 3 shows the calculation of Multicollinearity. Moreover, it can be known through the VIF and tolerance, whereby if the value of VIF and tolerance to be around the number < 10 then the regression model above are free from multicollinearity. Based on the results in the table above can be seen by SPSS output does not occur because the symptoms of multicollinearity VIF value of X₁, X₂ and X₃ is below numbers < 10, this means that there is no connection between the independent variables. Thus, multicollinearity assumptions are met (free of multicollinearity).

Heteroskedastisity

Test

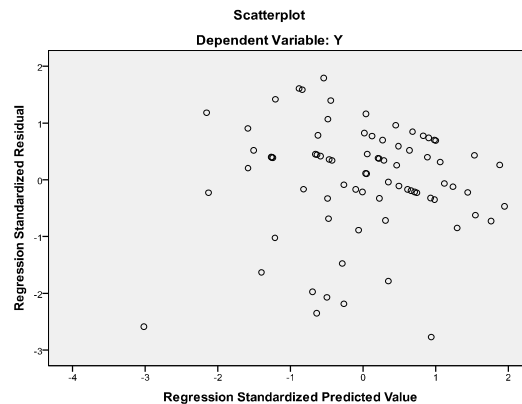


Figure 1. Scatterplot

Source: SPSS Data Analysis, 2015

Based on the figure 1, it can be seen that there is no established pattern, in other words the graph describing the plot spread above and below the number 0 (zero) on the Y-axis. This proves that the independent variable X₁, X₂ and X₃ on Y are free of Heteroscedastisity.

Normality Test

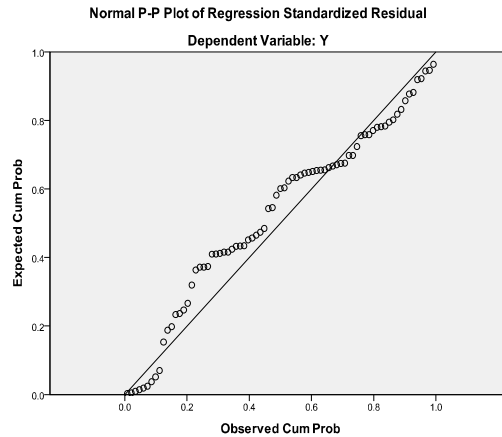


Figure 2. Normal Plot
 Source: SPSS Data Analysis, 2015

From the figure 2, it can be seen that the points spread and spread around the diagonal line in the direction diagonal lines. This proves that the regression model of the influence of X_1 , X_2 and X_3 on Y in test normality assumption was met.

Coefficient Regression

Table 4. Unstandardized Coefficient Beta Table

Variable	B
(Constant)	1.741
Motivation	.458
Participation	.145
Competence	.190

Source: SPSS Data Analysis, 2015

From the analysis, obtained by linear regression equation as follows;

$$Y = + b_1X_1 + b_2X_2 + b_3X_3 + e$$

$$Y = 1.741 + 0,458 X_1 + 0,145 X_2 + 0,190 X_3 + e.$$

From the multiple linear regression equation above, it can inform the interpretation as follows:

1. Constant value of 1.741 means that if the variables in this research of Variable X_1 , X_2 and X_3 are equal to zero than the Y will increase at 1.741 point.
2. Coefficient value of 0.458 means that if the variables in this research of X_1 increased by one scale or one unit, it will improve and increase Y at 0.458.
3. Coefficient value of 0.145 means that if the variables in this research of X_2 increased by one scale or one unit, it will improve and increase Y at 0.145.
4. Coefficient value of 0.190 means that if the variables in this research of X_3 increased by one scale or one unit, it will improve and increase Y at 0.190.

Thus, if there is any change in factors measuring of X_1 , X_2 and X_3 will change dependent variable Y .

Table 5. Coefficient Correlation (R) and (R²) table

R	R Square
.887 ^a	.786

Source: SPSS Data Analysis, 2015

Based on the analysis of correlation (R) is equal to 0.887 indicating that the Correlation of The Influence of X₁, X₂ and X₃ on Y has a strong relationship. To determine the contribution The Influence of X₁, X₂ and X₃ on Y can be seen that the determinant of the coefficient (R²) in the table above. R² value of 0.786 in this study may imply that the contribution of independent variable on dependent variable of 78.6 % while the remaining 21.4% is affected by other variables not examined in this study.

Hypothesis Test

Simultaneously Test

Simultaneous testing conducted to determine the The Influence of X₁, X₂ and X₃ on Y hypothesis test is carried out simultaneously by using F numbers in the table below.

Testing is done by comparing the number of significant level of calculation results with significance level 0.05 (5%) with the following criteria:

1. If F_{count} (sig) > 0.05 then Ho is accepted and Ha rejected.
2. If F_{count} (sig) < 0,05 then Ho is rejected and Ha accepted

Partially Test

Partial test is used to test the effect of each independent variable X₁, X₂ and X₃ in Partial influence on Y by performing comparisons between the t_{count} values with t_{table} value at = 0.05 or compare the probability of the real level 95% of the partial coefficient (r) so that it can be seen the influence of the independent variables individually. Using the criteria of hypothesis testing by t test as follows:

1. t_{count} < t_{tabel} (0,05), then H₀ is accepted and rejecting H_a.
2. t_{count} > t_{tabel} (0,05), then H₀ is rejected and accepting H_a.

Table 6. Partial Test Analysis Table (t-test)

Model	T	Sig.
X ₁	3.463	.001
X ₂	2.445	.015
X ₃	2.617	.008

Source: SPSS Data Analysis, 2015

Based on the calculations in the table 6, the interpretation as follows:

1. t_{count} for X₁ 3.463 bigger than the value of 1.984 t_{table} means X₁ has significant influence partially on Y. The sig. value at 0.001 means that prediction of X₁ influence on Y doing errors is more than 5% which is 0.1%, thus the confidence of this prediction is below 95%. Therefore, H_a accepted.
2. t_{count} for X₂ 2.445 greater than the value of 1.984 t_{table} means X₂ has significant influence partially on Y. The sig. value at 0.015 means that prediction of X₂ influence on Y doing errors is 1.5%, thus the confidence of this prediction is above 95%. Therefore, H_a received.
3. t_{count} for X₃ 2.617 greater than the value of 1.984 t_{table} means X₃ has significant influence partially on Y. The sig. value at 0.008 means that prediction of X₃ influence on Y doing errors is 0.8%, thus the confidence of this prediction is above 95%. Therefore, H_a received.

Discussion

Motivation, Participation and Competence has a strong relationship to the performance at the Agricultural Extension Office of Food Security and Agricultural Extension Office of Boltim District. This is evidenced by this is evidenced by the results of the calculation of the value of R and R² which illustrates that the motivation, participation and competence have a strong influence on the performance Agricultural Extension at the Office of Food Security and Agricultural Extension Office of Boltim District with the value of the contribution the influence of motivation, participation and competence to Performance in the Agricultural Extension Office of Food Security and Agricultural Extension Office of Boltim District of 78.7%.

Based on the analysis above data it was found that motivation, participation and competence significantly influence performance on the Agricultural Extension Office of Food Security and Agricultural Extension Office of Boltim District.

Another similar to this study is by Iswahyu Hartati (2005), using an independent variable competence and motivation, the dependent variable Employees Performance Regional Secretariat Malang, according to the table Result of Analysis of Variance Effect Independent variable simultaneously to the dependent variable shows that simultaneously the competence and motivation have a significant on employee performance.

4. CONCLUSION AND RECOMMENDATION

Conclusion

The conclusion of this research concluded as follows :

1. Motivation has significant influence on agricultural extension worker performance in Food Security and Agricultural Extension Office of Boltim District.
2. Employee participation has significant influence on agricultural extension worker performance in Food Security and Agricultural Extension Office of Boltim District.
3. Competence has significant influence on agricultural extension worker performance in Food Security and Agricultural Extension Office of Boltim District.
4. Motivation, employee participation and competence have significant influence on Agricultural Extension worker performance in Food Security and Agricultural Extension Office of Boltim District, simultaneously.

Recommendation

The results can be used for the development of knowledge of human resource management, especially for Motivation, Participation and Performance Competence of the Agricultural Extension Office Food Security and Agricultural Extension District Boltim. While there are many factors - other factors that affect the performance of the Office for Agriculture Food Security and Agricultural Extension Office of Boltim District district that has not been examined in this study.

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