

Analysis of Effect of Work Motivation and Job Satisfaction Performance Against Serdang Agricultural Extension Bedagai

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ABSTRACT

This study was conducted to Determine Whether there is a positive and significant influence between work motivation and job satisfaction both partially and simultaneously on the performance of agricultural instructors in Bedagai Serdang district. The population in this study were all agricultural extension workers, amounting to 110 in the BP2KP district of Serdang Bedagai. This study took all Populations as a sample (census). Data collection instruments using a questionnaire technique. Analyzed data Came from distributing questionnaires to employees who were sampled in this study with a Likert scale measurement. Hypothesis analysis is done by multiple linear regression analysis with the SPSS 22 software program. The results of hypothesis testing show that (1) work motivation has a positive and significant effect on the performance of agricultural instructors. (2) job satisfaction has a positive and significant effect on the performance of agricultural instructors (3) simultaneously work motivation and job satisfaction have a positive and significant effect on the performance of agricultural instructors.

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1. Introduction

In order for extension activities can run denganbaik it would require the resources extension agent that has the ability dankompetensi good in agriculture, grounds, facilities, infrastructure, funding and status strong institutions is necessary so that the performance can be appropriate (effective) and effective (efficient) in duties and functions of the institutions. The results of outreach activities in addition to increasing agricultural production is a change of mindset and behavior of farmers in conducting agricultural activities. Changes in conditions of farmers that are more advanced, demanding the extension services district / city to make changes in the organization of education systems, information systems development technology innovation, enhancing the professionalism of the field extension to respond to all the changes that occur quickly and proportionately. This requires trainers to improve the knowledge, experience and their competence to be able to understand the condition of the peasants (the potential and problems) and expands the target extension, not only for the institution of production (farmer groups) but all institutions engaged in agribusiness activities in the countryside as a whole in empowerment. Extension Centers and Food Security (BPK) Serdang Bedagai is a unit supporting the implementation of agricultural extension and utilization management is the responsibility of the District government. This extension institutions established since 2007 until now. Facilities, infrastructure, funding and strong institutional status is necessary so that the performance can be appropriate (effective) and effective (efficient) in performing their duties and functions of the institutions. Over time instructor working conditions deteriorated. There are some things that illustrate this point. from year 2013 to 2017 do not show an increase in farmers' group classes from beginner kelompok up

with the main group. This is because aspects are considered not suitable as there are still many farmers who do not carry out agricultural patterns are planned in accordance with well defined planting pattern of cropping systems to the processing and marketing. In fact the field is still much to cultivate traditional agriculture. The decline in the performance of technicians are also seen in some of the tasks and obligations of the extension sendiri. Ada some administrative tasks that must be done by the educator as Sheet Preparation of the visit (LPK), Collection Education Program, Monograph and Work Plan. Generally all of these administrative reports relating to the extension in the field duty is supervision and delivery of extension materials. Generally most of the extension late in collecting reports may not even report until the deadline that has been set BP2KP which will have an impact on the delay in the preparation of plans and programs the district level. Based on the background described above, then that will be examined through this study is the declining performance of agricultural extension in Serdang Bedagai. Generally most of the extension late in collecting reports may not even report until the deadline that has been set BP2KP which will have an impact on the delay in the preparation of plans and programs the district level. Based on the background described above, then that will be examined through this study is the declining performance of agricultural extension in Serdang Bedagai. Generally most of the extension late in collecting reports may not even report until the deadline that has been set BP2KP which will have an impact on the delay in the preparation of plans and programs the district level. Based on the background described above, then that will be examined through this study is the declining performance of agricultural extension in Serdang Bedagai.

2. Research Methodology

This study was included in the quantitative research. The method used in this research is Multiple Linear Regression Analysis. The purpose of using multiple regression analysis is to determine how the influence of the independent variable motivation and job satisfaction on the performance of agricultural extension. To test the hypothesis, carried out using SPSS calculations based on regression analysis. Testing regression equation there are two, namely the partial testing and simultaneous testing. Partial testing is done to determine significant or not each of the regression coefficient (X1, X2) individually against the dependent variable (Y). Simultaneous testing it involves two independent variables (motivation and job satisfaction) of the dependent variable (performance of agricultural extension) in examining whether there is a significant effect simultaneously / together. Simultaneous testing using the F distribution is comparing the calculated F (F ratio) with F table. Coefficient of Determination and Analysis Correlation Coefficient of determination in linear regression is used to determine the percentage contribution of the influence of the independent variables (X1, X2) simultaneously on the dependent variable (Y). This coefficient shows how much percentage of variation of the independent variables used in the model is able to explain the variation of the dependent variable. R2 value equal to 0 means no influence of independent variables on the dependent variable.

3. Results and Analysis

3.1. Results Equation Regression Analysis

This analysis is used to determine whether there is a positive effect of independent variables, work motivation (X1) and Job Satisfaction (X2) on the dependent variable is the performance of Agricultural Extension (Y).

Table 1
Results Equation Regression Analysis

Coefficientsa

Model	Coefficients unstandardized		standardized Coefficients	t	Sig.
	B	Std. Error	beta		
1 (Constant)	.951	.195		4,882	.000
Work motivation	.386	.062	.480	6209	.000
Job satisfaction	.285	.067	.293	3,778	.000



a. Dependent Variable: Performance agricultural extension

Based on SPSS output in Table 1 Coefficients unstandardized (Beta column), then the regression equation can be formulated as follows:

$$Y = 0.951 + 0.386 X1 + 0.285 X2$$

From the equation above, it can be explained that:

- 1) Constants (a) of 0.951.
- 2) Work motivation variable (X1) in unstandardized Coefficients (Beta column) of 0.386 with a significant value of less than 0.05 (0.000 <0.05). This means that if a variable work motivation increased one unit will increase by 0,384 Employee Performance variables assuming another independent variable is fixed.
- 3) Variables Job Satisfaction (X2) in unstandardized Coefficients (Beta column) of 0.285 with significantly smaller than 0.05 (0.000 <0.05). This means that if a variable job satisfaction increased one unit will increase the variable Employee Performance at 0.255 assuming another independent variable is fixed.

3.2. Results Correlation Coefficient (R) and the coefficient of determination (Adjusted R2)

The correlation coefficient (R) is the correlation that the correlation between two or more independent variables on the dependent variable. The correlation coefficient indicates how much the relationship between the variables Work Motivation and Job Satisfaction simultaneously to variable performance Agricultural Extension

The coefficient of determination (Adjusted R2) aims to determine how large a percentage of independent variables (Work Motivation and Job Satisfaction)able to explain the dependent variable (Performance Extension).

From Table 2 can be seen the correlation coefficient (R) and the coefficient of determination (Adjusted R2) on output Summa ModelRYB as follows:

Table 2
Results Correlation Coefficient (R) and the coefficient of determination (R2)

Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.821a	.758	.650	.21333

a. Predictors: (Constant), Job Satisfaction, Work Motivation.

b. Dependent Variable: Performance Extension

Source: Results of Treatment (data processed by SPSS, 2019)

SPSS output of the table, it can be seen that:

- 1) The value of the correlation coefficient (R) of 0.821 indicates that there is a very strong relationship between work motivation variable (X1) and job satisfaction (X2) to agricultural extension performance variable (Y) in Serdang BP2KP Bedagai.
- 2) The coefficient of determination (Adjusted R Square) of 0.650. This figure can be used to see how much influence employee motivation and job satisfaction on employee performance by calculating the coefficient of determination (KD) using the following formula: $KD = r^2 \times 100\%$ with a value of 65%. The figure explains that influence employee motivation (X1) and job satisfaction (X2) to the variable performance of agricultural extension (Y) simultaneously is 65% or independent variables are able to explain 84% of dependent variables, while the remaining 35% are influenced or explained by other variables which are not included within the scope of this study as organizational culture, work environment, training, career development, competencies, compensation and more.
- 3) *Standard Error of the Estimate* amounted to 0.21333 which indicates that errors can occur in predicting the performance of agricultural extension at 0.21333.

3.3. Results of Simultaneous Hypothesis Testing (Test F)

This test is used to determine whether the independent variable (Work Motivation and Job Satisfaction) simultaneously and significant effect on the dependent variable (Kinerjapenyuluh agriculture).



From Table 3 shows the results of simultaneous regression coefficient test on SPSS output ANOVAa as follows:

Table 3
Results of Simultaneous Hypothesis Testing (Test F)

ANOVAa

Model	Sum of Squares	Df	mean Square	F	Sig.
1 Regression	13 245	2	4,415	97 010	.000b
residual	2367	52	.046		
Total	15 612	55			

a. Dependent Variable: Agricultural Extension Performance

b. Predictors: (Constant), Job Satisfaction, Work Motivation.

Source: Results of Treatment (data processed by SPSS, 2019)

Stage - the stage to perform Simultaneous Test (Test F) is as follows:

- 1) Hypothesis Formulation
 - H0 : There is no positive and significant relationship between work motivation (X1) and Job Satisfaction (X2) on agricultural extension agent (Y).
 - Ha : There is a positive and significant relationship between work motivation (X1) and Job Satisfaction (X2) simultaneously to the agricultural extension agent (Y).
- 2) Criteria Testing
 - To show a significant effect or not as follows:
 - If sig < 0.05, significant influence
 - If sig > 0.05, no significant effect
- 3) Conclusion
 - Based on the results in Table 1.3 show that the probability of the significant column 0.000 < 0.05 then H0 is rejected means that there are positive and significant relationship between work motivation (X2) and job satisfaction (X3) on the performance of agricultural extension (Y). The results of simultaneous hypothesis testing (Test F) is receiving Ha means there is a positive and significant relationship between work motivation (X1) and Job Satisfaction (X2) on the performance of agricultural extension (Y) in Serdang Bedagai BP2KP.

3.4. Partial results of Hypothesis Testing (t test)

This test is used to determine whether the independent variable in the regression model (, Work Motivation and Job Satisfaction) partially and significant effect on the dependent variable (Performance Employees).

From Table 4 it can be seen the result of partial regression coefficient test on SPSS output Coefficient^a as follows:

Table 4
Partial results of Hypothesis Testing (t test)

Coefficientsa

Model	Coefficients unstandardized		standardized Coefficients	t	Sig.
	B	Std. Error	beta		
1 (Constant)	.951	.195		4,882	.000
Work motivation	.384	.062	.480	6509	.000
Job satisfaction	.255	.067	.293	3888	.000

a. Dependent Variable: Agricultural extension performance

Source: Results of Treatment (data processed by SPSS, 2019)

Stage - the stage to perform partial test (t test) is as follows:



- 1) Determining hypothesis
H0 : There is no positive and significant relationship between work motivation (X1) on the Performance Extension (Y).
H2 : There is a positive and significant relationship between work motivation (X1) on the Performance Extension (Y).
H0 : There are positive and significant relationship between job satisfaction (X2) on the performance of extension (Y).
H3 : There is a positive and significant relationship between job satisfaction (X2) on the performance of extension (Y).
- 2) Determining t
Based on Table 1.3 *Coefficients* column t, then the obtained value t on each independent variable as follows:
 - 1) Tcount variable work motivation (X2) is 6.509
 - 2) Job Satisfaction tcount variable (X3) of 3.888.
- 3) criteria Testing
To show a significant effect or not as follows:
 - If sig < 0.05, significant influence
 - If sig > 0.05, no significant effect
- 4) Conclusion
From the results of Table 1.3, kedua significant independent variable with a value of less than 0.05. Then H0 is rejected means that there are positive and significant relationship between motivation and job satisfaction in each - each (partially) on the performance of employees.
The results of partial hypothesis testing (t test) is to accept H1, and H2. Artinya there is a positive and significant relationship between work motivation (X1) and Job Satisfaction (X2) are each - each (partially) on the performance of agricultural extension (Y) on BP2KP Serdang Bedagai.

4. Conclusion

The results of this study concluded that motivation and job satisfaction affects the performance of the agricultural extension agents simultaneously or partially in Serdang BP2KP Bedagai The conclusions which will be explained as follows:

- 1) The test results on the first hypothesis (H1) shows the work motivation (X2) has positive and significant effect partially on agricultural extension performance variable (Y) in Serdang BP2KP Bedagai
- 2) The test results on the second hypothesis (H2) showed job satisfaction variables (X3) positive and significant impact on agricultural extension performance variable (Y) in Serdang Bedagai BP2KP
- 3) The test results on the third hypothesis (Ha) shows that there is a positive and significant influence between variabelmotivasi work and job satisfaction on performance variables agricultural extension. This proves there is a very strong influence between the variables of leadership style, employee motivation and job satisfaction on employee performance variables R value of 0.821 and the value of Adjusted R Square of 0.65 (65%).

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