

INFLUENCE OF MOTIVATION COMPOSITE PERFORMANCE (STUDY IN GROUP FARM TORONG MAKMUR)

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ABSTRACT

This study basically aims to provide empirical evidence of the actualization influence of motivation on the performance of members of the Association of Farmers Group Torong Makmur Batu-Malang. The population of this study were all members of Gapoktan Torong Makmur Batu-Malang some 308 people, while the study sample consists of 75 members. The method used in collecting data using the questionnaire method of data collection method using a set of written questions (questionnaire) addressed to the respondent. By using regression analysis, the results obtained in this study are motivation affect the performance of members of the Association of Farmers Group Torong Makmur Batu-Malang. To improve the performance of members gapoktan, led to policies such as creating a conducive organizational environment, providing facilities and facilities that support, and more attention to the form of awards for its members, in addition, the leadership, it is advisable to evaluate the performance of members on a regular basis. With the expected evaluation organizations can better understand the advantages and disadvantages of its members as well as barriers or obstacles for doing the job so that members would be more effective and efficient in carrying out the work.

Keyword : Motivation, Farmer Group, Performance

INTRODUCTION

1.1. Background of the problem

The Association of Farmers Groups (Gapoktan) is an organization of rural farmers formed by deliberation and consensus to increase economies of scale and business efficiency. Gapoktan is formed on the basis of: (1) the same interests among its members; (2) located in a farming area which is a shared responsibility among its members; (3) Having a dedicated management cadre to mobilize the farmers; (4) having cadres or leaders accepted by other farmers; (5) Having activities that most members can benefit from, and (6) having encouragement or motivation from local community leaders (Ministry of Agriculture: 2010).

To build the ideal Gapoktan in accordance with the demands of future organizations, it is necessary to support quality human resources through continuous coaching. So far, institutions have been used as an important tool to run a program. However, the use of institutional strengthening strategies has experienced many inaccuracies and errors. Based on observations, there are several problems in strengthening Gapoktan institutions, including:

1. The institutions that are built are limited to strengthening horizontal ties, not vertical ties. Members of an institution consist of people with the same type of activity.
2. Most of the institutions were formed more for the purpose of distributing aid and facilitating control tasks for program implementers, not for a real increase in the social capital of the community.
3. Even though the institution has been established, the coaching that is carried out tends to be individual. i.e. only to the administrator. Coaching for farmer contacts is indeed cheaper, but this approach does not teach how to improve group performance, for example because there is no social learning approach.
4. Institutional stabilization always uses a structural route, and is weak from strengthening its structural aspects.

Based on the problems in strengthening Gapoktan institutions, it has an impact on individual/member problems, where group cooperation is still lacking and sporadic, besides that, individualistic characteristics arise from farmer groups. The problems faced by Gapoktan members can reduce the performance of these members.

Formulation of the problem

Berdasar latar belakang di atas, untuk memberikan kejelasan apa yang akan diangkat dalam penelitian ini, maka dikemukakan perumusan masalah sebagai berikut :

Based on the background above, to provide clarity about what will be raised in this study, the formulation of the problem is stated as follows:

1. What is the performance motivation of the members of the Torong Makmur Farmers Group in Batu-Malang?
2. Does motivation have a significant effect on the performance of members of the Batu-Malang Torong Makmur Farmers Group Association?

Research purposes

Based on the problem formulation developed above, the objectives of this study are:

Analyze and explain the motivation and performance of members of the Torong Makmur Batu-Malang Farmers Group Association

Analyze and explain the influence of motivation on the performance of members of the Torong Makmur Batu-Malang Farmers Group Association.

Torong Makmur Batu-Malang Farmers Group Association.

Benefits of research

Based on the problem formulation developed above, the objectives of this study are:

For Academics

Increase the repertoire of knowledge about communication, motivation, and leadership styles and performance of members of the Association of Farmers.

It is hoped that this research will serve as a reference for source materials and comparisons for other researchers who want to study communication, motivation, and leadership styles and performance of members of the Association of Farmers.

For Torong Makmur Farmers Group Batu-Malang As information or input for leaders and organizations related to efforts to improve performance through motivation, communication and applied leadership styles.

LITERATURE REVIEW

2.1. Previous Researchers

Khasanan, U., et al (2022) research entitled Employee Work Motivation (Study on Employees of PT. Daiya Plas Semarang) with the aim of this research is to analyze the work motivation of PT. Daiya Plas Semarang. The sampling method used full sample sampling technique and the number of samples in this study was 100 employees. The data used is primary data. Data can be obtained directly from PT. Daiya Plas Semarang through the questionnaire method. The primary data was processed and analyzed in the SPSS 21 program. Through instrument tests in the form of validity tests, reliability tests, multiple linear regression analysis tests and hypothesis tests in the form of t tests, the results of this study indicate that work motivation has a positive and significant effect on employee performance.

The difference between this research and the previous researchers is the object of the research being studied. This research was conducted at the Torong Makmur Farmers Group Association, Batu-Malang, where Gapoktan is a forum for combining various farmer groups from a village area, which should be one of the main sources of many other sources of information for existing farmer groups. Therefore, apart from just being a source of information about the various progress of farmer groups, Gapoktan has the opportunity to build an agribusiness that has potential in an area. However, many farmers have not realized the importance of farmer groups or have not felt the benefits.

2.2. Theoretical basis

Motivation

Hasibuan (2006); Putra & Gupron, (2020); Senjaya et l., (2020); Wydyanto & Mahaputra, (2021) states that motivation comes from the Latin word "movere" which means encouragement or moving. Motivation in management is only aimed at human resources in general and subordinates in particular. Motivation questions how to direct the power and potential of subordinates so that they want to work together productively to achieve and realize the goals that have been determined.

Robbins (1996); Ramlall, (2004); Osarumwense, (2009); Rizal et al., (2014) defines motivation as a willingness to expend a high level of effort towards organizational goals, conditioned by the ability to meet individual needs.

The third aspect of motivation is purpose. In motivational theory, a goal is anything that eliminates a need and reduces a drive. In other words, achieving goals means restoring balance in a person both physiologically and psychologically, meaning that achieving goals will reduce or even eliminate certain urges to do something.

From some of the opinions above, it can be concluded that the key to the success of a manager in moving his employees lies in his ability to satisfy or meet the needs of his employees. An unsatisfied need creates tension that stimulates impulses within the individual, this drive causes

a behavior to find certain goals, and if the goal is achieved it will reduce tension (Robbins, 1996).

Need Theory

Maslow's Hierarchy of Needs

Hierarchy of needs theory from Maslow in Gistosudarmo and Sudita (1997) suggests that humans in the workplace are motivated by a desire to satisfy a number of needs that exist within a person.

Clayton Alderfer's Hierarchy of Needs (ERG Theory)

ERG theory assumes that human needs have three hierarchy of needs. These three needs include:

Existence Need

This existence need is the same as the physiological need and the need for security from Maslow in Gistosudarmo and Sudita (1997). Existence needs are all needs that are included in physiological, material and security needs.

The Need for Attachment

The need for attachment includes all forms of needs related to the satisfaction of interpersonal relationships in the workplace.

Growth Needs

The need for growth includes all needs related to the development of one's potential including the need for self-actualization and esteem from Maslow in Gistosudarmo and Sudita (1997).

MC Needs Theory. Celand

MCs. Celand examines three types of needs: the need for achievement, the need for affiliation and the need for power.

Need for Achievement

From the results of research conducted by MC. Celand, there are three characteristics of people who have a high need for achievement, namely.

People who have high achievement needs have a high sense of responsibility towards the implementation of a task or find a solution to a problem. As a result, they prefer to work alone rather than with others.

People who have high achievement needs tend to set a moderate level of task difficulty and calculate the risk

People who have high achievement needs have a strong desire to get feedback or responses on the implementation of their duties.

In the study MC. Celand found that money played a less important role in improving job performance for those with high achievement needs. Whereas people who have low achievement needs will not produce good results without financial incentives.

Affiliate Needs

The need for affiliation is a desire to have friendly and warm relationships with others. People who have a high need for affiliation have the following characteristics:

They have a strong desire to get the blessing and peace of others

They tend to conform to the wishes and norms of others in their environment

They have a genuine concern for the feelings of others. People who have a high need for affiliation tend to work with others rather than working alone and tend to have high attendance rates.

The Need for Power

The need for power is the need to influence and control others and be accountable to them. People who have a high need for power have the following characteristics:

The desire to directly influence others.

The desire to exercise control over others.

There is an effort to maintain the relationship of leader-follower.

People who have a high need for power tend to give more suggestions, give opinions and evaluations more often, always try to influence other people's ways of thinking. They also tend to position themselves as leaders in their group activities, and tend to be close to their superiors or leaders.

Employee performance

Dharma (1996) explains that performance is something that is done or products and services produced or provided by a person or group of people. Meanwhile, according to Bernardin and Betty in Smither (1998) stated that performance is a record of the outcomes produced by a particular job function or activity during a certain period.

Performance assessment

According to Mangkuprawira (2003); Warokka et al., (2008); Vilela et l., (2012) performance appraisal is a process carried out by companies in evaluating a person's job performance. Meanwhile, Rao (1996); Palaiologos et al., (2011); Odhiambo, (2015); Schleicher et al., (2018) states that performance appraisal is the process of identifying, observing, measuring and developing employee performance in the organization. Each component of the above definition refers to an important part of the assessment process, namely:

Unsur Identifikasi, mengacu pada a process of determining what areas are the focus of attention.

The Observation element identifies that all assessment criteria must be observed sufficiently so that a fair and accurate assessment can be made.

The element of measurement refers to the main characteristics of the assessment. The rater, however, must be able to translate the observations into a value from the appraisal that represents the level of performance of the employee being assessed.

The Development Element, suggests that performance appraisal should be more than a simple assessment of past performance. To be complete, the assessment should also focus on improving future performance. This requires that the assessed employee receive appraisal feedback.

Oberg (1998); Shen, (2004); DeNisi & Pritchard (2006); Chiang & Birtch, (2010) states that employee performance appraisal is an important part of most management systems for several reasons the objectives differ from one organization to another. But according to Oberg in general it has a purpose:

Assist or encourage superiors to observe employees more closely and assist employees better.

Motivate employees by providing feedback on how they are doing.

Provide data support for management decisions related to performance improvement, transfers, layoffs and so on.

Improve organizational development by identifying people with potential promotions and pinpointing development needs.

Establish a reference and research basis for personnel decisions.

Sources of Performance Appraisal Information

Robbins (1996) states that one of the important tasks in designing a performance appraisal system is choosing who will rate it. In order to be able to conduct an assessment accurately and objectively in accordance with the objectives, it is necessary to have information, as well as to answer who can conduct a performance appraisal. There are several benefits of alternative sources of performance appraisal information, namely:

Manager or Supervisor Assessment

Self Assessment

Coworker Assessment

Performance appraisal based on the concept of TQM (Total Quality Management)

Customer Rating

360 degree rating derajat

Performance Appraisal Method

The most commonly used assessment techniques include (Oberg, 1998) yaitu:

1. Essay Appraisal.
2. Graphic Rating Scale
3. Field Review
4. Forced-Choice Rating
5. Critical Incident Appraisal
6. Management By Objective
7. Work Standards Approach
8. Ranking Methods
9. Assessment Centers

Performance Standards

With the performance appraisal, the employee concerned can be used as feedback about various things such as abilities, thoroughness and shortcomings which will later be useful for determining goals, planning paths and career development. As for the company, it can be used as a reference in decision-making such as education and training, recruitment, selection, programs, promotions, rewards and other aspects which as a whole can make the human resource management process effective.

Effect Between Variables

The influence of motivation on the performance of Gapoktan members According to Handoko (1992) the last measure of the success of the personnel department is the performance of employees. One of the right efforts to do so that they want to work hard is to provide motivation. Posmasari (2000), Widiono (2001) found evidence that employee motivation has a significant influence on work performance. Likewise, Osteraker (1999)

explains that motivation is the center of the elements when we study the human learning process. If the organization does not have the ability to motivate employees, then in practice employees in the organization cannot be used to the maximum. Therefore, motivation is one of the factors that become the goal for any successful organizational learning and it is possible to motivate employees to continue learning.

2.4. Research Hypothesis

Motivation has an influence on the performance of members of the Torong Makmur Batu-Malang Farmer Group.

Posmasari (2000) in his research shows that employee motivation has a significant influence on work performance.

RESEARCH METHODS

Types of research

This study wanted to obtain an overview of the effect of motivation on the performance of members of the Batu-Malang Torong Makmur Farmers Group. In accordance with the formulation of the problem, research objectives and hypotheses, this type of research is explanatory research. Explanatory research according to Nazir (2006) is used to determine the causal relationship between variables through hypothesis testing.

Population and Research Sample

The population of this study were all members of the Torong Makmur Batu-Malang Gapoktan with a total of 308 people with the following composition.

:

Table 3.1.

Distribution of Research Population

No.	Farmers	Total Population
1	Pillars of Farmers	40
2	Mutual cooperation	50
3	Prosperous Pillars	40
4	Sri Fortune	28
5	True Mulyo	45
6	Praise Lestari	30
7	Argo Mulyo	75
Total		308

Source: Secondary Data (Year 2011, 2022)

Singarimbun and Effendi (2005) argue that the sample size does not may be less than 5% of the population

Therefore, so that the sample size taken can be representative, it is calculated using the Slovin formula in Umar (1999) as follows

$$: n = \frac{N}{1 + Ne^2}$$

Keterangan :

- n = Ukuran Sampel
 N = Ukuran Populasi
 e = Persentase kelonggaran ketidaktelitian.

Data Types and Sources

The types of data used in this study are primary data and secondary data

Data collection technique

Techniques or methods to be used in data collection using: Questionnaire and Documentary methods.

Variable Operational Definition

The operational definition of a variable is an element of research that tells how to measure a variable that contains indicators that allow researchers to collect relevant data for that variable. The identification of variables in this study as follows:

Motivation (X)

Willingness to expend a high level of effort for organizational goals, conditioned by the ability of effort to meet an individual's needs.

Member Performance (Y)

A result achieved by the employee in his work according to certain criteria that apply to a particular job.

The description of the two types of variables can be seen in the table 3.3.

Table 3.3
 Variables, Sub Variables, Indicators and Sources

No.	Variable	Sub Variable	Indicator	Source
1	Motivation	Existence Need	Will not leave the Gapoktan membership	Teori ERG dalam Gitosudarmo dan Sudito (1997)
			Feel proud to be a member of Gapoktan	
		The Need for Attachment	Feel proud to be able to help the difficulties of fellow members	
			Trying to provide ideas for the betterment of the organization	
		Feeling that you have a role in advancing the organization		

No.	Variable	Sub Variable	Indicator	Source
		Growth Needs	Becoming a member of Gapoktan provides an opportunity to learn something new	
			Becoming a member of Gapoktan really supports job development	
			Have a desire to advance the Gapoktan organization	
2	Member performance	Working quantity	Ability to complete work according to the given target	Robbins, StephenP (2006)
			Ability to complete more work than a predetermined standard.	
		Work quality	Ability to overcome difficult work with good results	
			Ability to plan farming activities	
		Work attitude	Punctuality at work	
			Independence at work	

Variable Measurement

According to Sugiyono (2005) "The Likert scale is used to measure attitudes, opinions and perceptions of a person or group about social phenomena". With a Likert scale, the variables to be translated into sub-variables. To measure the variables to be studied through the responses of respondents used a Likert scale, in this study each answer to the question in the questionnaire was given a score as follows:

1. Strongly Disagree (STS)
2. Disagree (TS)
3. Fairly agree (CS)
4. Agree (S)
5. Strongly Agree (SS)

3.7 Instrument Testing

3.7.1 Validity test

Validity or validity concerns an understanding of the compatibility between the concept and empirical reality. According to Arikunto (1999) validity is a measure that shows the levels of validity or validity of an instrument. Where this test is carried out to determine whether the measuring instrument (questionnaire) used has been able to measure the required information. According to Arikunto (1999) an instrument is said to be valid if it is able to measure what is desired and disclose the data of the variables studied appropriately.

In this study, the validity test was carried out using the Pearson's product moment correlation technique. This is done by correlating the value obtained from each question item with the total value. Sugiyono (2005) states that an item is declared valid if the Pearson Product Moment

Correlation Index (r) 0.3. Pearson's product moment correlation index (r) can be found by the following formula :

$$r = \frac{n(\sum xy) - (\sum x \sum y)}{\sqrt{\{n \sum x^2 - (\sum x)^2\} \{n \sum y^2 - (\sum y)^2\}}}$$

Source : Sugiyono (2005)

Information:

r = Correlation coefficient

n = Number of respondents

x = Score of answers for each item

y = Total score

Reliability Test

Singarimbun and Effendi (2005) say "reliability is a term used to indicate the extent to which the results of a measurement are relatively consistent if the measurement is repeated two or more times". A measuring instrument is said to be reliable if the tool in measuring a different phenomenon always measures the extent to which the measuring instrument is reliable and reliable. According to Malhotra (2006) "an instrument is said to be reliable if the Cronbach Alpha value is greater than or equal to 0.6". While the Cronbach Alpha formula according to Arikunto (1999) is as follows:

$$r_i = \left[\frac{k}{k-1} \right] \left[1 - \frac{\sum \sigma b^2}{\sigma^2} \right]$$

Source : Malhotra (2006)

Where:

r_i : Instrument reliability

k : The number of questions

$\sum \sigma b^2$: number of item variances

σ^2 : total variants

Data analysis method

In essence, the purpose of data analysis is to simplify data into a form that is easy to read and interpret. In this process, statistics are often used because one of the functions of statistics is to simplify data. After the data is obtained, it will be analyzed using the appropriate method. The statistical analysis used is:

3.8.1. Descriptive Analysis

Descriptive analysis aims to describe or provide an overview of the phenomenon under study through sample data as it is without making conclusions that apply to the public. Descriptive statistics, in this case, are used to provide a description of the variables based on the value of the respondents' answers to the distributed questionnaires.

3.8.2. Inferential Statistical Analysis

Scale Range

Determining the scale range of an aspect of performance is carried out by analyzing the range of criteria (Umar. 2000:225). This analysis is used to find out on which scale the decisions are made. The stages of the criteria range analysis process are as follows: determining the lowest and highest score ranges by multiplying the number of samples with the lowest and highest weights, determining the scale range of each criterion, determining the rating scale for each criterion, and determining the decision criteria. Mathematically, the calculation of the scale range uses a formula with the equation:

$$\text{Scale range} = \frac{R_t - R_r}{M}$$

Source : Umar (2000:225)

Where:

RS = Scale range

Rt = highest range

Rr = Lowest range

M = Number of alternative answers

2. Multiple Linear Regression Analysis

This method is used to see the effect of the independent variables, namely communication, motivation and leadership styles on the dependent variable of the performance of members of the Torong Makmur Batu Malang Farmers Group.

Linear regression equation model:

$$Y = \alpha + \beta_1 X + e$$

Information :

Y = Member performance

α = Constant

β_1 = Regression coefficient number

X = Motivation

e = Bullying Error

3.8.3. Classic Assumption Test

The hypothesis testing model based on regression analysis used in this study must meet the assumptions in order to produce the correct parameter values. Other assumptions include the absence of multicollinearity, heteroscedasticity, and autocorrelation.

Multicollinearity

Multicollinearity is the indication of a linear relationship between independent variables. This condition must be avoided so that the test results are not biased. Multicollinearity testing in this study uses the value of the variance inflation factor (VIF) obtained from the results of hypothesis testing. If the VIF value is greater than 10, it means that there is a problem related to multicollinearity if the VIF value is below 10 (Gujarati 1999).

Heteroscedasticity

Heteroscedasticity is the variance of the confounding factor (error) that occurs in the regression model is not the same or not constant. Therefore, a regression model must be free

from confounding factors. Heteroscedasticity in this study uses Spearman correlation. If the Spearman's rho correlation value is below 0,7 it means that the regression model shows no heteroscedasticity. On the other hand, if the rho value is above 0,7 the regression model shows a heteroscedasticity problem. (Gujarati, 1999).

Autocorrelation

The autocorrelation test will be carried out based on the Durbin-Weston value. This autocorrelation test aims to determine whether there is a correlation between time. The regression model will be free from autocorrelation problems if it meets the following criteria:
 $d_{\text{statistik}} > d_L$ or $< 4 - d_L$

3.8.4. Hypothesis test

The hypothesis in this study will be tested based on the analysis of the t value, which is generated from the multiple regression model. The formulation of the second hypothesis is mathematically as follows::

1. H0: $\beta_i = 0$, This means that the motivational and leadership style variables partially have no significant effect on the performance of the members of the Torong Makmur Batu-Malang Farmers Association and $i = 1,2,3$.
2. Ha: $\beta_i \neq 0$, means that the motivation variable partially has a significant influence on the performance of the members of the Torong Makmur Batu-Malang Farmers Group Association and $i = 1,2,3$.

With a level of significance $\alpha = 5\%$ and with degree of freedom (k) and (n-k) where n is the number of observations and k is the independent variable. Then value t hitung formulated as follows:

Where :

b_i = The i-th regression coefficient with degrees of freedom $n - k - 1$

Se (b_i) = Variant root (b_i).

$$t_{\text{hitung}} = \frac{b_i}{Se_{(b_i)}}$$

With a level of significance $\alpha = 5\%$, then if Sig. $t < 5\%$ so Ho rejected and Ha accepted and if Sig. $t > 5\%$ so Ho accepted and Ha rejected

BAB IV

RESULTS AND DISCUSSION

Gapoktan Overview

Gapoktan Institutional Aspect

An institution is expected to be able to develop and drive the agricultural economy in rural areas through an enterprise and innovation of agricultural products to meet the needs of consumers (members) in terms of quantity and quality. The presence of an institution must also be able to defend the interests of farmers as the main actors (producers) so as to increase the added value of the products produced. Thus the institution must be formed from the local potential contained in these community groups in an area or village.

The establishment of the Torong Makmur Gapoktan was formed on the basis of a recommendation by a local facilitator who was assigned to socialize the Rural Agribusiness Development (PUAP) program. In addition, another objective of the Gapoktan establishment is to improve the welfare of farmers, planters, breeders, fish cultivators and farming communities, members of farmer groups who are members of the Gapoktan through more profitable agricultural technology beliefs and optimization of farmer group empowerment. The formation of Gapoktan is also expected to have a function that can become a magnet for members and non-members in facilitating the teaching and learning process for farmer groups and their members, a vehicle for cooperation between farmer groups, and being able to develop the development of food crop agriculture, plantations, animal husbandry and fisheries. The form of the management structure of the Torong Makmur Gapoktan is generally similar, where the form of the management structure of the Gapoktan consists of a chairman, secretary, treasurer and is supported by several sections. The sections formed include: production facilities section, product processing services section, savings and loan services section, marketing and cooperation services section as well as information and technology services section.

Characteristics of Respondents

Respondents by Gender

Characteristics of respondents based on gender are described in Table 4.1 below:

Table 4.1.
Number of Respondents by Gender

Gender	Amount	Percentage
Man	64	85.3
Woman	11	14.7
Total	75	100

Source: Primary Data Processed, Year 2012, 2022

Based on Table 4.1 above, there are 64 male respondents or 85.3% and 11 female respondents or 14.7%. This can be explained that the majority of members of the Torong Makmur Gapoktan are male.

Respondents by Age

Characteristics of respondents based on age are described in Table 4.2

Tabel 4.2.
Number of Respondents by Age

Age	Amount	Percentage
Less than 30 years	6	8,0
31 years to 40 years	23	30,7
41 years to 50 years	33	44,0
Over 51 years	13	17,3
Total	75	100

Source: Primary Data Processed, Year 2012, 2022

Based on Table 4.2, respondents aged less than 30 years were 6 people or (8%), aged 31 years to 40 years were 23 people or (20.7%), ages 41 years to 50 years were 33 people or (44%) and more than 51 years as many as 13 people or (17.3%). This can be explained that the majority of Gapoktan members are between 41 and 50 years old, where at that age is the age of maturity of a person in making decisions related to work.

Respondents based on Last Education

Characteristics of respondents based on their last education are described in Table 4.3.

Table 4.3.
Number of Respondents Based on Last Education

Education	Amount	Percentage
SD	8	10.7
SMP	17	22.7
SMU	41	54.6
Diploma	9	12.0
Total	75	100

Source: Primary Data Processed, Year 2012, 2022

Based on the table above, it can be explained that there are 8 respondents with elementary school education or (10.7%), 17 people with junior high school education or (22.7%), 41 people with general high school education or (54.6%) and undergraduate education 9 people or (12%). It can be explained that most of the respondents have general high school education.

Description of Respondents Based on Length of Membership

The description of respondents based on length of time being a member is described in Table 4.4.

Table 4.4.
Description of Respondents Based on Length of Membership

Long Time Member	Frekwensi	Percentage (%)
Less than 1 year	5	6.6
1 year – 2 years	14	18.7
2 years – 3 years	41	54.7
3 years and over	15	20
Total	75	100

Source: Primary Data Processed, Year 2022

Based on Table 4.4 it is known that as many as 5 people or 6.6% became members of Gapoktan for less than 1 year, as many as 14 people or 18.7% for 1-2 years, as many as 41 people or 54.7% for 2-3 years and as many as 15 people or 20% became members 3 years and over. This shows that respondents who have been members of Gapoktan for 2-3 years have long enough knowledge and experience in carrying out organizational activities.

Instrument Testing

The measurement of the instrument variables of the variables used in this study refers to the measurement of instruments that have been used in previous studies, but to ensure whether these instruments are still relevant, validity and reliability tests are carried out.

The results of testing the validity and reliability of the instrument can be seen in Table 4.5 below:

Table 4.5
Instrument Validity and Reliability Test Results

Variable	Items	Correlation		Koefisien	
		r	status	Alpha	status
Work motivation	X _{2.1}	0,324	Valid	0,672	Reliabel
	X _{2.2}	0,782	Valid		
	X _{2.3}	0,752	Valid		
	X _{2.4}	0,526	Valid		
	X _{2.5}	0,463	Valid		
	X _{2.6}	0,506	Valid		
	X _{2.7}	0,717	Valid		
	X _{2.8}	0,583	Valid		
Member performance	Y ₁	0,609	Valid	0,797	Reliabel
	Y ₂	0,824	Valid		
	Y ₃	0,783	Valid		
	Y ₄	0,778	Valid		
	Y ₅	0,710	Valid		
	Y ₆	0,673	Valid		

Source: Processed Data 2022

Based on the results of the validity and reliability tests carried out on instrument items, it shows that all research instrument items can be said to be valid and reliable, because they have met the criteria for testing the validity of the instrument items used, namely the Pearson product moment correlation index value $(r) \geq 0.3$ and meets the criteria for testing the reliability of the instrument item used, namely the Cronbach Alpha value is greater than or equal to 0.6.

Descriptive Statistical Analysis

Descriptive statistical analysis describes the frequency distribution of respondents' answers based on responses to the statements in the questionnaires that have been distributed covering four variables, namely organizational culture, transformational leadership style, organizational commitment, and employee performance. This analysis is descriptive in nature and the trends that arise regarding the research variables are in accordance with the results of the data in the field without drawing any meaningful conclusions.

This section presents the frequency distribution of scores for each variable item and the mean of each variable item. To describe the mean value of each item, indicator and variable in this study used criteria with class intervals obtained from the calculation results:

$$\frac{(\text{Highest answer score score} - \text{lowest answer score score})}{\text{Number of classes/categories}}$$

The score of respondents' answers in this study refers to a 5-point scale from Likert, so that the highest respondent's answer score is 5 and for the lowest answer score is 1, while the number of classes/categories used in the preparation of these criteria is adjusted to the scale used, namely 5 class, so the interval obtained for each class is $(5-1) : 5 = 0.8$. Thus the criteria for

describing the mean value obtained for each item, indicator and variable can be arranged as follows :

Table 4.6
Basis of Interpretation of Indicator Scores in Research Variables

No	Value/Score	Motivation	Performance
1	1 – 1.8	Very low	Very low
2	>1.8 – 2.6	Low	Low
3	>2.6 – 3.4	High enough	High enough
4	>3.4 – 4.2	Tall	Tall
5	>4.2 – 5.0	Very high	Very high

Source: Sudjana (2001)

Communication

Based on the data collected from the questionnaire about the frequency distribution of the communication variable items, it can be seen in table 4.7 below:

Frequency of Respondents' Answers Motivational Variables

Based on the data collected from the questionnaire about the frequency distribution of the motivational variable items, it can be seen in table 4.8 below::

Table 4.8.
Respondents' Answers Motivational Variables

Items	Respondent's Answer										Mean
	1 SR		2 R		3 CT		4 T		5 ST		
	f	%	f	%	F	%	F	%	f	%	
X ₁	1 4	18.7	25	33.3	12	16.0	21	28.0	3	4.0	2,65
X ₂	1	1.3	-	-	4	5.3	31	41.3	39	52.0	4,43
X ₃	1	1.3	1	1.3	2	2.7	34	45.3	37	49.3	4,40
X ₄	1	1.3	-	-	1	1.3	34	45.3	39	52.0	4,47
X ₅	-	-	-	-	2	2.7	45	60.0	28	37.3	4,35
X ₆	1	1.3	-	-	2	2.7	41	54.7	31	41.3	4,35
X ₇	1	1.3	1	1.3	6	8.0	42	56.0	25	33.3	4,19
X ₈	3	4.0	5	6.7	10	13.3	40	53.3	17	22.7	3,84
Mean											4,27

Source: Primary Data Processed, year 2022

4.4.4. Frequency of Respondents Answers Member Performance Variables (Y)

Table 4.10.

Frequency of Respondents' Answers Member Performance Variables (Y)

Items	Respondent's Answer										Mean
	1 SR		2 R		3 CT		4 T		5 ST		
	f	%	f	%	F	%	F	%	F	%	

Y ₁	1	1.3	6	8.0	9	12.0	48	64.0	11	14.7	3,83
Y ₂	-	-	2	2.7	18	24.0	42	56.0	13	17.3	3,88
Y ₃	-	-	3	4.0	9	12.0	45	60.0	18	24.0	4,04
Y ₄	-	-	1	1.3	5	6.7	52	69.3	17	22.7	4,13
Y ₅	1	1.3	1	1.3	5	6.7	51	68.0	17	22.7	4,09
Y ₆	4	5.3	18	24.0	19	25.3	25	33.3	9	12.0	3,23
Mean											3,87

Source: Primary Data Processed, year 2022

Classic assumption test

The hypothesis testing model based on regression analysis used in this study must meet the classical assumptions in order to produce valid parameter values. The classical assumptions include the absence of multicollinearity and heteroscedasticity.

Multicollinearity Test

Table 4.11
Multicollinearity Test Results

No	Variable	VIF value	Decision
1	Motivation (X)	1.137	There is no multicollinearity

Source: Primary Data Processed

Heteroscedasticity Test

Table 4.12
Heteroscedasticity Test Results

		Correlations				
		Unstandardized Residual	Komunikasi	Motivasi Kerja	Gaya kepemimpinan	
Spearman's rho	Unstandardized Residual	Correlation Coefficient	1,000	,050	-,008	,028
		Sig. (2-tailed)	.	,668	,947	,811
		N	75	75	75	75
Motivasi Kerja		Correlation Coefficient	-,008	,352**	1,000	-,244*
		Sig. (2-tailed)	,947	,002	.	,035
		N	75	75	75	75

** . Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Source: Primary Data Processed

The results of the Spearman' rho correlation analysis in Table 4.12 above show that between the confounding variants (unstandardized residuals) with each independent variable there is no value above 0.7. This means that the variance of the predictor variable confounding factors is the same or constant. And heteroscedasticity does not occur in the regression model of this study.

Multiple Regression Analysis

Table 4.13
Recapitulation of Linear Regression Analysis Results

Variable	b	T	Sig t	Information
Constant	3.137			
Motivation	0.283	2.683	0.009	Significant
α : 5 % R : 0.466 R Square : 0.218 F count : 6.583 Sig. F : 0.001				

Source: Primary data processed

Hypothesis test

Hypothesis testing in this study aims to investigate the effect of motivational variables on the performance of Gapoktan members. To test this hypothesis, multiple linear regression analysis was used with the t test.

The value of t for the motivation variable (X) is 2,683 with a significance level of 0.009. The significance value is smaller than the statistical significance level in $\alpha = 5\%$, thus rejecting H_0 which means that motivation (X) has a significant effect on the performance of Gapoktan members (Y). That is, the higher the motivation of Gapoktan members, where members have a sense of pride in being members of Gapoktan, feel they have a role in advancing the organization, being a Gapoktan member provides an opportunity to learn something new, being a Gapoktan member greatly supports job development and has a desire to advance the Gapoktan organization, this makes the impetus to always improve its performance.

The Gapoktan chairperson carries out direct supervision of members in completing work, the Gapoktan chairman involves members in making decisions in solving work-related problems and asks for opinions from members in making decisions by giving them the freedom to choose how to complete the work this will improve the performance of members.

Discussion

Discussion of the results of this study can not be separated from the research objectives that have been set. The purpose of this research is to obtain empirical evidence about the effect of motivation on the performance of Gapoktan members.

The discussion of research results will be presented based on descriptive analysis, which is an exposure to the frequency of respondents' answers to the results of the questionnaire (questionnaire) distributed.

The index of respondents' average perception of motivation is 4.27. This means that the respondent's perception regarding the motivation given is high, meaning that the key to the success of the chairman in moving his members lies in his ability to satisfy or meet the needs of his members. An unsatisfied need creates tension that stimulates impulses within the individual, this drive causes a behavior to find certain goals, and if the goal is achieved it will reduce tension. High motivation of Gapoktan members due to the age factor of Gapoktan members between 41 to 50 years, general high school education and length of membership between 2-3 years.

The index of respondents' average perception of employee performance is 3.87. This means that respondents' perceptions related to their performance are high, meaning that members still have high performance in carrying out their work, which is indicated by mastering all the

intricacies of their field of work, having good skills in carrying out their duties, having extensive experience in their field of work, always being serious. really in carrying out their duties and carrying out their duties efficiently.

Motivation has a significant effect on the Performance of Gapoktan Members

Work motivation has a significant effect on the performance of Gapoktan members, these results indicate that the higher the work motivation, the higher the performance of Gapoktan members. the high quality and quantity of work achieved by a Gapoktan member in carrying out his duties in accordance with the responsibilities given to him because of the factor of Gapoktan members who have high work motivation. The high motivation of Gapoktan members is due to the age factor of Gapoktan members between 41 to 50 years, general high school education and length of membership between 2-3 years. This result causes Gapoktan members to feel proud to be members of Gapoktan, because they can help fellow members' difficulties, try to provide ideas for organizational progress, have a role in advancing the organization, have the opportunity to learn something new, support job development so that they have a desire to advance the Gapoktan organization.

These results strengthen the theory expressed by Robbins (2006); Saeed & Asghar, (2012); Nadim et al., (2012); Saputra, (2021) that motivation is a willingness to make a high effort towards organizational goals, which is conditioned by the ability of that effort to fulfill an individual need. Likewise, Noegroho (2002); Pless, (2007); Nadim et al., (2012); Ali et al., (2016) that work motivation is something that gives rise to encouragement or work enthusiasm or in other words motivation is an impulse that someone wants to take action to meet their needs.

The results of this study support the study conducted by Posmasari (2000) that employee motivation has a significant influence on work performance. Widiono (2001); Manzoor, (2012); Shu, (2015); Chiniara & Bentein, (2016); Kuranchie-Mensah & Amponsah-Tawiah, (2016); Moon et al., (2020) that motivation which consists of fulfilling the need for existence, attachment and fulfillment of the need for growth affects the level of employee performance. While the fulfillment of the engagement has the most dominant influence on the level of employee performance. Likewise, Osteraker (1999); ten Cate et al., (2011); Richter et al., (2015); Cook & Artino, (2016) explains that motivation is the center of the elements when we study the human learning process. If the organization does not have the ability to motivate employees, then in practice employees in the organization cannot be used to the maximum. Therefore, motivation is one of the factors that become the goal for any successful organizational learning and it is possible to motivate employees to continue learning.

BAB V

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on the results of the analysis and discussion of this research, it can be concluded that: Work motivation has a significant effect on the performance of Gapoktan members, these results indicate that the quality and quantity of work achieved by a Gapoktan member is due to the factor of Gapoktan members who have high work motivation, where The motivation is formed because Gapoktan members feel proud to be members of Gapoktan, because they can

help the difficulties of fellow members, try to provide ideas for organizational progress, have a role in advancing the organization, have the opportunity to learn something new, support job development so that they have a desire to advance the organization. gapoktan.

Suggestion

Based on the conclusions above, the suggestions from this research are:

To increase motivation, leaders are advised to evaluate the performance of members on a regular basis. With this evaluation, it is expected that the organization can better understand the strengths and weaknesses of its members as well as obstacles or obstacles during doing work so that members will be more effective and efficient in carrying out their work.

For further research that uses the same theme as this research, it is suggested that it is necessary to conduct a study of the variables that have not been included in this study, such as leadership, work environment and organizational culture, so that it will produce a more perfect study.

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