

Impact of Performance Incentives and Work Motivation on Personnel and Human Resources Development State Civil Apparatus Performance in Pringsewu Regency

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Abstract

Civil Servants are employees who have met the criteria that have been determined through prior selection, then appointed by authorized officials and assigned duties in a position and paid based on applicable laws and regulations. Employee performance is the level of ability of a person or group in carrying out the tasks assigned to them. Employee performance is a firm measure that can be used as consideration in promoting a person's rank and position. The purpose of this research is to determine the influence of performance allowances and work motivation together on STATE CIVIL APPARATUS performance at the Personnel and Human Resources Development Agency Pringsewu Regency. The research type is descriptive survey method. The population in the research was all employees of the civil service and human resources development agency of Pringsewu Regency, totaling 42 people. Analyze qualitative and quantitative data using analysis multiple linear regression. The results of the research concluded that based on the results of partial hypothesis testing, performance allowances have a positive effect on the performance of STATE CIVIL APPARATUS at the Pringsewu Regency Personnel and Human Resources Development Agency. Work motivation has a positive effect on the performance of STATE CIVIL APPARATUS at the Pringsewu Regency Personnel and Human Resources Development Agency. Simultaneous hypothesis test results: Performance allowances and work motivation together have a positive effect on the performance of State Civil Apparatus at the Pringsewu Regency Personnel and Human Resources Development Agency.

Keywords: Performance Allowance; Motivation; Performance

Introduction

Civil servants play a critical role in the functioning of government organizations, acting as the primary drivers of administrative processes and public services. Their performance directly impacts the effectiveness and efficiency of government operations, making it essential to understand the factors that influence their productivity (Kokhanovskaya et al., 2019). Previous research has shown varying impacts of incentives and motivation on employee performance across different sectors. For instance, Bukit & Hapsara (2023), found that training significantly boosts motivation and performance in the Regional Disaster Management Agency Office. While Utomo (2022) noted that both incentives and motivation positively but insignificantly affect employee performance in the North Samarinda Sub-District Office. Similarly, Sihabudin (2019) highlighted that motivation has a more substantial impact on performance than incentives at PT. Hurip Utama Cikampek.

Despite these findings, there remains a gap in understanding the specific effects of performance allowances and work motivation on the performance of civil servants within the Personnel and Human Resources Development Agency in Pringsewu Regency. This research aims to fill that gap by examining how these factors influence performance in this specific context (Wilona & Defrizal, 2024). The objectives of this study are to assess the impact of performance allowances on the performance of civil servants at Pringsewu Regency Personnel and Human Resources Development Agency,

determine the effect of work motivation on their performance, and identify and analyze any significant discrepancies in performance based on the levels of allowances and motivation.

Civil servants are essential employees appointed to positions based on established criteria, responsible for executing various administrative and public service duties (Barusman, 2019). Their role is pivotal in achieving governmental objectives, necessitating a thorough understanding of the factors that enhance their performance (Xu, 2021). Employee performance is a measurable indicator of how well an individual or group executes assigned tasks, influencing decisions regarding promotions and career advancements (Tumija & Bukit, 2023). According to Riwukore (2021), performance is the outcome achieved by employees within the scope of their responsibilities and authority, aimed at organizational goals while adhering to legal and ethical standards.

To ensure efficient organizational functioning, particularly within the Pringsewu Regency Personnel and Human Resources Development Agency, it is crucial to maintain high levels of performance among civil servants. The Job Performance Score is used to evaluate their performance, with the latest data from the first semester of 2023 indicating that 80.9% of employees scored between 90-109 (good), while 19.9% scored between 70-89 (fair). These scores highlight the need for improvement to meet the standards set by the Regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform Number 8 of 2021.

Human resources, comprising individuals with varied abilities, creativity, knowledge, and initiative, are vital for achieving organizational goals (Nguyen et al., 2020). Effective management of these resources through appropriate compensation and motivational strategies is essential (Bradley, 2017). Performance allowances, as regulated by PAN-RB No. 63 of 2011, are designed to improve the welfare of civil servants by providing financial incentives based on work attendance and task execution. However, issues such as absenteeism and inadequate motivation can undermine these efforts, necessitating further investigation into their impact on performance (Dzulhijatussarah & Defrizal, 2024).

Motivation, a crucial determinant of employee behavior and effectiveness, is influenced by various factors including responsibility, work performance, opportunities for advancement, recognition, and challenging work (Adeniyi, 2020). Properly motivated employees are more likely to exhibit high levels of performance, contributing positively to organizational success (Sanjaya & Indrawati, 2023). This study aims to explore the influence of performance allowances and work motivation on the performance of civil servants in Regency Personnel and Human Resources Development Agency Pringsewu Regency, addressing the existing gaps in literature and providing insights for enhancing employee productivity.

Methodology

The research adopts a quantitative approach, utilizing a survey method to collect and analyze data. The survey method is employed with the use of a structured questionnaire as the primary instrument for data collection. This approach is chosen to capture and describe the actual conditions pertaining to the performance of civil servants at the Pringsewu Regency Personnel and Human Resources Development Agency. The population for this study comprises all employees of the Pringsewu Regency Personnel and Human Resources Development Agency, totaling 42 individuals. Given the manageable size of the population, the research involves a census study, wherein the entire population is surveyed to ensure comprehensive data collection and analysis

(Kaewanuchit & Sawangdee, 2018). This approach is justified as the population size is less than 100, making it feasible to study every member, thus enhancing the reliability and validity of the findings (Nanjundeswaraswamy & Divakar, 2021).

For data analysis, multiple linear regression is used to evaluate the impact of performance allowances and work motivation on employee performance. This statistical method allows for the examination of the relationship between multiple independent variables (performance allowances and work motivation) and a single dependent variable (employee performance). The use of multiple linear regression is appropriate as it facilitates the identification and quantification of the individual and combined effects of the independent variables on the dependent variable, providing a robust framework for testing the research hypotheses and drawing meaningful conclusions (Michaellim & Habiburahman, 2024).

Results and Discussion

Analysis Qualitative

Distribution data answer respondents on variable Performance allowances were known from the 42 respondents studied, namely 2 (4.8%) respondents stated that the State Civil Apparatus performance allowances at the Pringsewu Regency Personnel and Human Resources Development Agency were in the very good category, 16 (38.1%) respondents stated that performance allowances were in the good category, as many as 20 (47.6) respondents stated that performance allowances were in the quite good category, as many as 4 (9.5%) respondents stated that performance allowances were in the poor and non-existent category (0 .00%) of respondents who stated that performance allowances were in the very poor category. Thus, the majority of research respondents stated that the performance allowance for State Civil Apparatus at the Pringsewu Regency Personnel and Human Resources Development Agency was quite good.

Distribution data answer respondents on variable Work motivation It is known that of the 42 respondents studied, it was found that 4 (9.5%) respondents stated that the work motivation of State Civil Apparatus at the Pringsewu Regency Personnel and Human Resources Development Agency was in the very good category, 19 (45.2%) respondents stated that work motivation was in the good category, 15 (35.7%) respondents stated that work motivation was in the quite good category, 5 (11.9%) respondents stated that work motivation was in the not good and non-existent category (0 .00%) of respondents who stated that work motivation was in the very poor category. Thus, the majority of research respondents stated that work motivation at the Pringsewu Regency Personnel and Human Resources Development Agency State Civil Apparatus was good.

Distribution data answer respondents on variable Performance is known that from 42 careful respondents, it was found that 8 (90.0%) respondents at the Pringsewu Regency Personnel and Human Resources Development Agency State Civil Apparatus had performance that fell into the very good category, as many as 20 (47.6%) respondents had performance that fell into the good category, as many as 12 (28.6%) respondents had performance that fell into the quite good category and there were 2 (4.8%) had performance that fell into the poor category, and as many as 0 (0 .0%) of respondents had performance that fell into the very poor category. Thus, the majority of respondents thought that the performance of the State Civil Apparatus of the Pringsewu Regency Personnel and Human Resources Development Agency was in the Good category.

Analysis Quantitative

Analysis data regression linear iberdouble get value $Y = 8.968 + 0.340X_1 + 0.459X_2 + Et \alpha$ 8.968 means that if performance allowances and work motivation are considered constant then State Civil Apparatus performance still has a value of 8.968, b_1 0.340 means that if the performance allowance is increased by 1 unit and other variables remain constant, it will increase State Civil Apparatus performance by 0.340 units.

b_2 0.459 means that if work motivation is increased by 1 unit and other variables remain constant, State Civil Apparatus performance will increase by 0.459 units.

Based on the information above, it can be concluded that the value of the regression coefficient X_2 is greater than the value of the regression coefficient Pringsewu.

Table 1. F Test

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	706,975	2	353,488	21,920	,000b
	Residual	628,929	39	16,126		
	Total	1335,905	41			

a. Dependent Variable: Performance_Y

b. Predictors: (Constant), Motivation, Allowance

From the table above, it is known that F_{count} is 21,920 and F_{table} at $DF_1 = 2$, $DF_2 = 39$ and the 5% significance level ($\alpha = 0.05$) is 3.23.

Thus, the comparison of F_{count} with F_{table} at the 5% significance level is $21,920 > 3.23$. Based on this comparison, it is known that F_{count} is greater than F_{table} at a significance level of 5% ($\alpha = 0.05$) and the significance test produces a value of $sig.=0.000 < 0.05$. In this way, H_a is accepted, meaning that the performance allowance and work motivation together influence the performance of State Civil Apparatus at the Pringsewu Regency Personnel and Human Resources Development Agency.

Table 2.

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,968	4,321		2,075	,045
	Allowance X1	,340	,133	,324	2,560	,014
	Motivasi X2	,459	,114	,511	4,039	,000

a. Dependent Variable: Performance

From the table above, we get the t_{count} value at Based on this comparison, the t_{count} value for performance allowances is greater than the t_{table} value, and with a significant level, namely the sig value. $X_1 = 0.014 < 0.05$. So it can be concluded that performance allowances influence the performance of State Civil Apparatus at the Pringsewu Regency Personnel and Human Resources Development Agency. Based on this comparison, the t_{count} value for the Work Motivation variable is greater than the

table value, and at a significant level, namely the sig value. $X^2=0.000<0.05$. So it can be concluded that work motivation influences the performance of State Civil Apparatus at the Pringsewu Regency Personnel and Human Resources Development Agency.

The results of the research show that the performance allowance aspect has a significant effect on the performance of State Civil Apparatus at the Pringsewu Regency Personnel and Human Resources Development Agency. This means that if performance allowances are increased well, State Civil Apparatus performance will also improve well. The performance allowance provided will support the implementation of State Civil Apparatus performance.

Conclusion

Respondents predominantly assessed that the performance allowances developed at the Pringsewu Regency Personnel and Human Resources Development Agency State Civil Apparatus were running well. Performance allowances have a positive effect on the performance of State Civil Apparatus at the Pringsewu Regency Personnel and Human Resources Development Agency.

Respondents predominantly assessed that work motivation at the Pringsewu Regency Personnel and Human Resources Development Agency State Civil Apparatus was running well. Work motivation has a positive effect on the performance of State Civil Apparatus at the Pringsewu Regency Personnel and Human Resources Development Agency.

The performance of State Civil Apparatus at the Pringsewu Regency Personnel and Human Resources Development Agency has been going well. Performance allowances and work motivation together have a positive influence on the performance of State Civil Apparatus at the Pringsewu Regency Personnel and Human Resources Development Agency.

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