

THE EFFECT OF INCENTIVES AND WORK FACILITIES ON TEACHERS' WORK MOTIVATION AT THE AL-KARIM EDUCATION FOUNDATION MORAWA CAPEX

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Abstract

The purpose of this study is to determine the effect of incentives and work facilities on teacher work motivation at the Al-Karim Tanjung Morawa Education Foundation. This study uses a quantitative method, data sources are obtained from secondary data, namely respondent data and primary data sources, namely interviews, observations and questionnaires distributed directly to respondents. The population in this study were 35 teachers at the Al-Karim Tanjung Morawa Education Foundation, sampling using non-probability sampling techniques with saturated samples because the research population is relatively small. The data analysis method uses validity and reliability tests to determine the accuracy of the measuring instruments used in the study, then classical assumption tests, multiple linear regression tests and hypothesis tests are tested using SPSS version 27. The results of this study indicate that incentives have a positive and significant effect on teacher work motivation at the Al-Karim Tanjung Morawa Education Foundation, work facilities have a positive and significant effect on teacher work motivation at the Al-Karim Tanjung Morawa Education Foundation, and incentives and work facilities simultaneously have a positive and significant effect on teacher work motivation at the Al-Karim Tanjung Morawa Education Foundation.

Keywords: *Incentives, Work Facilities, Work Motivation*

INTRODUCTION

The driving force that carries out organizational activities and determines the achievement of agreed-upon goals is called human resources (HR). People are one of the determining factors in an organization's success, and teachers are no different. Therefore, organizations need to pay more attention to their employees so they can optimally fulfill their vision, mission, and duties. Motivation is an important aspect in the world of work. The existence of strong work motivation can make someone do their job optimally. Mangkunegara (2016:61) states that motivation is a desire or wish that can move employees to achieve goals in a directed manner. The Al-Karim Education Foundation is an educational institution that oversees elementary and junior high school levels, located at Jalan Lokasi No. 38, Dusun XIII, Bangun Sari Village, Tanjung Morawa District. Incentives are the provision of material rewards based on performance from superiors to subordinates to have high work motivation to achieve organizational goals and as a form of recognition from the organization for employee performance and contributions. By providing incentives, it is hoped that it can be a driving force for employee work enthusiasm to maximize their work results. Anggara (2020:10) facilities are all the means and equipment used to facilitate the work activities of workers. Good and adequate incentives and work facilities are one of the elements taken into account by an organization to improve performance and retain and attract good quality resources. Therefore, both of these things must be considered in order to increase teacher work motivation in carrying out their duties.

THEORETICAL REVIEW

Hasibuan (2021) states that incentives are additional rewards or rewards offered by an agency to its employees for their work achievements. Incentives are offered to employees as an effort to improve performance and motivate them to work. The incentive system must be implemented fairly and transparently to motivate employees to strive to achieve their goals. Essentially, incentives are intended to motivate employees to perform optimally. The incentives offered by an organization can act as a motivator or incentive for employees to work harder and receive greater rewards from their workplace. Baskoro (2019) states that work facilities are provided by organizations to their employees as compensation, to fulfill and support employee performance. Adequate, comfortable, and easy-to-use work facilities can make employees feel happy and motivated to do their jobs. Companies provide work facilities tailored to their employees' needs to encourage and motivate them to work. Providing work facilities is also a form of organizational concern for its employees. Hasibuan and Silvya (2019) define work motivation as a driver for humans to carry out their duties, such as the salary received, leaders who can guide them, comfortable work facilities, and supportive coworkers. The level of work motivation an employee possesses can influence the quality of their performance. Work motivation is necessary to boost employee morale, whether it's driven by a desire for rewards or rewards for hard work, or by a fear of punishment for not completing tasks on time.

RESEARCH METHODOLOGY

This study employed a quantitative method. Data were obtained through direct distribution of questionnaires to all respondents. The location of this research is at the Al-Karim Education Foundation, located at Jl. Lokasi No. 549, Bangun Sari Village, Tanjung Morawa, Deli Serdang Regency. The objects of this research are incentives as X1 and work facilities as X2, and work motivation as the Y variable.

DATA ANALYSIS TECHNIQUES

Multiple Linear Analysis

Multiple linear analysis is used to determine the linear relationship between two or more independent variables with the dependent variable, whether the independent variable (X) and the dependent variable (Y) have a positive or negative relationship and to predict the value of the dependent variable if the value of the independent variable increases or decreases. Multiple linear analysis in this study was conducted to determine the relationship between the independent variables, namely incentives (X1) and work facilities (X2) with the dependent variable, namely teacher work motivation (Y). with the following equation:

$$Y = a + b_1X_1 + b_2X_2 + \epsilon$$

Information :

Y = Teacher Work Motivation

X1 = Incentive

X2 = Work Facilities

A = Constant

b1 = regression coefficient of incentive variable

b2 = regression coefficient of work failure variable

ϵ = error

Partial Test (t-test)

The influence of each independent variable on the dependent variable can be determined by conducting a t-test.

a. The influence of incentives on work motivation

The hypothesis:

H0 : $\beta_1 = 0$, meaning there is no significant influence between incentives and work motivation.

Ha: $\beta_1 \neq 0$, meaning there is a significant influence between incentives and work motivation.

b. The influence of work facilities on work motivation

The hypothesis:

H0 : $\beta_2 = 0$, meaning there is no significant influence between work facilities and work motivation.

Ha: $\beta_2 \neq 0$, meaning there is a significant influence between work facilities and work motivation.

With a confidence level of 95% and a significance level of 5% ($\alpha = 0.05$), the decision is:

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H0 is accepted and Ha is rejected if $t_{count} < t_{table}$ or sig. $t > \alpha$ 5%

H0 is rejected and Ha is accepted if $t_{count} > t_{table}$ or sig. $t < \alpha$ 5%

Simultaneous Test (f test)

The simultaneous test or F test is carried out to determine the influence of the independent variable on the dependent variable simultaneously, whether it is positive and significant, with a confidence level of 95% and a significance level of 5% ($\alpha = 0.05$).

The hypothesis is:

Ha: $F_{count} < F_{table}$, then the independent variables (incentives and work facilities) together have a significant effect on the dependent variable (work motivation).

H0: $F_{count} > F_{table}$, then the independent variables (incentives and work facilities) together do not have a significant effect on the dependent variable (work motivation).

So the decision making is:

If α count < 0.05 , then the hypothesis is accepted, meaning the regression model

Worthy of further testing.

If α count > 0.05 , then the hypothesis is rejected, meaning the regression model does not

Worthy of further testing.

Coefficient of Determination (R2)

The coefficient of determination is used to measure the best accuracy in regression analysis. If the coefficient of determination is close to one, then the independent variable provides almost all the information needed to estimate the variation in the dependent variable (Ghozali, 2018).

RESULTS AND DISCUSSION

The population in this study was all teachers at the Al-Karim Tanjung Morawa Education Foundation, totaling 35 people.

Multiple Linear Regression Test

A multiple linear regression test was carried out because the variables studied were more than one independent variable. This test was carried out to determine the influence of two independent variables on the dependent variable.

Multiple Linear Regression Test Results

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,451	2,821		1,223	.230
	Incentive	.407	.120	.477	3,377	.002
	Work Facilities	.281	.125	.317	2,242	.032

Source :processed by researchers (2025)

With the following equation:

$$Y = a + b1X1 + b2X2 + \epsilon \text{ or } Y = 3.451 + 0.407X1 + 0.281 X2 + \epsilon$$

Based on the regression equation, it can be interpreted as follows:

- The constant value is 3.451, which means that if the incentives and work facilities have a value of 0 or are ignored, then the teacher's work motivation is 3.451.
- The incentive regression coefficient value is 0.407, meaning that every one unit increase in incentive will increase the work motivation of teachers at the Al-Ksrim Tanjung Morawa Education Foundation by 40.7%.
- The regression coefficient value of work facilities is 0.281, meaning that every increase in work facilities by one unit will increase the work motivation of teachers at the Al-Ksrim Tanjung Morawa Education Foundation by 28.1%.

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t-Test Results (Partial)

The t-test was conducted to determine the extent of influence of the independent variable on the dependent variable separately. The t-test was conducted by differentiating the t-table from the calculated t-table, i.e., t-count > t-table and a significance level of <0.05. In this study, the t-table was 1.694.

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	3,451	2,821		1,223	.230
	Incentive	.407	.120	.477	3,377	.002
	Work Facilities	.281	.125	.317	2,242	.032

Source :processed by researchers (2025)

From table 5.13 above, it can be interpreted as follows:

- The t-value of the incentive variable was $3.377 > t\text{-table } 1.694$ and α was $0.02 < 0.05$. This indicates that the incentive variable partially has a positive and significant effect on the work motivation of teachers at the Al-Karim Tanjung Morawa Education Foundation, so that hypothesis (H1) is accepted.
- The t-value of the F-work facilities variable was $2.242 > t\text{-table } 1.694$ and α was $0.032 < 0.05$. This indicates that the incentive variable partially has a positive and significant effect on the work motivation of teachers at the Al-Karim Tanjung Morawa Education Foundation, so that the hypothesis (H2) is accepted.

F Test Results

The F test is conducted to see the effect of variable X simultaneously on variable Y. The F test is conducted by comparing the calculated f with the f table, namely f calculated > f table. The f table in this study is 3.29.

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	69,485	2	34,742	11,777	.000b
	Residual	94,401	32	2,950		
	Total	163,886	34			

Source :processed by researchers (2025)

Based on the table above, it can be seen that F count is $11.777 > 3.29$ and α is $0.000 < 0.05$, so it can be concluded that the incentive and work facility variables simultaneously have a significant effect on the work motivation of teachers at the Al-Karim Tanjung Morawa Education Foundation, so that the hypothesis (H3) is accepted.

Determination Test Results (R2)

Basically, the determination test is carried out to test how much a model describes the variation of the dependent variable.

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.651a	.424	.388	1.71757

Source :processed by researchers (2025)

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The table shows an R-square of 0.424, indicating a 42.4% influence between incentives and work facilities on the work motivation of Al-Karim Education Foundation teachers. The remaining 57.6% is influenced by other factors outside those examined in this study, such as the work environment, coworkers, communication, policies, leadership, and so on.

CONCLUSION

The conclusion from the results of the research conducted above can be seen below:

- a. Incentives have a partial positive and significant effect on the work motivation of teachers at the Al-Karim Education Foundation in Tanjung Morawa. The better the incentives received by teachers at the Al-Karim Education Foundation, the higher their work motivation.
- b. Work facilities partially have a positive and significant influence on the work motivation of Al-Karim Tanjung Morawa Education Foundation teachers. The better the work facilities received by teachers at the Al-Karim Education Foundation, the greater their work motivation will be.
- c. Incentives and work facilities significantly influence the work motivation of teachers at the Al-Karim Education Foundation in Tanjung Morawa. The better the incentives and facilities provided to teachers at the Al-Karim Education Foundation, the higher their work motivation.

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