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MOTIVATION, COMPETENCE AND EMPOWERMENT IN FARMING GROUP PRODUCTIVITY AT UPTD FISHERIES AND LIVESTOCK

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ABSTRACT

Purpose of the study — *To Test the Effect of Motivation, Competence and Empowerment on Productivity of Farmer Groups in UPTD Fisheries and Animal Husbandry.*

Research method—*This study uses a quantitative approach. In this research, there are four variables, namely the motivation variable as the influencing variable, the competence variable as the influencing variable, the empowerment variable as the influencing variable, and the productivity variable as the affected variable. This research is quantitative and linear. The population in this study were farmer groups in the Kadugede Fisheries and Animal Husbandry UPTD area, amounting to 10,175 people. Because there are many, the authors use the sample as part of the population. The author determines the number of samples by using the Slovin formula, which is determined by 99 people.*

Result— *Multiple Regression Analysis with the addition of X1, X2 and X3 by 1 will increase Y by 0.126 and 0.139 and 0.580, meaning that every increase in Motivation, Competence and Empowerment by 1, will increase Productivity by 0.126 and 0.139 and 0.580. The t-count value of the Motivation variable (X1) has a p-value of 0.045 <0.05, meaning that it is significantly distributed, while t-count is 2.027> from 1.984 which means that it is significant. The t-value of the Competence variable (X2) has a p-value of 0.020 <0.05, which means it is significant, while tcount is 2.362> from 1.984 which means it is significant. The results of the t-test showed that the t-value of the Empowerment variable (X3) had a p-value of 0.000 <0.05, meaning significant, while tcount 8.579> from ttable 1.984, meaning significant. ANOVA test or F test obtained Fcount of 44.908 with a significance level of 0.000. . R Square is 0.586, this means that it can explain that 58.6% Productivity is influenced by Motivation, Competence, and Empowerment factors.*

Conclusion— *The magnitude of the positive influence of motivation on productivity is 12.6%. The magnitude of the influence of Competence on Productivity is 13.9%. The magnitude of the influence of Empowerment on Productivity is 58%. The magnitude of the influence of Motivation, Competence, Empowerment on Productivity together is*

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58.6% while the remaining 41.4% is influenced by other factors.

Keywords: *Motivation, Competence, Empowerment, Productivity*

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INTRODUCTION

The productivity of farmer groups in the UPTD for Fisheries and Livestock in the Kadugede Region, Kuningan Regency continues to be improved. This effort is evidenced by the assistance provided by the government through the Fisheries and Livestock Service Office of Kuningan Regency in the implementation of the Fishery Household-Based Aquaculture Development program and the Development of Poultry and Various Livestock Cultivation. All of them have been verified with the beneficiary areas spread across 32 sub-districts according to the direction of the Kuningan regent to receive assistance from 20 free-range chickens, while fish farmers will receive biofloc ponds, fish seeds and feed. (Budhiyasa: 2020). Based on the investigation by the team from the Fisheries and Livestock Service Office of Kuningan Regency, it was found that there were 3 factors that caused the death of chickens, namely: 1. The distribution factor of chicken shipments (stress during the delivery trip), 2. Rainy and cold weather factors and finally 3. Other factors (motivation) , so the percentage who are still alive is only 26.5%.

1. Work experience in farming is still lacking;
2. The age factor that is not young anymore results in less strong power so that the production results are less than optimal;
3. Not attending special education in agriculture;
4. Insufficient land area;
5. Sources of income from livestock products should be maintained and developed but the livestock are slaughtered / sold, not bred properly. (sources: *Pre-Research Interview with several farmer groups and community leaders in the UPTD Fisheries and Livestock Kadugede, Kuningan Regency*).

To increase productivity, motivation is needed. Motivation is a factor that affects work productivity. As Sastrohadiwiryo (2015): “Motivation is the process of generating behavior, maintaining behavioral progress, and channeling specific action behaviors. Thus, motives (needs, desires) encourage employees to act. Productivity is influenced by motivation, Saksono's opinion in Serdamayanti (2017) which says that one of the factors that affect productivity is: "Working productively by encouragement and motivation. The ability of management to use maximum resources and create an optimal work system will determine the level of employee productivity. However, the weak motivation of farmer groups can be seen from (Observations on several pre-research farmer groups in July 2021):

1. Lack of personal responsibility;
2. Do not have a definite target of production results that must be achieved;
3. Not trying to work creatively;
4. Not doing activities as well as possible;
5. Do not anticipate to increase work results, especially during this Covid 19 Pandemic.

Motivation and productivity are interrelated parts of each other. An increase in work motivation will affect an increase in productivity, and vice versa. (Fahmi, 2016). Work motivation is needed so that productivity is maximized and the results produced are able to compete with other industrial companies. Without motivation, workers cannot operate optimally. Previous research that examined the motivational variable its influence on productivity by Laksmiari (2019), resulted in the conclusion: "Work motivation has a positive and significant effect on employee work productivity." From expert opinion and supported by previous research, it appears that motivation affects productivity.

In addition to motivation, productivity is also influenced by competence. Human resources based on competence will increase the ability and build the character of the human resources concerned, this can be understood because if the people who work have the right competencies in accordance with the demands of their work, they will be able to increase productivity. As stated by Sutrisno (2015): "Competence is an ability based on skills and knowledge supported by work attitudes and their application in carrying out tasks and work in the workplace that refers to the work requirements set".

The competencies possessed by employees are very important to assist leaders in contributing to organizational strategy. Abubakar (2018) states that: “Productivity can occur if a person or employees in an organization have competence. That is, employees have knowledge about the work, how to do it, and the results to be achieved.

Previous research by Setyo, Wahyudi, Sundari (2019), resulted in the conclusion: "Competence has a direct positive effect on the work productivity of Diswatpersau personnel". Competence can affect work productivity. The level of productivity in work is determined by the competencies possessed, so that the competencies possessed are very influential on the organization. However, the reality in the field is that the competence of farmer groups in the Kadugede area is not optimal, this is shown by:

1. Farmer groups are not actively participating in education or training related to agriculture;
2. Lack of interest in developing production;
3. Inadequate physical ability;
4. The results of the assessment of the ability of farming groups which are dominated by beginner and advanced levels, this shows that experience and expertise in farming / animal husbandry are still lacking.

One of the efforts to increase productivity is to provide proper empowerment. Empowerment is very important for the farmer groups themselves, because the magnitude of empowerment is a reflection or measure of the value of work. According to Serdamayanti (2017): "Empowerment is a process to make people more empowered or more capable to solve

their own problems by giving trust and authority which is expected to foster a sense of responsibility". Previous research by Suharyanto (2014) concluded: "There is an influence of empowerment on the productivity of Micro, Small and Medium Enterprises in Jatikalang Village, Prambon Sidoarjo District". Empowerment of farmer groups is sought by the local government through the Kuningan Regent who handed over machine tool assistance (facilities and infrastructure) to the Farmer Group on Tuesday (22/1/2019). The assistance provided consisted of a water pump, a hand sprayer, and a tricycle motor. (https://www.kuningankab.go.id. 2019).

However, in reality, the empowerment of farmer groups in the Fisheries and Animal Husbandry UPTD in the Kadugede area is still lacking, this can be seen from:

1. Lack of facilities that support work for farmer groups
2. Farmer groups have not utilized appropriate technology
3. Lack of cooperation patterns with other parties that support agricultural activities.
4. Lack of activeness of the farmer groups in managing their businesses and participating in trainings.

The purpose of empowerment is to bring out the potential and existing modalities and maximize them so that they become independent and increase their productivity. Empowerment is the key to creating motivated strength so that it is coupled with existing competencies so that farmer groups work well.

METHOD

This study uses a quantitative approach. The quantitative approach is one of the scientific inquiry efforts based on the philosophy of logical positivism which operates with strict rules regarding logic, truth, laws, and predictions (Arikunto: 2017). In this research, there are four variables, namely the motivation variable as the influencing variable, the competence variable as the influencing variable, the empowerment variable as the influencing variable, and the productivity variable as the influenced variable. This research is quantitative and linear.

The population in this study were farmer groups in the Kadugede Fisheries and Animal Husbandry UPTD area, amounting to 10,175 people. Because there are many, the authors use the sample as part of the population. As stated by Sugiyono (2014) "The sample is part of the number and characteristics possessed by the population". In this study, the authors determined the number of samples by using the Slovin formula from Husein Umar (2015: 108), which was determined to be 99 people.

RESULTS AND DISCUSSION

Validity and Realibility Result

The test of the validity of the research variables can be seen in table 1 below:

Table 1. test validity

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Pearson Correlation								Note
MOTIVATION		COMPETENCE		EMPOWERMENT		PRODUCTIVITY		
VAR00001	,597	VAR00001	,670	VAR00001	,621	VAR00001	,576	Valid
VAR00002	,707	VAR00002	,794	VAR00002	,629	VAR00002	,652	Valid
VAR00003	,670	VAR00003	,701	VAR00003	,633	VAR00003	,617	Valid
VAR00004	,678	VAR00004	,727	VAR00004	,602	VAR00004	,669	Valid
VAR00005	,484	VAR00005	,328	VAR00005	,656	VAR00005	,630	Valid
VAR00006	,694	VAR00006	,745	VAR00006	,648	VAR00006	,550	Valid
VAR00007	,560	VAR00007	,733	VAR00007	,704	VAR00007	,650	Valid
VAR00008	,683	VAR00008	,636	VAR00008	,651	VAR00008	,725	Valid
VAR00009	,687	VAR00009	,683	VAR00009	,378	VAR00009	,590	Valid
VAR00010	,634	VAR00010	,793	VAR00010	,603	VAR00010	,629	Valid

Based on the table data above, it can be seen that from the 10 items of each research variable question with a significance level of less than 0.05, the 10 research instruments were declared valid, so they could be used for research.

The results of testing the reliability of variables X1, X2, X3 and Y variables, obtained the reliability coefficient values as follows:

Table 2. Reliability calculation results

Variable	Reliability	Description	Category
Motivation	0,829	Reliable	High
Competence	0,872		
Empowerment	0,813		
Productivity	0,829		

Based on the table above, the Cronbach Alpha reliability coefficient value for the X1 variable is 0.829, the X2 variable is 0.872, the X3 variable is 0.813 and the Y variable is 0.829. Thus the research instrument of all variables is reliable and can be used in research.

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Classic assumption test

a. Data Normality Test

To test whether the data is normal or not, the researcher performs calculations using the Chi-Square Test model, provided that if the significance level is greater than 0.05, then the data is normally distributed. The basis for decision making in the normality test are:

Table 3. The results of the calculation of the normality test

	MOTIVATION	COMPETENCE	PRODUCTIVITY	EMPOWERMENT
Chi-Square	30,040[a]	30,394[b]	36,778[c]	32,727[d]
df	24	29	25	22
Asymp. Sig.	,183	,395	,061	,066

Thus, the results of the normality test show that the data for the three variables are normally distributed.

b. Multicollinearity Test

Multicollinearity test by looking at the value of the inflation factor (VIF) in the regression model. If the VIF is greater than 5, then the variable has a multicollinearity problem with other independent variables.

Table 4. Multicollinearity Test Results

Model		Sig.	Collinearity Statistics	
			Tolerance	VIF
1	(Constant)	,030		
	MOTIVATION	,045	,876	1,141
	COMPETENCE	,020	,714	1,400
	EMPOWERMENT	,000	,805	1,243

From the results of the table above, it is known that the Variance Inflation Factor (VIF) value of the three variables, namely Motivation of 1.141, Competence of 1.400 and Empowerment of 1.243 is smaller than 5, so that between independent variables there is no multicollinearity problem.

c. Heteroscedasticity Test

How to predict the presence or absence of heteroscedasticity in a model can be seen from the scatterplot image pattern of the model.

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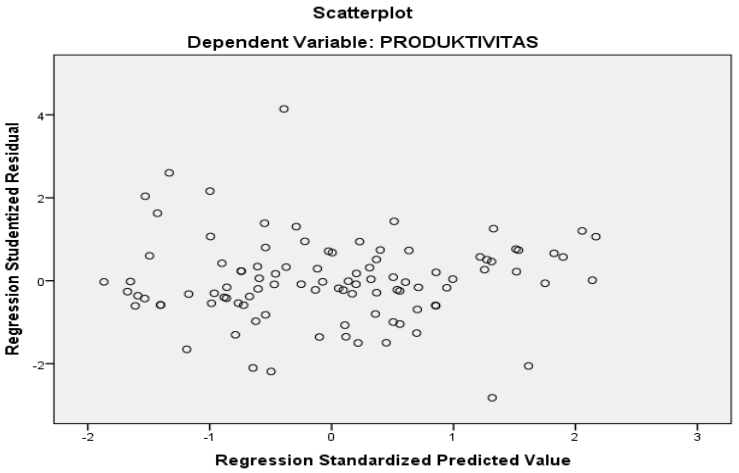

Figure 1. Scatterplot Image of Heteroscedasticity Test Results

The scatterplot above shows the spread of the dots as follows:
1) The data points spread above and below or around the number 0
2) Data points do not collect only above or below
3) The spread of data points does not form a wavy pattern that widens then narrows and widens again
4) The spread of data points should be patterned

It can be concluded that the multiple linear regression model is free from the classical assumption of heteroscedasticity and is suitable for use in research.

Multiple Regression Analysis

To find out the regression equation can be seen from table 4.9. Based on the table shows the multiple linear regression equation:

$$\boldsymbol{Y = 6,176 + 0,126x1 + 0,139x2 + 0,580x3 + \varepsilon}$$

The equation states that each addition of X1, X2 and X3 by 1 will increase Y by 0.126 and 0.139 and 0.580, meaning that each increase in Motivation, Competence and Empowerment by 1, will increase Productivity by 0.126 and 0.139 and 0.580.

Meanwhile, to test the significance (measured from the level of significance), from table 4.9, it can be seen that the significance of the Motivation variable (X1) is 0.045 which means significant and accepts the hypothesis which states that there is a positive and partially significant effect of motivation on the productivity of farmer groups in UPTD Fisheries and Livestock, Kadugede Region. Kuningan District. Competence variable of 0.020 is smaller than 0.05, then the hypothesis is accepted or There is a positive and significant influence partially

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competence on the productivity of farmer groups in the Fisheries and Livestock UPTD of the Kadugede Region, Kuningan Regency. Empowerment variable of 0.000 is smaller than 0.05, then the hypothesis is accepted or There is a simultaneous positive and significant influence on Motivation, Competence and Empowerment on the productivity of farmer groups in UPTD Fisheries and Livestock, Kadugede Region, Kuningan Regency.

Hypothesis test

a. t test

Judging from the t value in the Coefficients table below with the test criteria, if the significance level is less than 0.05, then the hypothesis is accepted. The results of testing the hypothesis are as follows:

Table 5. Hypothesis Testing (t) variables X1, X2, X3 against Y

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	6,176	2,804		2,202	,030
	MOTIVATION	,126	,062	,143	2,027	,045
	COMPETENCE	,139	,059	,184	2,362	,020
	EMPOWERMENT	,580	,068	,631	8,579	,000

Based on table 6. the results of the t-test showed that the tcount value of the Motivation variable (X1) has a p-value of 0.045 <0.05, meaning that it is significantly distributed, while tcount is 2.027> from ttable 1.984 which means it is significant. Partially testing the effect of motivation on productivity, the results show that the motivation variable can predict productivity. A significance value of 0.045 <0.05 means that the distribution is significant, while tcount 2.027> from ttable 1.984 means significant. The tcount value of the Competence variable (X2) has a p-value of 0.020 <0.05 which means it is significant, while tcount is 2.362> from 1.984 which means it is significant. A significance value of 0.020 <0.05 means significant, while tcount 2.362> from ttable 1.984 means significant. The t-count value of the Empowerment variable (X3) has a p-value of 0.000 <0.05 which means it is significant, while tcount is 8.579> from 1.984 which means it is significant. A significance value of 0.000 <0.05 means significant, while tcount 8.579> from ttable 1.984 means significant.

b. F Uji test

Furthermore, to determine the joint effect of Motivation (X1), Competence (X2) and Empowerment (X3) on Productivity (Y), tested with the F test, the test results can be seen in the table below:

Table 7. F . Test Results

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1945,990	3	648,663	44,908	,000[b]
	Residual	1372,192	95	14,444		
	Total	3318,182	98			

a. Dependent Variable: PRODUCTIVITY
b. Predictors: (Constant), EMPOWERMENT, MOTIVATION, COMPETENCE

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The results of the ANOVA test or F test obtained Fcount of 44.908 with a significance level of 0.000. This means that the variables of Motivation, Competence and Empowerment have a simultaneous (simultaneous) effect on productivity. The result of the F test has a p-value of 0.000 <0.05, which means it is significant.

c. Coefficient of Determination

Furthermore, the results of the calculation of the coefficient of determination are obtained as in the table below:

Table 7. Coefficient of Determination

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,766[a]	,586	,573	3,80054	1,171

a. Predictors: (Constant), EMPOWERMENT, MOTIVATION, COMPETENCE
b. Dependent Variable: PRODUCTIVITY

From the table above, it can be seen that R Square is 0.586, this means it can explain that 58.6% of productivity is influenced by motivation, competence, and empowerment factors, while the remaining 41.4% is influenced by other factors.

After processing and analyzing the data obtained from the answers to the questionnaire distributed to the respondents regarding the influence of Motivation, Competence, Empowerment on Productivity and obtained the following description:

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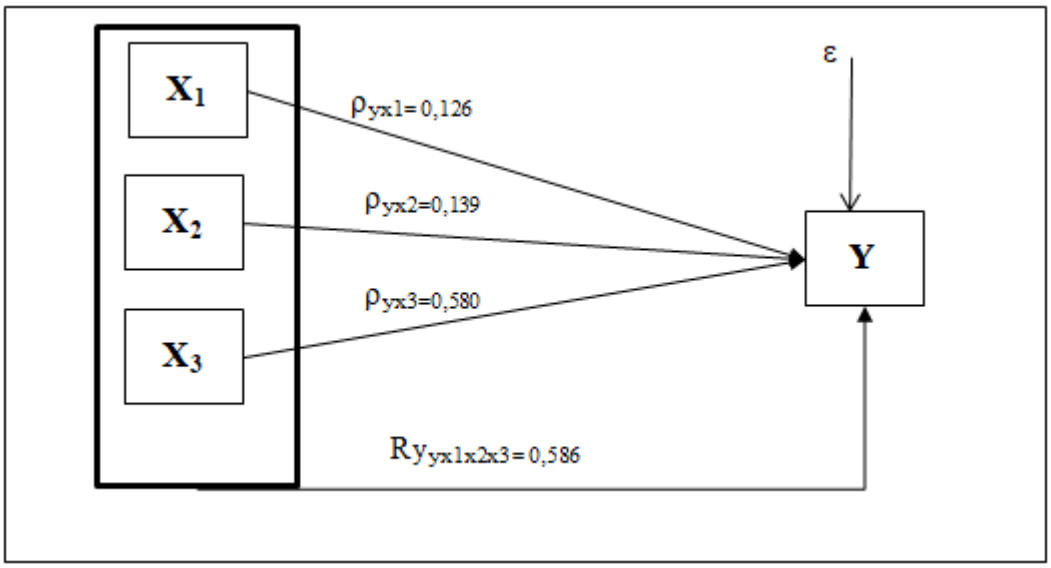

Figure 2. Diagram of the Effect of Research Variables

CONCLUSION

Based on the results of the analysis and discussion that have been stated previously, the following conclusions can be drawn: There is a positive and partially significant influence of motivation on the productivity of farmer groups in UPTD Fisheries and Livestock in the Kadugede Region, Kuningan Regency. The magnitude of the positive influence of motivation on productivity is 12.6% while the remaining 87.4% is influenced by other factors. There is a positive and significant influence partially competence on the productivity of farmer groups in UPTD Fisheries and Livestock in the Kadugede Region, Kuningan Regency. The magnitude of the influence of Competence on Productivity is 13.9% while the remaining 86.1% is influenced by other factors. There is a positive and significant influence partially empowerment on the productivity of farmer groups in UPTD Fisheries and Livestock in the Kadugede Region, Kuningan Regency. The magnitude of the influence of Empowerment on Productivity is 58% while the remaining 42% is influenced by other factors. There is a simultaneous positive and significant effect of Motivation, Competence and Empowerment on the productivity of farmer groups in the Fisheries and Livestock UPTD, Kadugede Region, Kuningan Regency. The magnitude of the influence of Motivation, Competence, Empowerment on Productivity together is 58.6% while the remaining 41.4% is influenced by other factors.

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