

Factors affecting employee motivation at the Samarinda Center for Food and Drug Control

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| ARTICLE INFO | ABSTRACT |
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| <p>Keywords: Work motivation, Officer, BBPOM.</p> | <p><i>Motivation of subordinates is very important because with motivation they are expected to work hard and enthusiastically so that they can achieve high work productivity. Increasing work motivation can be done by providing incentives, social security, creating a good organizational culture and having superior policies that are easy for employees to accept. BPOM Samarinda Center really needs employees who have high work motivation so that they will have high productivity in improving services to the community in the field of drug and food control. The purpose of this research is to analyze various variables that are used as factors that influence employee work motivation at the Samarinda Balai BPOM. The data analyzed came from questionnaires distributed to 96 employees. Data collection uses saturated sampling (population) techniques. Data analysis used multiple linear regression analysis using the SPSS 22 program. The results showed that simultaneously all independent variables had a significant effect on employee work motivation, while partially only the incentive variable had no significant effect on employee work motivation, whereas social security, organizational culture and policy superiors partially have a significant effect on employee work motivation.</i></p> |

INTRODUCTION

Motivation is likened to the heart of employee productivity (Hermana, 2023). Motivation is the drive that makes employees do things in a way and to achieve certain goals. Motivation can be interpreted as a condition that encourages or causes a person to make a change or activity, which takes place consciously (Wibowo et al., 2022). There is no success in doing something, such as managing employees, without motivation from both managers and employees. Motivation of subordinates is very important because with motivation they are expected to work hard and enthusiastically so that they can achieve high work productivity (Setyowati & Sofingi, 2022).

Motivation will bring out morale (Maia et al., 2022). Morale must be possessed by every employee in carrying out their work so that they can work well and effectively (Sitorus et al., 2022) So that with the enthusiasm of work, work can be completed faster. Many researchers conduct research on various factors that affect employee motivation to work, including research conducted by Sinaga (2020) Those who mention these factors are remuneration and incentives; Nurhikmah et al., (2020) mention organizational leadership factors and commitment, as well as employability; Majid & Faizah (2020) mention work environment factors and leadership policies; Udin et al., (2023) Explain the role of transformational leadership that affects employee motivation so as to improve performance. The factors that influence work motivation in this study are incentives, social security, organizational culture and leadership policies. Research that has been conducted previously has not examined the combination of factors selected in this study so that the results of this study are expected to illustrate which factors have an influence both partially and simultaneously on employee work motivation.

Morale is influenced by, among others, the salary received by employees or bonuses, the provision of fair incentives from the hard work of employees (Rori et al., 2020; Sari et al., 2023). Labor social security is one of the beneficial factors from the labor side, while in terms of the sustainability of the agency, such as the facilities and

equipment used, such as health BPJS, employment BPJS, JAMSOSTEC, while the incentives obtained such as performance benefits and honors can increase work productivity (Lumbangaol & Panjaitan, 2020).

Organizational culture: 6 values and behaviors that contribute to the specific social and psychological environment of the organization (Wisetsri, 2020). Organizational culture or often known as work culture is a set of organizational values that must be adhered to. The better the organizational culture, the better the performance of employees (Evi & Tine, 2022) Because these good habits operationally guide an employee to consistently work correctly and well, which ultimately has an impact on improving performance. In a research explained, work values (organizational culture) will guide their behavior in every process of activity (Slater et al., 2011).

The success of an organization cannot be separated from the existence of the leader (Harahap et al., 2020). The leader is a person who has the responsibility in carrying out and implementing policies that have been made into a decision in the organization. This policy can involve discipline and work regulations with rules that are made conducive to supporting the advancement of individual abilities in developing their abilities (Majid & Faizah, 2020). The problem is how to apply motivation effectively, is a point of concern for leaders in general. Basically, a leader is a person who is able to influence people to do something or not do something in an effort to achieve organizational goals. To achieve this through the process of communication, indoctrination, education, work schedule regulations, performance evaluation, reward and punishment and so on as outlined in a policy. Policy is a series of concepts and principles that guide and base plans in the implementation of a job (Zabir, 2018; Imad, 2020).

Center for Food and Drug Control (BBPOM) Samarinda City, which is one of the (BBPOM) in East Kalimantan. BBPOM is an independent work unit that carries out certain operational technical tasks and also has certain supporting technical tasks in the field of Food and Drug supervision. BBPOM plays a role in providing legal protection to consumers who are harmed by the circulation of processed food products that do not meet mulu standards in 2 (two) ways, namely preventive legal protection and repressive legal protection. Based on the description that has been submitted previously about the importance of employee work motivation in encouraging employee work productivity, it is necessary to further investigate what factors can affect employee motivation in an organization, especially at the Samarinda Center for Drug and Food Control, so the purpose of this study is to analyze the influence of various factors selected in this study on employee work motivation both partially as well as simultaneous.

Efforts to provide motivation aim to realize employee work commitment to an agency because employees who have high motivation will work happily and enjoy the work given so that employees have loyalty and commitment to the agency (Syamsu & Syam, 2021). A person's work motivation is based on needs and desires that must be met in daily life and work motivation will increase in line with the work activities he does (Koesmono, 2022). Motivation is a desire in a person that causes that person to act. Man acts for one reason, and that is to achieve a goal (Maia et al., 2022).

Incentive is a way for companies to generate motivation which can be material or non-material (Razak et al., 2022; Nugroho, 2021) As an encouragement to workers so that in themselves there is a great enthusiasm to increase their work productivity in the organization (Rori et al., 2020). Incentives are defined as encouragement or stimuli that encourage an increase in employee work productivity provided in accordance with achievements and services where the right and correct incentives, will experience image improvement, and increase in company value (Lumbangaol & Panjaitan, 2020).

Social security provided by companies can provide peace of mind and a sense of security for their employees (Rori et al., 2020). Social security is a guarantee of protection provided by the company against the loss of employee income such as termination of work, sick employees, having accidents, death benefits and so on (Sari et al., 2023). According to Presilawati (2021) That social security is not only limited to programs in the office but rather rights that must be given to employees as a form of agency attention to employees so that it should not be ignored.

Organizational culture is a problem-solving tool (Kurniawan et al., 2022) and behavioral values to demonstrate how to socialize to individual employees within the internal and wider community or outside the organization (Buulolo et al., 2023). Organizational culture is an identity for an organization and its employees will be motivated to behave in accordance with the organizational culture adopted and will affect performance (Harijanti et al., 2021). (Evi & Tine, 2022) (Evi & Tine, 2022) A leader in an organization has a central role in the life of the organization and group (Harahap et al., 2020). Leadership has an important role in the organization so that individuals carry out activities in accordance with what is expected by the organization (Lolowang et al.,

2019), So a leadership policy is needed (Majid & Faizah, 2020) as a guideline for acting or applying a strategy to obtain a certain goal from an institution or organization (Imad, 2020).

METHOD

This research uses quantitative methods with descriptive research types. The population of this study was 96 employees at the Center for Food and Drug Control in Samarinda. In this study, *the non-probability sampling* method was applied, namely saturated sampling. Saturated sampling is the entire population included as a sample in the study. Therefore, this study involved as many as 96 employees from the Center for Drug and Food Control in Samarinda as a representative sample of the entire population that was the object of research. The test used in this study is the R Test, namely Multiple Linear Regression Analysis. In data processing SPSS application programs. The regression equation in this study is:

$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4$, The tests used include the normality test, classical assumption test and hopotesis test consisting of t-test and F-test.

RESULTS AND DISCUSSION

Based on the data of the Kolmogrov-Smirnov One-Sample statistical test results that the significance value has a magnitude of 0.201 which exceeds the number of 0.05. This shows that in this study, the data had a normal distribution. Furthermore, the results of the multicollinearity test show the Tolerance value of all independent variables is more than 0.05 and the VIF value is less than < 10, so it can be interpreted that there is no multicollinearity in the study. While the result of Glacier heteroscedasticity, the value of the calculation of significance has a value greater than 0.05, it can be stated that there are no signs of heteroscedasticity. Multiple linear regression analysis is a method to determine the relationship between one dependent variable and two or more independent variables. In this study, there were 4 independent variables and 1 dependent variable. The following are the results of multiple linear regression analysis processed through the SPPSS application program version 22 which can be seen in table 1 below:

Table 1. Multiple Linear Regression Analysis Results

| Model | | Coefficient | | Standardized | | t | Say. |
|-------|------------------------|-----------------------------|------------|--------------|--------------|-------|------|
| | | Unstandardized Coefficients | Std. Error | Beta | Coefficients | | |
| 1 | (Constant) | 4.753 | 1.026 | | | 4.632 | .000 |
| | Incentive | .184 | .118 | .138 | | 1.564 | .121 |
| | Social Security | .474 | .083 | .504 | | 5.718 | .000 |
| | Organizational Culture | .440 | .077 | .460 | | 5.729 | .000 |
| | Employer Policy | .309 | .057 | .433 | | 5.403 | .000 |

a. Dependent Variable: Productivity

Based on the data of the Coefficients table above (in the Unstandardized Coefficients column) can make a double regression equation as follows: $Y = 4,753 - 0,184X_1 - 0,474X_2 + 0,440X_3 + 0,309X_4$

Prosedur pengambilan keputusan uji-t parsial adalah sebagai berikut :

- 1) Based on the t-test analysis that has been done, it can be concluded that the incentive (X1) does not have a significant effect on work motivation. It is expressed based on a significance value of 0.121, greater than 0.05. In addition, the t-count of 1.564 is smaller than that of the t-table which is 1.986.
- 2) Based on the t-test analysis that has been done, it can be concluded that social security (X2) has a significant effect on work motivation. It is expressed based on a significance value of 0.000, less than 0.05. In addition, the t-count of 5.817 is smaller than the t-table which is 1.986.
- 3) Based on the t-test analysis that has been done, it can be concluded that organizational culture (X3) has a significant effect on work motivation. It is expressed based on a significance value of 0.000, less than 0.05. In addition, the t-count of 5.729 is smaller than the t-table which is 1.986.

Based on the t-test analysis that has been done, it can be concluded that the superior's policy (X4) has a significant effect on motivation. It is expressed based on a significance value of 0.000, less than 0.05. In addition, the t-count of 5.403 is greater than that of the t-table which is 1.986.

The results of the Anova table, show that the f test as a whole produces a calculated F value of 88.383. The F value of the table is calculated based on a parameter $(N-2-1 = 96-2-1 = 93)$, which results in a table F value of 3.100. From the table data, it can be concluded that there is a significant influence between the independent variable and the dependent variable. This conclusion can be reinforced by a significance value of 0.000 that is smaller than 0.05, taking into account that the calculated F value of 88.383 is much greater than the table F value of 3.100.

Discussion

Based on the results of multiple linear regression analysis, the regression equation is obtained as follows. $Y = 4,753 - 0,184X_1 - 0,474X_2 + 0,440X_3 + 0,309X_4$.

Based on the multiple linear regression equation above, it can be explained that the constant value of 4.753 indicates that if all independent variables are considered absent, the value of employee motivation will remain at 4.753. A b1 value of 0.184 indicates that when the incentive is increased by one unit, work motivation will increase by 0.184. A b2 value of 0.474 indicates that when social security is increased by one unit, work motivation will increase by 0.474. A b3 value of 0.440 indicates that when organizational culture is raised by one unit, work motivation will increase by 0.440. A b4 value of 0.309 indicates that when the superior's policy is increased by one unit, work motivation will increase by 0.309.

Based on the results of the t-test, it shows that the incentive variable does not have a significant effect on employee motivation at BBPOM Samarinda while the variables of social security, organizational culture and superior policies partially have a significant effect on employee motivation at the BPOM Samarinda Center. Furthermore, the results of the F-test show that simultaneously the variables of incentives, social security, organizational culture and superior policies have a significant effect on employee motivation indicated by a significance value of 0.000 smaller than 0.05 and contribute to changes in productivity by 65.8%. The results showed that simultaneously the variables of incentives, social security, organizational culture and superior policies had a significant effect on employee motivation in line with research conducted by Suranto et al., (2022) which states that leadership and organizational culture simultaneously affect employee performance with work motivation as an intermediary variable, while Zabir, (2018) that the policy of the leadership and Lolowang et al., (2019) states that organizational culture and leadership simultaneously affect employee motivation. Then research conducted by Umaira (2021) With the same variables but different dependent variables, namely wages, incentives, social security and welfare benefits affect productivity. In tune with research Sudarmaji et al., (2023) that organizational culture affects the work motivation of an employee.

CONCLUSION

Based on the results of data analysis and discussion, it can be concluded that partially the incentive variable does not have a significant effect on employee motivation at the BPOM Samarinda Center, while the social security variable, organizational culture and superior policies partially have a significant effect on employee work motivation. Furthermore, the F-test, which is a simultaneous test, shows that incentive variables, social security, organizational culture and superior policies together have a significant effect on employee motivation at the BPOM Samarinda Center.

The limitation in this study is the need for a more in-depth analysis of factors that affect employee work motivation using factor analysis whose results will better show which independent variables are really factors that affect employee work motivation, especially in employees of the BPOM Samarinda Center. Furthermore, further research needs to be conducted, namely making work motivation variables as an intermediary variable where in theory it is explained that when an employee has high work motivation, it will increase employee work productivity.

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