

THE EFFECT OF MOTIVATION AND ABILITY ON THE PERFORMANCE OF VILLAGE CADRES AT THE FAMILY PLANNING EXTENSION CENTER IN TANAH PASIR DISTRICT, NORTH ACEH REGENCY

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Abstract

This study aims to identify the influence of motivation and ability on the performance of village cadres at the Family Planning Extension Center in Tanah Pasir District, North Aceh Regency. The research method used is a descriptive quantitative method with data collection techniques through interviews and observations, questionnaires and literature studies. Data analysis used in this study uses multiple linear regression. The results of the study show that R or multiple correlations have a value of 0.476 or 47.6%, meaning that the relationship between the independent variables and the dependent variable in this study has a fairly strong relationship. This indicates a positive relationship between motivation and ability on cadre performance. The results of the determination test show that the R Square value is 0.227, meaning that the influence of variables X1 and X2 on Y is 22.7%, while 0.773 is influenced by other factors by 77.3%.

Keywords: *Ability, Cadre Performance, Motivation.*

INTRODUCTION

In an organization, human resources are a crucial factor in the day-to-day activities, especially in the work environment. Human resources (HR) play a key role in a company or organization, playing a significant role in achieving its stated goals. The role of HR evolves with the changes and developments in organizations, science, and technology. In this context, HR plays a crucial role because even the most sophisticated and advanced technology, if not supported by competent human resources, will not produce good results in the future (Mukminin, et al., 2019). Due to the limited knowledge and education possessed by the cadres, it is difficult to convey family planning Information and Education Communication (KIE) to the community, and also because of the demands of current technological developments where some cadres cannot use Android properly as a communication medium with officers, and some cadres do not have Android as a communication tool. The problem lies in the process of forming cadres, where cadres are formed based on direct appointment by the village head then to the sub-district to be collectively signed by the sub-district head, then sent to the district to be approved by the regent. Among all the village cadres who have been selected, not all have the abilities expected by the Family Planning Counselor (PKB) as Assistant Village Family Planning Supervisor (PPKBD) and Sub PPKBD, where the cadres are not selected according to the provisions and needs expected by the community. Not only that, the low capacity of village cadres owned and the background of cadres not from health education, therefore increasing the capacity of PPKBD (Village Family Planning Assistant) and Sub PPKBD cadres can be done through various activities and training. These activities aim to improve managerial skills in managing the Family Planning (KB) Program in the field, develop operational activities in their work areas, and improve the motivation and performance of PPKBD and sub PPKBD cadres. One of the capacity building activities for PPKBD and sub PPKBD cadres is a coordination meeting that discusses the role of IMP (Rural Community Institution) services and the installation of contraceptives. However, the enthusiasm of some cadres is very low, which is evident from the number of cadres' attendance at training or socialization conducted by the Tanah Pasir District Family Planning Extension Center, North Aceh Regency, which will later affect the cadres' performance capabilities.

Performance is the work results that can be achieved by an individual or group of people in an organization, in accordance with their respective authorities and responsibilities in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with applicable morals and ethics. The performance of cadres is very important for organizational institutions to know the quality of work, quantity of work, timeliness, and also attendance at activities. The performance of the Village Family Planning Assistant (PPKBD) and Sub PPKBD cadres at the Tanah Pasir District Family Planning Extension Center is still less than optimal, because in providing family planning counseling, family resilience and Fertile Age Couples (PUS) has not been as expected by the guidance officers, namely the Family Planning Extension Officers (PKB) at the center. Therefore, the performance of the Village Family Planning Assistant (PPKBD) and Sub PPKBD cadres can be improved through coaching and knowledge provision. These cadres are an extension of the government in implementing population control, family planning, and family resilience programs, therefore, the cadres need to understand their respective areas of duty well.

LITERATURE REVIEW

UNDERSTANDING MOTIVATION

Motivation comes from the Latin word *Movere*, which means encouragement or driving force, and this can only be given to humans, especially to subordinates, followers, or every member of an organization. And motivation is a problem related to how to encourage someone's passion to work hard by giving all their abilities to achieve organizational goals. In an organization, motivation is very necessary, because with motivation, it is hoped that each individual can work hard and enthusiastically to achieve high work productivity. Motivation theories and their discoveries that try to explain the relationship between behavior and results. According to Hasibuan (in Febrianti, NR 2020) "Work motivation is the provision of driving force that creates a person's work passion so that they are willing to work together, work effectively and integrated with all efforts to achieve satisfaction". According to Wardan (2020) "Motivation is an effort or activity of managers to be able to generate or increase the enthusiasm and work passion of workers or employees". And Mohtar (2019) "Motivation is the work drive that arises in a person to behave in achieving predetermined goals".

According to Andika (2019) "Motivation is one of the things that influence human behavior, motivation is also called a driver, desire, supporter or need - a need that can make someone enthusiastic and motivated to reduce and fulfill their own urges, so that they can act and act in certain ways that will lead to an optimal direction. Motivation greatly influences employee performance. Because in general employees will have high work productivity if the company supports the implementation of their duties ". Based on the opinions of experts, researchers conclude that motivation is an encouragement or reason that is the basis of a person's enthusiasm to do something to achieve a certain goal. The meaning of motivation can also be defined as all things that create encouragement or enthusiasm in a person to do something.

UNDERSTANDING ABILITY

Ability can also be called competence, the word competence comes from the English "*competence*" which means *ability, power, authority, skill, knowledge*, and skill, ability and authority. So the word competence comes from the word *competent* which means having the ability and skill in one's field, so that he has the authority or authority to do something within the limits of his knowledge. Competence is a combination of three educational domains which include the realm of knowledge, skills and attitudes that are formed in patterns of thinking and acting in everyday life. On this basis, competence can mean knowledge, skills and abilities mastered by someone who has become part of himself so that he can carry out cognitive, affective and psychomotor behaviors as well as possible.

According to Arif et al. (2020), work capability is an individual's capacity to perform various tasks in a specific job. Individual capability is essentially composed of two factors: intellectual ability and physical ability. Work capability can essentially be defined as the intellectual, emotional, and physical capabilities to perform various activities, thus indicating what will be done to achieve a goal, the goal here being the company's goals. According to Widyandari et al. (2022), work capability is the work results achieved by an individual in carrying out assigned tasks, based on skill, experience, dedication, and time. Furthermore, Novinia et al. (2022) state that work capability is an individual's capacity to perform various tasks within a job. Work capability is crucial for carrying out work, ensuring it meets company-determined requirements. Based on the experts above, it can be concluded that work ability is an individual's capacity to carry out various tasks which are composed of two factors, namely intellectual ability, physical ability, and knowledge skills.

UNDERSTANDING PERFORMANCE

In general, the definition of performance is the work results in terms of quality and quantity that can be achieved by a person. in carrying out their main duties and functions in accordance with the responsibilities assigned or given to them. Performance can basically be viewed from two aspects, namely employee performance (individual) and organizational performance. Ningsih et al (2023) defines "Performance as a person's overall ability to work in such a way as to achieve work goals optimally and various targets that have been created with sacrifices that are relatively smaller compared to the results achieved". And Adhari (2020) says that "Performance is the result produced by a particular job function or activities in a particular job during a certain period of time, which shows the quality and quantity of the work". their respective authorities and responsibilities in order to achieve the goals of the organization concerned legally and without violating the law and in accordance with morals and ethics." Based on the definitions of several experts above, it can be concluded that performance is a manifestation carried out by a person in improving the work results of an employee or organization. Good performance is a very important factor in efforts to improve organizational performance. Performance is an indicator in determining how efforts to achieve high performance results in an organization or agency.

METHOD

This research was conducted at the Tanah Pasir District Family Planning Extension Center, located on Sawang-Tanah Pasir Street, Keude Matang Panyang, Tanah Pasir District, North Aceh Regency. The author chose this location to facilitate data collection and maximize efficiency in time, effort, and costs. According to Sugiyono (2017), a population is a generalized area consisting of objects or subjects possessing certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. Population includes not only humans but also objects and other natural objects. Population is also not just the number of objects or objects being studied, but includes all the characteristics or traits possessed by those subjects or objects. The population of this study was all village cadres of the Village Family Planning Assistant (PPKBD) and Sub PPKBD. According to Slamet Rianto (2020), a sample is a subset that provides a general overview of a population. According to Sugiyono (2019), a sample is a subset of the population's size and characteristics due to its large size. Because the population is less than 100 people, the sample in this study was all village cadres. Among them were 18 Village Family Planning Assistant (PPKBD) cadres and 15 Sub-PPKBD cadres, resulting in a total sample size of 33 people. The variables in this study were measured using a *Likert scale* with a *scoring method*. The scores for each option, 1, 2, 3, 4, and 5, are shown in Table 3.1 below:

Table 3.2 *Likert Scale*

No	Category	Mark
1	Strongly agree	5
2	Agree	4
3	Neutral	3
4	Don't agree	2
5	Strongly disagree	1

Collected data can be useful, therefore it must be processed and analyzed first so that it can be used as a basis for decision-making. The purpose of data analysis methods is to interpret and draw conclusions from the collected data. The general equation for multiple *linear regression* is formulated as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Information :

Y = Village Cadre Performance

a = Constant

b = *Regression coefficient*

X₁ = Motivation

X₂ = Ability

E = *Error terms*

An operational definition of a variable is a definition given to a variable by providing meaning or specifying activities or justifying an operation needed to measure these variables. The variables in this study are grouped into two variables, namely the independent variable (Independent Variable) and the dependent variable (Dependent Variable). The independent variable is the variable that influences the focus of attention, namely Motivation (X₁), Ability (X₂).

Meanwhile, the dependent variable is the variable that is the focus of attention, namely Village Cadre Performance (Y).

Validity Test and Reliability Test

Validity Test

The validity test in this study was used to assess the validity of the questionnaire. Validity indicates the extent to which a measuring instrument accurately and precisely performs its function. In this study, the validity test was conducted using the SPSS (*Statistical Package for Social Science*) program. To determine valid and invalid item numbers, the *r* product *moment table* was consulted. The criteria for assessing the validity test are:

1. If $r \text{ count} > r \text{ table}$, then the questionnaire item is valid.
2. If $r \text{ count} < r \text{ table}$, then it can be said that the questionnaire item is invalid.

Reliability Test

A reliability test is an index that indicates the extent to which the results of a measurement study can be trusted. Measurement results are reliable *only* if they are repeated several times on the same group of subjects, as long as the aspects being measured remain unchanged. The criteria for assessing a reliability test are:

1. If the Alpha coefficient result is greater than the significance level of 0.6, then the questionnaire *is reliable*.
2. If the Alpha coefficient result is smaller than the significance level of 0.6, the questionnaire is not *reliable*.

Classical Assumption Test

The classical assumption test aims to determine the condition of the data used in the research. This is done to obtain an appropriate analysis model. This research's regression analysis model requires assumption tests on the data, including:

Normality Test

According to Ghozali (2021), a normality test is performed to determine whether the residual variables are normally distributed in a regression model. A good regression model has residual variables that are normally distributed. To test whether the collected data are normally distributed or not, a graphical method can be used by observing a normal *probability plot*, which compares the cumulative distribution with a normal distribution. A normal distribution will form a straight *diagonal line*, and the residual data plot will be compared to the *diagonal line*. If the data is spread around the *diagonal line*, then the regression model meets the assumption of normality. If the data is spread far from the *diagonal line* or follows the *diagonal line*, then the regression model does not meet the assumption of normality.

Multicollinearity Test

Ghozali (2021) stated that this test aims to determine whether there is a correlation or relationship between the independent variables in the regression model. If a correlation occurs, it is considered a multicollinearity problem. A good regression model is considered to be valid when there is no correlation or relationship between the independent variables. Multicollinearity can be tested by measuring the *tolerance value* and the *Variable Inflation Factor* (VIF). A commonly used *cutoff value* is a *tolerance value* of 0.10, or a VIF value below 10.

Heteroscedasticity Test

According to Ghozali (2021), the purpose of the heteroscedasticity test is to determine or test whether there is or occurs inequality *in the variance* of the residuals from one observation to another in the regression model. If the variance of the residuals or from one observation to another remains constant, it is called homoscedasticity, and if *the variances* differ, it is called heteroscedasticity. A good regression model is one that does not exhibit heteroscedasticity. One way to detect heteroscedasticity is to look at the plot graph between the predicted value of the dependent variable, ZPRED, and its residual value, SRESID.

Hypothesis Testing

t-test (partial test)

The t-test (partial test) is used to test the significance of the variance of the relationship between the independent variable and the dependent variable, whether the Motivation (X_1) and Ability (X_2) variables really have a partial influence on the Village Cadre Performance (Y) variable. The decisions used in this test are:

1. If the calculated $t > t \text{ table}$, then the Motivation (X_1) and Ability (X_2) variables partially influence the Village Cadre Performance (Y) variable.

2. If the calculated $t < t$ table, then the Motivation (X_1) and Ability (X_2) variables partially do not influence the Village Cadre Performance (Y) variable.

F test (simultaneous test)

In this study, to determine the level of significance of the influence of independent variables simultaneously (together) on the dependent variable, an F test was used, namely by comparing the calculated F with the F table. The decisions used in this test are:

1. If the calculated $F > F$ table, then the variables Motivation (X_1) and Ability (X_2) simultaneously influence the dependent variable Village Cadre Performance (Y).

If the calculated $F < F$ table, then the variables Motivation (X_1) and Ability (X_2) simultaneously do not influence the dependent variable Village Cadre Performance (Y).

RESULTS AND DISCUSSION

Family planning organizations began with the establishment of the Family Planning Association on December 23, 1957. This organization then developed into the Indonesian Family Planning Association (PKBI) with the task of fighting for prosperous families through three types of efforts, namely regulating pregnancy, treating infertility and providing marriage advice. In the post-Reformation period, the National Family Planning Program is one of the programs to improve the quality of the population, the quality of human resources, health and social welfare which has been implemented through birth control, maturing the age of marriage, increasing family resilience and family welfare. Law Number 52 of 2009 concerning Population Development and Family Development, which was ratified on October 29, 2009, has implications for changes in the institutions, vision and mission of the BKKBN.

Table 4.1 *Characteristics of Research Subjects Based on Cadres*

Cadre	Amount	Percentage (%)
PPKBD	18	55%
Sub PPKBD	15	45%
Total	33	100%

Based on the table above, it is known that there are more PPKBD cadres ($n = 18, 55\%$) than sub PPKBD cadres ($n = 15, 45\%$).

Table 4.2 *Characteristics of Research Subjects Based on Age*

Age	Amount	Percentage (%)
Early Adulthood (20 - 40)	22	67%
Middle Adult (41 - 60)	11	33%
Total	33	100%

It is known that the research subjects based on age, showed that there were more early adults ($n = 22, 67\%$) than middle adults ($n = 11, 33\%$).

Table 4.5 *Categorization of Motivation Variables*

Categorization Norm Formula	Category	Amount	Percentage
$X > 42.64 + 1 = 43.64$	Tall	16	49%
$X < 42.64 - 1 = 41.64$	Low	10	30%
	Uncategorized	7	21%
	Total	33	100%

Based on the table above, it can be stated that the number of village cadres with high motivation is ($n = 16, 49\%$), low motivation is ($n = 10, 30\%$) and as many as ($n = 7, 21\%$) village cadres are not categorized, this is because the village cadres are not included in the high or low category.

Table 4.6 *Categorization Norms for Ability Variables*

Categorization Formula	Category
$X > M +$ Fluctuation of mean score	Tall
$X < M -$ Fluctuation of mean scores	Low

The following is the standard error formula for measuring the ability variable in measurement, namely:

$$\begin{aligned} \text{Standard Error} &= \frac{\text{Standard Deviation}}{\sqrt{n}} = \frac{\text{Empirical standard deviation}}{\sqrt{\text{Number of subjects}}} \\ &= \frac{3.147}{\sqrt{33}} = \frac{3.147}{5.74} = 0.54 \end{aligned}$$

Table 4.7 *Categorization of Ability Variables*

Categorization Norm Formula	Category	Amount	Percentage
$X > 42.18 + 1 = 43.18$	Tall	11	33%
$X < 42.18 - 1 = 41.18$	Low	19	58%
	Uncategorized	3	9%
	Total	33	100%

Based on the table above, it can be stated that the village cadres with high abilities were (n = 11, 33%), the village cadres with low abilities were (n = 19, 58%) and as many as (n = 3, 9%) village cadres were not categorized, this is because the village cadres were not included in the high or low category .

Table 4.8 *Norms for Categorization of Cadre Performance Variables*

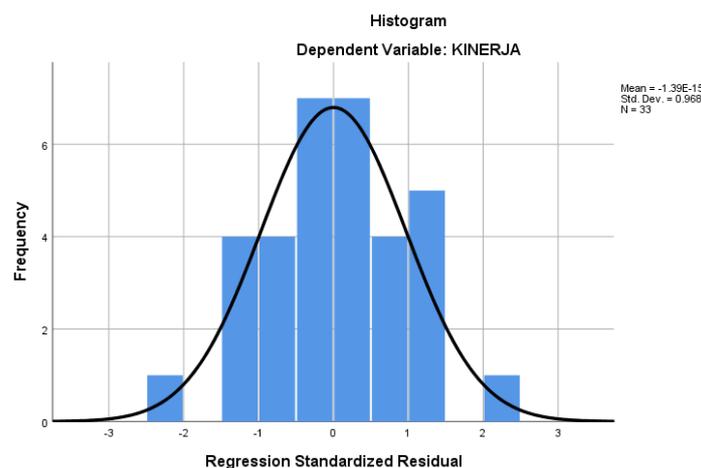
Categorization Formula	Category
$X > M + \text{Fluctuation of mean score}$	Tall
$X < M - \text{Fluctuation of mean scores}$	Low

The following is the standard error formula for measuring the village cadre performance variable in the measurement, namely:

$$\begin{aligned} \text{Standard Error} &= \frac{\text{Standard Deviation}}{\sqrt{n}} = \frac{\text{Empirical standard deviation}}{\sqrt{\text{Number of subjects}}} \\ &= \frac{3.742}{\sqrt{33}} = \frac{3.742}{5.74} = 0.65 \end{aligned}$$

Classical Assumption Test Results

A good regression model should be unaffected by classical assumption problems. The following explanation will review classical assumption tests in multiple linear regression, including:



a) Normality Test

The normality test is carried out to see data is normally or not. According Priyatno (2011) , data can be stated to be normal if the significance value is > 0.05 . Normality testing *normality P-Plot Regression Standardized Residuals* .

The results of the normality test in this can be seen in following :

Table 4.14 Normality Test Results
One-Sample Kolmogorov-Smirnov Test

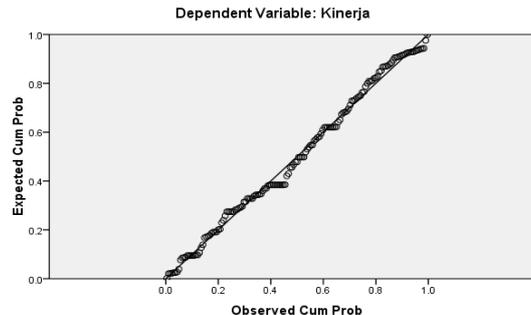
		Unstandardized Residual
N		33
Normal Parameters ^{a,b}	Mean	.0000000
	Standard Deviation	3.29071074
	Most Extreme Differences	
	Absolute	.082
	Positive	.082
	Negative	-.051
Test Statistics		.082
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Based of normality test conducted on 33 research subjects , shows the research data is normally distributed with a significance value ($0.200 > 0.05$)

The normality test can be seen in the normal probability plot. The normal distribution forms a straight diagonal line, and the plot and residuals are compared to the diagonal line. If the data is normally distributed, the data points will follow the diagonal line. Here's *the normal distribution: P-Plot Regression Standardized Residuals*

Figure 4.1 Data Normality
Normal P-P Plot of Regression Standardized Residual



The figure above shows a normal curve, as seen in the data points spread along the diagonal line. Therefore, the regression model is suitable for this study.

b) Multicollinearity Test

According to Ghozali (2016), the multicollinearity test is used to identify whether there is a correlation between independent variables in a regression model. This test uses *the Tolerance* and VIF (*Variance Inflation Factor*) *methods*. If the Tolerance value is greater than > 0.10 , multicollinearity is not present. Furthermore, if the VIF value is less than < 10.00 , multicollinearity is not present. The following are the results of the multicollinearity test: Based the table of the multicollinearity test show there is no multicollinearity in the motivation and ability variables to the Tolerance value ($0.969 > 0.10$). Furthermore, there is a VIF value ($1.032 < 10.00$), meaning that there is no multicollinearity.

CONCLUSION

Based the results, can be concluded as follows:

1. The Motivation variable (X1) partially does not affect the Cadre Performance variable (Y). This is known from the significance value of $0.675 > 0.05$ and the calculated t value of $0.423 < t$ table 2.042 so that H_a is accepted and H_o is rejected.

2. The Ability variable (X2) partially influences the Cadre Performance variable (Y). This is known from the significance value of $0.009 < 0.05$ and the calculated t value of $2.814 > t$ table 2.042 so that H_a is rejected and H_o is accepted.
3. The Motivation Variable (X1) and the Ability Variable (X2) have no effect on the Cadre Performance Variable (Y). This is known from the significance value of $0.021 < 0.05$ and the calculated f value of $4.395 < f$ table 3.32 so that H_a is accepted and H_o is rejected.

Based the results of this , the researchers relevant parties consideration cadres and other government agencies to improve their performance. This can be done by establishing effective forum or communication platform to solve problems related to family planning programs at the village level.

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