PAPER NAME	AUTHOR
18-25 (1).pdf	**Nurul Fauzi, S.P., M.P.**

WORD COUNT	CHARACTER COUNT
4280 Words	**23361 Characters**

PAGE COUNT	FILE SIZE
8 Pages	**202.3KB**

SUBMISSION DATE	REPORT DATE
Feb 22, 2024 1:30 PM GMT+7	**Feb 22, 2024 1:33 PM GMT+7**

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Effect of Motivation and Compensation on Performance of Jember Regency Paddy Farmer through Job Statisfaction as Intervening Variable

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ABSTRAK

Penguatan petani diperlukan agar petani tetap pada profesinya dalam mendukung program ketahanan pangan. Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan kompensasi terhadap kinerja petani padi Kabupaten Jember melalui kepuasan kerja sebagai variabel intervening. Penelitian dilakukan di Kabupaten Jember sebagai penghasil padi terbesar keempat di Jawa Timur pada bulan Januari 2022 saat musim tanam hujan. Sampel berjumlah 80 petani yang terdiri dari 20 petani dari masing-masing empat Kecamatan yang mewakili empat wilayah di Jember. Kalisat (utara), Ledokombo (timur), Ajung (selatan) dan Tanggul (barat) dipilih karena mempunyai persawahan terluas. Motivasi dan kepuasan kerja diukur dengan skala likert, kompensasi diukur dengan pendapatan usahatani padi dan kinerja diukur dengan produktivitas lahan. Data dianalisis dengan analisis jalur. Hasil penelitian menunjukkan: (1) motivasi, kompensasi dan kepuasan kerja berpengaruh secara simultan terhadap kinerja petani sebesar 57,30% dan signifikan pada taraf 1% sedangkan 42,70% sisanya disebabkan oleh faktor lain; (2). motivasi dan kompensasi secara simultan hanya berpengaruh sebesar 9,6% terhadap kepuasan kerja namun signifikan pada taraf uji 1% sedangkan 90,40 % sisanya disebabkan oleh faktor lain; (3) motivasi berpengaruh secara langsung sebesar 1,06% dan secara tidak langsung melalui kepuasan kerja sebesar 0,16% terhadap kinerja petani padi sawah di Kabupaten Jember; (4) Kompensasi berpengaruh secara langsung sebesar 53,44% dan secara tidak langsung melalui kepuasan kerja sebesar 0,01% terhadap kinerja petani padi sawah di Kabupaten Jember.

Kata kunci: kompensasi; motivasi; kepuasan kerja; pertunjukan

ABSTRACT

Farmer strengthening is needed to make farmer stand on their proffession for supporting food security program. Aimed of this study was, want to know the effect of motivation and compensation on performance of Jember Regency paddy farmer through job statistfaction as intervening variable. Study was done at Jember Regency as the fourth big rice producer in East Java in January 2022 as rainy cultivation season. Sample was 80 farmers consist of 20 farmers form each four Sub District represent four region in Jember. They were Kalisat (north), Ledokombo (east), Ajung (south) and Tanggul (west) choosen because has widest rice filed. Motivation and job statisfaction was measured by Likert scale, beside compensation was mesured by income from paddy farming and performance was measured by land productivity. Data was analized by path analysis. The result were: (1) motivation, compensation and job statisfaction affected 57.30% performance of farmer simultaneously and significant at 1% level meanwhile 42.70% the rest was caused by another factors; (2). motivation and compensation simultanuosly affected only 9.6% on job statisfaction but significant at 1% test level meanwhile 90.40 % the rest was caused by another factors; (3) motivation affected 1.06 % directly and 0.16% indirectly through job statisfaction on performance of paddy farmer at Jember Regency; (4) compensation affected 53.44% directly and 0.01% indirectly through job statisfaction on performance of paddy farmerat Jember Regency.

Key words: *compensation; motivation; job statisfaction; performance*

INTRODUCTION

Indonesia have not been self sufficient for fulfilling rice as staple food for most of Indonesian, so import is still needed. Rice IDR (Import Dependency Ratio) of Indonesia is high relatively, 3.148 % during 2011-2015(Kementrian_Pertanian, 2016) whereas the ideal condition is

2.2 % (Erwidodo, 2015). There are two negative effect of high IDR: (1) over dependency on exportir that could be use to press Indonesia to do harm thing (2) over supply which could cause decline of domestic price and prejudical for farmer. The only way to decline IDR is inclining production, that could be done in two sides: (1) improving agricultural tecknique for inclining produktivity; (2) strengthening farmer as agent of production process. Strengthening was needed so farmer is stand on their proffesion because if it was not enough, there will be a large unhandle land and cause declining of harvesting area. Farmer strengthening could be done in many ways, may be compensation, both directly (high price of paddy) and indirectly (subsidy of fertilizer, mechanization, agricutural counseling etc). Good enough compensation and high motivation was expected would make job statisfaction of farmer and incline their performance(Conyers, 1991). Land productivity is production of one hectar farm, often used to measure performance of fram. Many study was done to know the factors affected productivity but most of them just   put tecknique factors into such as wide cultibvation area, account of fertilizer, labor, pesticide, member of family and so on (Gunawan et al., 2020)(Makruf et al., 2012)(Mohamad Akbar Kurnia Putra, 2021)(Akbar et al., 2018)(Lismawati et al., 2020)(Mantiri et al., 2019). So far, writers have not found the study about human resourche factors that affected production or productivity yet, such as motivation or job statiscaftion. Some researchcers focus about farmer statisfaction on extention program or performance of extention worker but not on performance of farmer (Arifin, 2015)(Indah Nurmayanti, Begem Viantimala, Dame Trully Gultom, Helfi Yanfika, 2020)(Alam & Oktavianti, 2020). When human resouces factors that affected productivity was known, it might be usefull to improve productivity better.

Jember Regency is the fouth biggest paddy producer in East Java Province, so it is reasonable to maintain even to improve that achievment for supporting community food fulfilling and food security program widely. So, there must be many effort if intended to realize that object, both improving cultivation tecknique and farmer strenghtening in the same time .   According on that backgroud this study want to know how is human resousches side affect agriculture performance. Objecteve of this study was to know the effect of motivation and compensation on performance of Jember Regency paddy farmer through job statistfaction as intervening variable.

METHOD

Research Design

Study used descritive and correlational methode, and was done at Jember Regency in January 2022 as rainy cultivation season. Field study was determined purposively in four regions at Jember Regency. Every region represented one subdistrict with consideration they had widest rice fileds in that region (BPS (Badan Pusat Statistik), 2021), they were Subdistrict Kalisat in north, Ledokombo in east, Ajung in south and Tanggul in west region.

Population, Sample, and Sampling

Population inthis study was all paddy farmers in Jember Regency. Sampel was determined sy cluster and accidental sampling. This methode was used based on four choosen subdistricts and every paddy farmer which met researcher accidently. Totally, there were 80 samples (Table 1).

Table 1. Number of Sample

No	Region	Sucbdistrict	Number of sample
1	North	Kalisat	20
2	East	Ledokombo	20
3	South	Ajung	20
4	West	Tanggul	20
Total			80

Instrument

There were two kind of data, ratio data (income from paddy farming as compensation and productivity as performance) and ordinal data (motivation and job statisfaction). Data was colected by interviewing sample using questioner.

1. income (Rp) = revenue – out of pocket cost

2. productivity (ku/ha) $= \dfrac{production\,(ku)}{area\,(ha)}$

3. Motivation and job statisfaction were measured in some indicators and scored byLikert scale

   1 = very disagree/very not important
   2 = disagree/not important
   3 = agree enough/important enough

4 = agree/important
5 = very agree/very important

Table 2. Indicators of Motivation

No	Indicator of Motivation	1	2	3	4	5
1	Paddy farmer is a main job					
2	sourches of staple food					
3	High demnad of paddy					
4	Aviable land for paddy farming					
5	Avaiable Subsidy for paddy farming					
6	Available qualified and varied paddy varietas					
7	Open acces market					
8	Easy marketing system					
9	Supportung environment and family					
10	Available agricultural machine					
11	Available labor					

Table 3. Indicators of Compensation

No	Indikator Kompensasi	1	2	3	4	5
1	High price of paddy					
2	Floor price increase price of paddy					
3	Subsidized fertilizer helpful					
4	Price of unsubsidized fertilizer is cheap					
5	Fertilizer is available					
6	Price of pesticide is cheap					
7	Price of seeds is cheap					
8	Road and bridge is good					
9	Ttransportation is good					
10	Irrigation facilites is good enough					

Table 4. Indicators of Job Statisfaction

No	Indicator of job statisfiction	1	2	3	4	5
1	I statisfy with production of paddy that I produce					
2	I statisfy with quality of paddy that I produce					
3	I Statisfy with quality of input of pady farming					
5	Extention program helpful					
6	Income of paddy farming is high enough					

Method of Data Analysis

Data was data analized by path analysis, so ordinal data must be fransformed into interval data by ordi tekcnique or program. Path analysis model which was used in this study such as describe below
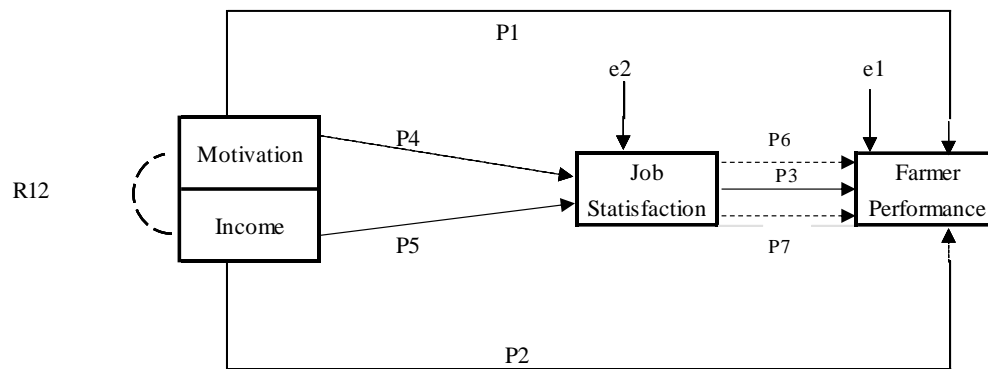
Figure 1. Path Analysis Model

Description:

─────── : direct effect

- - - - - : indirect effect

X_1 : Motivation

X_2 : Compensation (income)

X_3 : Job Statisfaction

Y : Performance of paddy farmer (Productivity)

Model I : $Y = a_0 + a_1X_1 + a_2X_2 + a_3X_3 + e_1$

P1 : direct effect of motivation on farmer performance

P2 : direct effect of compensation on farmer performance

P3 : direct effect of job statisfaction on farmer performance

e1 : error of equation model I

Model II : $X_3 = b_0 + b_1X_1 + b_2X_2 + e_2$

P4 : direct effect of motivation on job statisfaction

P5 : direct effect of compensation on job statisfaction

e2 : error of equation model II

P6 : direct and indirect effect of motivation on farmer performance through job statisfaction
= P1 * (P1 + P4 * P3) * 100%

P7 : direct and indirect affect of compensation on farmer performance through job statisfaction
= P2 * (P2 + P5 * P3) * 100%

R12 : correlation between motivation and compensation

RESULTS AND DISCUSSION

ofile of respondent consist of age, experience on paddy farming and education (Table 4). Most of respondent (57.50%) were 35 – 55 years old, 41.25% were more than 55 years old and only 1.25% under 35 years old. Based on Law number 40 , 2009, section 1 verse (1) about the youth (Susilowati, 2016), the youth was an age between 16-30 years. It meaned that paddy farmer in Jember Regency was in adult and old farmer category. Related to their paddy farming experience, most of them began to work as paddy farmer when they were 20 - 25 years old.

Education is important to develop thought in every fields, so was on paddy farming. Well educated farmer will be easier to learn new thing and apply new innovation. Indonesian government has program named 9 years schooling duty, it meaned everyone must go to school at least until graduated at lower secondary school. Most of paddy farmer (41.25 %) at Jember Regency was educated at primary school, 30.00% were educated at lower secondary school and the rest (28.75%) were educated at upper secondary school. It showed that most of paddy farmer was not well educated.

Table 5. Profile of Paddy Farmer at Jember Regency , 2022

No	Profile	Range	Number (person)	Percentage (%)

1	Age	< 35 years	1	1.25
		35 – 55 years	46	57.50
		.> 55 year	33	41.25
2	Experience	< 10 years	1	1.25
		10 – 20 years	32	40.00
		.> 20 years	47	58.75
3	Education	Primary school	33	41.25
		Lower secondary school	24	30.00
		Upper secondary school	23	28.75

Source: Analized primary data (2022).

Effect of Motivation and Compensation on Paddy Farmer Performance Through Job Statisfaction

Effect of motivation and compensation on paddy farmer performance through job statisfaction was measured by using two models, they were:
1. Model I:
   Effect of motivation (X_1), compensation (X_2) and job statisfaction (X_3) on performance of paddy farmer (Y)
2. Model II:
   Effect of motivation (X_1) and compensation (X_2) on job statisfaction (X_3)

The sumary model of those models was shown at Table 5

Table 6. Summary Model of Path Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
I	.757[a]	.573	.556	8.51498	.573	33.999	3	76	.000
II	.310[a]	.096	.072	.39763	.096	4.083	2	77	.021

Description: Model I : effect of motivation, compensation and job statisfaction on prformance
Model II : effect of motivation, compensation on job statisfaction
Source: Analized primary data (2022).

Table 5 showed that in model I motivation, compensation, and job statisfaction simultaneously affected performance sigficantly at 1% test. R square value was 0.573 told us that performance was affected 57.3% by three dependent variables, while 42.7% was affected by another factors which was not examined in model I, so the error (e1) was $0,427^2 = 0.6535$.

Model II showed that motivation, compensation simultaneously also affected job statisfaction significantly at 5% test although R square was only 9.6 % . It told us that job statisfaction was affected by two dependent variables, while 90.4% was affected by another factors which was not determined in model II, so the error (e2) was $0.904^2 = 81.72$. Based on model I and II here are the regression coefficient of these models (Table 6 and Figure 2).

Table 7. Regression Coefficient of Path Analysis

Model	Description	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
I	P1: Direct effect of motivation on performance	-3.530	3.737	-0.103	-2.284	0.203
I	P2: Direct effect of compensation on performance	2.268E-6	.000	0.731	10.032	0.000
I	P3: Direct effect of job statisfaction on performance	1.574	3.504	0.051	-.246	0.521
II	P4: Direct effect of motivation on job statisfaction	0.342	.122	0.311	2796	0.007
II	P5: Direct effect of compensation on job statisfaction	4.574E-10	.000	0.005	.041	0.967

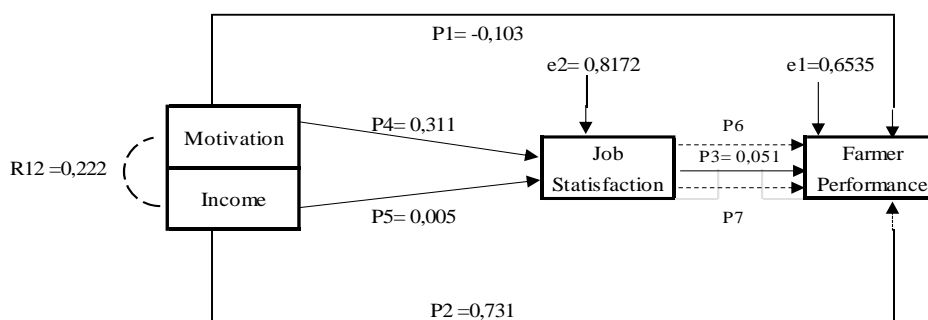Source: Analized primary data (2022).

Figure 2. Result of Path Analysis

Direct Effect of Motivation on Farmer Performance

Motivation has negatif effect on farmer performance but not significant, it rather difficult to explain how could be. Researcher has no comparison with another study about effect motivation on productivity of paddy farming, but another study find that motivation had possitive effect on employee performance of telecommunication enterprises (Larasati & Gilang, 2016)(Seo et al., 2020).

Another study found that age and experience had negative effect while education had possitive effect on farmer motivation of rice nursery farming (Riska Fitria Asfiati & Sugiarti, 2021). Based on the result of (Riska Fitria Asfiati & Sugiarti, 2021) most of respondent (98.75%) were old and had more than 20 years experience in paddy farming, researcher could say that it might caused motivation had negatif effect on productivity. Even negatif effect of motivatian was significant but the effect was a little relatively, only 6.26%. A little effect of motivation on productivity might be explained that productivity more affected by agricultural tekcnique, such as number of fertilizer, germ , pesticide, and labor also width of area just like the result of study of (Makruf et al., 2012)(Putra, 2021)(Akbar et al., 2018)(Lismawati et al., 2020)(Mantiri et al., 2019)

Direct Effect of Compensation on Farmer Performance

Compensation in this study was income of paddy farming, had 53.44% positif effect on farmer performance and significant at 1% test level. Desire to get high income from paddy farming pushed farmer to work seriously for getting high productivity. In fair price and high productivity would give farmer high revenue, so they could return cost of farming and received statistied income. This result suitable with (Nuur, 2011) that compensation affeced 37.70 % positively on produktivity of Agropolitan labor at Subdistrict of Pacet, Cianjur Regency, West Java.

Direct Effect of Job Statisfaction on Farmer Performance

Job statisfaction affected 0.26% negatively on farmer performance but not significant. It might be expalined that statisfiction could decrease spirit of farmer to work hard for better result, so the higher job statisfiction the lower productivity.   Unfortunately researchers have no comparison on this case.

Direct Effect of Motivation and Compensation on Job Statisfaction

Motivation had direct effect on job statisfaction at 9.67% , positively and significant at 1% test level. It meaned that higher motivation make famer easier statisfied and felt higher statisfaction on their job. In the contrary compensation almost had no direct effect (0.0025%) on job statisfactionof paddy farming, it meaned that farmer at Jember Regency had not been statisfied yet with their income from paddy farming. Based on the data, income from paddy farming was Rp 16,859,492/ha similar with Rp 4,214,873/ha/month. Using asumption average of rice fieled every farmer was 0.5 ha, the income became Rp 2.107.437/month, even less when farmer had rice field less than 0.5 ha. This income was less than Jember Regional Minimum Wage (UMR) in 2021 Rp 2.355.662 (BPS (Badan Pusat Statistik), 2021) so it reasonable if income did not affected job statisfaction of paddy farmer.

Direct and Indirect Effect of Motivation and Compensation on Farmer Performance Through Job Statisfaction

Motivation had regression coefficient beta -0.103 meaned affected 1.06% negatively and directly on prformance while indirect effect through job statisfaction was -0.16%, counted as (-0.103+ 0.311x0.051)   = -0.0016 or -0.16%. According to the calculation direct effect of

motivation was higher than indirect effect on performance.   Total affect of motivation on performance of paddy farmer through job statisfaction was 1.06 - 0.16% = 0.9 %.

Compensation had regression coefficient beta 0.731 meaned affected 53.44% directly on prformance while indirect effect through job statisfaction was 0.01%, counted as (0.731+ 0.005 x 0.051) = -0.000186 or 0.01%. Total affect of compensation on performance of paddy farmer through job statisfaction was 53.440% + 0.01% = 53.45% . According to the calculation direct effect of compensation was higher than indirect effect on performance. Performance in this research was measured by productivity. Based on this study productivty of rice in Jember was 58.15 ku/ha, higher than productivity of East Java (56.02 ku/ha) or Indonesia (52.26 ku/ha) in 2021(BPS (Badan Pusat Statistik), 2019).

According to the result seemed that human resourch side, especially motivation and job statisfaction, had a little effect on productivity because of aging and long experience of farmer as mentioned before.   On the other side many researcher found that the most factors affected productivity was agriculture tecknique as mentioned before too. Land productivity of rice was high as long as agriculture tecknique was available no matter how was the condition of human resourch. In short term it doesn't matter, but in long term it rather feel concerned about. Aging of farmer need regeneration of young farmer, if there was no job statisfaction and no good income how could the youth motivated in paddy farming. If the youth were not interested and motivated in paddy farming any more how could Indonesia fulfil the need of staple food. It is not fine anymore if Indonesia depend on impor more and more, higher and higher but actually the case is Indonesia has potencial natural resources.

Phenomena aging farmer was not only happen in Jember, but spread in Indoensia even in others country in Asia, Europe, America and Australia (Susilowati, 2016). This researcher (Susilowati, 2016) suggest that the government needs to development agricultural industry in rural areas, introduces new agricukture technology innovation, offers special incentives for young farmers, modernizes agriculture, and conducts training and empowerment of young farmers to pull the youth work on agricukture, especially paddy farming.

CONCLUSION

Motivation, compensation and job statisfaction affected 57.30% on performance of farmer simultaneously and significant at 1% test level meanwhile 42.780% the rest was caused by another factors. Motivation and compensation affected only 9.6% on job statisfaction but it significant at 1% test level. Motivation affected 1.06% directly and 0.16 % indirectly through job statisfaction on performance of paddy farmer at Jember Regency.   Meanwhile compensation affected 53.44% directly and 0.01% indirectly through job statisfaction through job statisfaction on performance of paddy farmer at Jember Regency.   Many researcher found that the most factors affected productivity was agriculture tecknique. Land productivity of rice was high as long as agriculture tecknique was available no matter how was the condition of human resourche.

In long term Indonesia need regeneration of young farmer, if there was no job statisfaction and   no good income how could the youth motivated in paddy farming. If the youth were not interested and motivated in paddy farming any more how could Indonesia fulfil the need of staple food. It is not fine anymore if Indonesia depend on impor more and more, higher and higher but actually the case is Indonesia has potencial natural resources. As long as writers knows, this is the first study about effect of human resources on productivity, it need more study about this case to make better conclusion.

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