INDONESIAN JOURNAL OF MULTIDISCIPLINARY SCIENCE

P-ISSN: 2808-5957
E-ISSN: 2808-6724

The influence of motivation and competence on the performance of Gapoktan administrators (Case study in BPP Jalaksana District, Kuningan Regency)

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Keywords:

Motivation

Competence

Performance

Gapoktan

ABSTRACT

This research aims to determine the magnitude of the influence of motivation and competence both individually and together on the performance of the gapoktan management. The research method used is a quantitative design with descriptive survey techniques to describe and analyze the relationship between the independent variable (motivation and competence) and the bound variable (performance of the management). The data was collected through a questionnaire with a Likert scale to measure respondents' attitudes, opinions, and perceptions. The data analysis includes validity, reliability, normality, and multiple linear regression tests using the SPSS (Statistical Product and Service Solution) program. It was concluded that the variables Motivation (X1) and Competency (X2) together have a significant influence on the Performance of the Management of the Gapoktan. It can be concluded that motivation has a negative influence that is not significant on the performances of the Gapoktans management. Competence has positive and significant influences on the management performance. The results of this study suggest further development of existing research models by linking variables that have already been studied or adding new variables supported by strong theories. The benefits of this research include providing consideration materials for the group administrators in achieving group goals, expanding the researcher's knowledge, and becoming a reference and information for readers for further research.

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INTRODUCTION

The state of Indonesia is a country rich in natural resources that are widespread throughout Indonesia (Jamaluddin & Anwar, 2017). Indonesia has various types of agricultural products that are always used by living things and to meet basic needs for humans. Agricultural development is directed to increase agricultural production to meet food needs and domestic industry needs, increase exports, increase farmers' income, expand job opportunities and support business opportunities (Prastowo, 2023).

The importance of the role of the agricultural sector in building a country's economy are: first, providing staple foods and raw materials for other developing economic sectors; second, creating a surplus that can be infested through savings and taxes to support the development of other sectors; third, increasing the demand for consumer goods from other sectors by rural residents; and fourth, reducing dependence on foreign exchange through income from exports or the accumulation of foreign exchange to replace imports. During the New Order government, agricultural development has yielded significant results. Especially, there was an increase in production, especially in the food sector which reached its peak with the achievement of food security, especially rice, in 1984. The availability of foodstuffs, especially rice, at affordable prices, contributes to the process of industrialization and urbanization that requires cheap food supplies.

The level of productivity of farmers in working is determined through the level of competence possessed by the farmer, because competence is one of the factors that most affects the level of work

productivity of the farmer himself. In addition to competence, another factor that can increase farmers' work productivity and foster work spirit in workers is the work motivation factor shown by the support of activities that lead to goals (Prastowo, 2023).

The association of farmer groups (gapoktan) as something about businesses that have opportunities to improve their ability to influence the economic institutions of farmers who succeed in developing their businesses. The condition of the institutional development of farmers for more than 5 years requires the improvement of regulations, namely the Regulation of the Minister of Agriculture Number 273/Kpts/OT.160/4/2007 concerning Guidelines for Institutional Development of Farmers. Review of guidelines for the growth and development of farmer groups (poktan) and farmer group combinations in order to operationalize the development of the policy direction (gapoktan) (Widiawati, 2021).

Organizational behavior studies how individual behavior impacts group and organizational performance (Paais & Pattiruhu, 2020). Luthans (2019) emphasizes employee satisfaction as beneficial to organizational success, aligning with the notion that work should contribute to shared goals. Dubrin (2001) highlights entrepreneurship's role in identifying performance indicators and using resources to achieve organizational objectives (Marpaung, 2014). Motivation, influenced by Maslow's hierarchy of needs, drives efficient organizational operation (Tanjung, 2022). Performance, as described by Faustino (1995), measures how individual contributions support organizational goals, with work achievement reflecting the effectiveness of task execution (Irawati & Yantu, 2015; Jaelani et al., 2022).

Competence refers to the qualities that a person brings into his or her job through a variety of different behaviors, both in their type and level. This concept must be distinguished from special abilities such as knowledge, organizational skills, and communication skills required to complete certain tasks in a job. Competencies determine the parts of the performance process in the job. There are competencies that are universal or general, applicable to all managers regardless of the type of organization or type of work they undertake. Meanwhile, competencies can also be organisational if they are relevant to all staff, or more specific to specific types of jobs such as managers, scientists, professional staff, or administrative staff. On the other hand, competencies can be assigned individually for specific roles or within specific job hierarchies, even for all levels of staff in some cases (Dharma, 2009).

BPP Jalaksana District is one of the institutions that fosters a combination of farmer groups (gapoktan), where in its management it needs a gapoktan that can increase agricultural yields as a forum for horticultural farmers, plantations, fisheries and livestock organizations, therefore, it is necessary to have a gapoktan management who has adequate managerial skills, so that it is hoped that a dynamic and conducive gapoktan condition can be realized in order to improving the quality of the Gapoktan care concerned However, in a gapoktan organization in BPP Jalaksana District, it is not uncommon to experience difficult times in terms of achieving the goals proclaimed. To find out the motivation and competence for performance as a joint management of farmer groups (gapoktan), such a firm attitude and the right way of solving it are required. In this situation, it is hoped that the presence of a gapoktan administrator will encourage acceleration and make it easier to carry out counseling activities for the government and will support the activeness of performance.

The issue explored is the relationship between motivation, competence, and the performance of joint management in farmer groups (gapoktan). The author seeks to understand how these factors influence gapoktan management. Previous studies have shown that professional competence and motivation significantly affect service quality (Pawirosumarto & Dara, 2017), that competence and work motivation are strongly related to performance (Aliyyah et al., 2021), and that competence and motivation positively impact farmers' productivity (Prastowo, 2023). However, no specific research has examined the influence of motivation and competence on gapoktan performance, prompting this study to fill that gap and contribute to both theory and practice.

The problem identified in this study is how much motivation and competence influence on the performance of gapoktan administrators in BPP Jalaksana District. This study aims to determine the magnitude of the influence of motivation and competence both individually and together on the performance of the gapoktan management. The benefits of this research include providing consideration materials for gapoktan administrators in achieving group goals, expanding the researcher's knowledge of the influence of motivation and competence, and becoming a reference and information for readers for further research.

The hypotheses used in this study are:

1) H1: It is suspected that motivation (X1) affects the performance of the gapoktan management (Y).
2) H2: It is suspected that competence (X2) affects the performance of the gapoktan management (Y).
3) H3: It is suspected that motivation (X1) and competence (X2) affect the performance of the gapoktan management (Y).

METHOD

This research was carried out at BPP Jalaksana District from April to June 2024, with the object of the research in the form of gapoktan administrators at BPP Jalaksana District which covers 15 assisted areas/villages and consists of 45 gapoktan administrators. Jalaksana District was chosen because it is an area that produces livestock, fisheries, plantations, and forestry commodities that are significant in helping the local community's economy. The research method used is a quantitative design with descriptive survey techniques to describe and analyze the relationship between the independent variable (motivation and competence) and the bound variable (performance of the gapoktan management). Data was collected through a questionnaire with a Likert scale to measure respondents' attitudes, opinions, and perceptions.

This study involved the entire population of gapoktan administrators as a sample because the number was only 45 people, and the sampling technique used the census method. Data analysis includes validity, reliability, normality, and multiple linear regression tests using the SPSS program to see the influence of motivation and competence on management performance. Partial tests (t-test) and simultaneous tests (F-test) were carried out to identify the influence of each independent variable and the combined influence on the dependent variable. The determination coefficient (R2) is used to measure how much variation in the performance of gapoktan administrators can be explained by motivation and competence. The division of tasks in the research team is carried out comprehensively to ensure efficiency and achievement of research objectives.

RESULTS AND DISCUSSION

Validity and Reliability Test Results

Table 1. Validity Test Results

Research Variables	Item	r count	r table	Validity Test
Motivation (x1)	X1.1.1	0.565	0.294	Valid
	X1.1.2	0.750	0.294	Valid
	X1.1.3	0.695	0.294	Valid
	X1.1.4	0.484	0.294	Valid
	X1.1.6	0.787	0.294	Valid
	X1.2.1	0.532	0.294	Valid
	X1.2.2	0.432	0.294	Valid
	X1.2.3	0.492	0.294	Valid
	X1.2.4	0.633	0.294	Valid
	X1.3.1	0.417	0.294	Valid
	X1.3.2	0.655	0.294	Valid
	X1.3.4	0.496	0.294	Valid
Competencies (X2)	X2.1.1	0.459	0.294	Valid
	X2.1.2	0.820	0.294	Valid
	X2.1.3	0.727	0.294	Valid
	X2.1.4	0.852	0.294	Valid
	X2.2.1	0.686	0.294	Valid
	X2.2.2	0.811	0.294	Valid
	X2.2.3	0.531	0.294	Valid
	X2.3.1	0.493	0.294	Valid
	X2.3.2	0.596	0.294	Valid
	X2.3.3	0.652	0.294	Valid
Performance of the Gapokan Management (Y)	Y 1.1	0.585	0.294	Valid
	Y 1.2	0.402	0.294	Valid
	Y 1.3	0.535	0.294	Valid
	Y 2.1	0.667	0.294	Valid
	Y 2.2	0.816	0.294	Valid
	Y 2.3	0.744	0.294	Valid
	Y 2.4	0.723	0.294	Valid
	Y 2.5	0.608	0.294	Valid

Reliability Test Results

Table 1. Reliability Test Results

Variable	Reliability Values	Status
Motivation (x1)	0,855	Reliable
Competencies (X2)	0,896	Reliable
Performance of Gapoktan Management (Y)	0,832	Reliable

Source : Results of questionnaire data processing with SPSS 24

Based on the table above, all variables used in this study are declared reliable because they have a value of Cronbach's alpha coefficient that is greater than the critical limit value, which is 0.70.

Normality Test Results

Table 2. Kolmogorov-Smirnov Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		45
Normal Parametersa,b	Mean	.0000000
	Std. Deviation	1.99783415
Most Extreme Differences	Absolute	.062
	Positive	.059
	Negative	-.062
Test Statistic		.121
Asymp. Sig. (2-tailed)		.099c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

The data normality test can be seen in the One-Sample Kolmogorov-Smirnov Test, where the Asymp value is shown. Sig. (2-tailed) of 0.099 (this is a sign that all data on variables X1, X2 and Y are normal).

Multiple Linear Analysis

Table 4. Multiple Linear Analysis Results

Model		Unstandardized Coefficients		Standardized Coefficients
		B	***Std. Error***	***Beta***
1	(Constant)	7.786	3.077	
	Motivation	-.008	.135	-.012
	Competence	.558	.149	.736

The multiple linear regression method is used to see the influence of Competence and Motivation on Performance, so the data processing uses the SPSS (Statistical Product and Service Solution) program. The regression formula is as follows:

$\hat{Y}$ = 7.786 – 0.008 Motivation X1 + 0.558 Competence X2 + e

Based on the results of the above tests, the following can be concluded:

a) Testing the influence between Motivation (X1) on the Performance of Gapoktan Management (Y) showed a coefficient value of -0.008 with a significance value of -0.012. Because the significance value is less than 0.05, it can be concluded that there is no effect between Motivation (X1) and the Performance of the Gapoktan Management (Y). A negative coefficient indicates that the relationship between the two is negative.

b) The test of the influence between Competency (X2) on the Performance of Gapoktan Management (Y) showed a coefficient value of 0.558 with a significance value of 0.001. Because the significance value is less than 0.05, it can be concluded that there is a significant influence between Competence (X2) on the Performance of Gapoktan Management (Y). A positive coefficient indicates that the relationship between the two is positive.

Partial Test (t-Test)

Table 5. Partial Test Results

Model		t	Sig.
1	(Constant)	2.530	.015
	Motivation	-.060	.952
	Competence	3.745	.001

Based on the results of the calculation, it was obtained:

1) Independent variable X1 (Motivation): The results of the analysis for the Competency variable X2, show that there is a negative influence on the performance of the Gapoktan Management (Y). This is evidenced by a countd t-value of -.060 and a table t-value of 1.679 with a significance level of more than 0.05 (0.952 > 0.05). Thus, it can be concluded that the X1 hypothesis is rejected, so that Motivation has a negative influence on the performance of the gapoktan management.
2) X2 free variable (Competence): The results of the analysis for the Competency variable (X2), show that there is a positive and significant influence on the Performance of the Gapoktan Management (Y). This is evidenced by a countd t-value of 3.745 and a table t-value of 1.661 with a significance level of less than 0.05 (0.001 < 0.05). Thus, it can be concluded that hypothesis X2 is accepted, so that Competence has a significant influence on the performance of the gapoktan management.

Simultaneous Test (Test F)

Table 6. Simultaneous Test Results

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	469.893	2	234.946	23.360	.000b
	Residual	422.421	42	10.058		
	Total	892.314	44			

a. Dependent Variable: JumlahY

b. Predictors: (Constant), TotalX2, TotalX1

Source: Primary data processed, 2024

Based on the results of the F Test, a significance value of 0.000 (α < 0.05 was obtained). It was concluded that the variables Motivation (X1) and Competency (X2) together have a significant influence on the performance variable of the Gapoktan Management (Y).

Determination Coefficient Test (R2)

Table 7. Determination Coefficient Test (R2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.726a	.527	.504	3.17138

a. Predictors: (Constant), TotalX2, TotalX1

b. Dependent Variable: TotalY

Source: Primary data processed, 2024

The table shows that the R Square value (R2) is 0.527, which means Motivation (X1) and Competence (X2), have an influence of 52.7%, while the remaining 47.3% is influenced by other variables that were not studied in this study.

Discussion

The Effect of Motivation (X1) on the Performance of Gapoktan Management (Y)

Based on the test results, the value of the coefficient between Motivation (X1) and the Performance of the Gapoktan Management (Y) is -0.008 with a significance value of -0.012. Because this significance value is less than 0.05, it can be concluded that motivation does not have a significant effect on the performance of Gapoktan management. A negative coefficient indicates that the relationship between motivation and the

performance of Gapoktan administrators is negative, which means that an increase in motivation tends to decrease the performance of Gapoktan administrators, although it is not significant.

The results of this analysis are also shown by a countd t-value of -0.060 and a table t-value of 1.679 with a significance level of more than 0.05 (0.952 > 0.05). Thus, the hypothesis that motivation has an influence on the performance of Gapoktan administrators is rejected. Motivation has a negative influence that is not significant on the performance of Gapoktan management.

The Effect of Competence (X2) on the Performance of Gapoktan Management (Y)

Testing the influence between Competency (X2) on the Performance of Gapoktan Management (Y) showed different results. The coefficient value is 0.558 with a significance value of 0.001. Because this significance value is less than 0.05, it can be concluded that there is a significant influence between the competence and performance of the Gapoktan management. A positive coefficient shows that the relationship between competence and the performance of Gapoktan administrators is positive, which means that increasing competence will improve the performance of Gapoktan administrators.

The results of this analysis are also supported by a countd t-value of 3.745 and a table t-value of 1.661 with a significance level of less than 0.05 (0.001 < 0.05). Thus, the hypothesis that competence has an influence on the performance of Gapoktan administrators is accepted. Competence has a positive and significant influence on the performance of Gapoktan management. The results of this study are consistent with the theory outlined by , which states that ability or competency factors can affect performance. By having high abilities, a person's performance tends to be optimal. On the other hand, if one's abilities are low, then the expected performance will not be achieved. This is supported by empirical research from Suharsaputara (2010) and Kartika & Sugiarto (2016), which shows that competence has a significant influence on employee performance. Therefore, it can be concluded that competence has a positive impact or has a significant effect on the performance of the gapoktan management.

The Effect of Motivation (X1) and Competence (X2) on the Performance of Gapoktan Management (Y)

Based on the results of the study, where the p-value for the F test is 0.000 < 0.05, it can be concluded that simultaneously motivation and competence together have a significant influence on the performance of the gapoktan management. Empirical research by SUTEDJO & MANGKUNEGARA (2018) also supports this by showing that competence and motivation have a positive effect on performance.

CONCLUSION

The study reveals that motivation negatively impacts the performance of gapoktan administrators in BPP Jalaksana District, with a negative coefficient value of -0.008 and a significance of -0.012. However, competence significantly improves their performance, with a coefficient value of 0.558 and a significance of 0.001. This suggests that gapoktan management's competence significantly enhances their performance. The study suggests further research models by linking variables or adding new ones supported by strong theories, and improving analysis methods using Structural Equation Modeling (SEM) to enhance the quality and validity of research, aiming to produce more comprehensive and accurate analysis and conclusions.

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