

The Effect of Motivation and Rewards on Performance (Case Study of Members in the Bandung Police Drug Task Force)

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Abstract

Performance is one of the important factors for the organization because with good performance the organizational goals can be achieved. Factors that can affect performance include motivation and rewarding. This study aims to determine the effect of motivation and reward on the performance of the members of the Bandung Police Drug Task Force. This research uses quantitative methods, the sample taken in the study as many as 60 people with data collection using a questionnaire, analysis techniques for data processing with analysis of validity test, reliability test, multiple linear regression test, F test, T-test and coefficient of determination. Based on the calculation of the validity test carried out from the three variables, the results show that all variables are valid. In this study, it is known that the r-table is 0.2542. From the reliability test, the result is $0.810 > 0.60$. Based on the results of the f test, namely $0.000 < 0.05$ and the calculated F value of $30.814 > F$ table 3.156. Based on the results of the t-test, it is $0.140 > 0.05$ and the t value is $-1.497 < t$ table 2.002, which means that there is no influence of X1 on Y. While, the variable X2 shows a significance level of $0.000 < 0.05$ and the t value of $5.552 > t$ table 2.002 which means that it affects Y. Based on the coefficient of determination, it is known that the value of R Square is 0.520, this means that the effect of variables X1 and X2 simultaneously on variable Y is 52%. Therefore, motivation and reward have a significant effect on member performance.

Keywords: Motivation, Reward, Performance.

INTRODUCTION

Currently, organizations in Indonesia must be able to improve the quality of their human resources. This is done so that organizations in Indonesia can compete amidst the tight competition in the world of work globally. One of the efforts to improve the quality of employee works is by increasing the performance of each member of the organization. One way that can be done to improve performance is by providing regular motivation, as we know Human Resources are the most interesting in an organization because they act as planners and controllers of all organizational activities. By motivating superiors, it is hoped that the members can work harder. If the performance of organizational members' increases, organizational goals can be achieved easily. Conversely, if superiors pay less attention to their subordinates, then the members will not have work motivation so that it will cause laziness to complete the work done. In addition to motivation, other factor can affect the performance of members, namely rewards. rewards are rewards given by the organization to members as a form of reward for the work they have done. With the reward, it is hoped that

the members of the organization will be able to improve their respective performance and it is hoped that each individual has the ability to compete. because on the other hand, giving rewards can be a separate motivation to achieve better performance for the future. Basically, there is already high work motivation and proper reward at the Bandung Police, but there is still a fluctuating presence. The results of research conducted by Edirisooriya (2015) show that there is a positive relationship between both extrinsic and intrinsic rewards on member performance. This study also shows that rewards can increase motivation and performance of organizational members. The objectives of this research are: however, there is still a fluctuating presence. The results of research conducted by Edirisooriya (2015) show that there is a positive relationship between both extrinsic and intrinsic rewards on member performance. This study also shows that rewards can increase motivation and performance of organizational members. The objectives of this research are: however, there is still a fluctuating presence. The results of research conducted by Edirisooriya (2015) show that there is a positive relationship between both extrinsic and intrinsic rewards on member performance. This study also shows that rewards can increase motivation and performance of organizational members. The objectives of this research are:

1. This is to determine the implementation of motivation for members of the drug task force carried out at Polrestabas Bandung.
2. To find out the rewards applied at the Bandung Police.
3. To find out the performance of the members of the drug task force at the Bandung Police.
4. To find out the evaluation of the motivation and reward of the performance of members of the drug task force at Polrestabas Bandung.

LITERATURE REVIEW

Motivation

Motivation as expertise in directing employees to be willing to show individual intensity, direction, and persistence to carry out the tasks given to be done optimally to achieve the organization goals.

Definition of motivation according to Edwin B Flippo (2016), motivation is a skill, in directing employees and organizations to work successfully so that the desires of employees and organizational goals are achieved at the same time.

Understanding motivation according to Robbins (2016), motivation is a process that shows individual intensity, direction, and persistence of efforts towards achieving goals.

Reward

Giving rewards can increase productivity performance for employees so that the tasks carried out by employees can be carried out optimally and organizational goals are achieved. Employees who work optimally also feel the fairness of the organization which can satisfy employees' sense of satisfaction both financially and non-financially.

Understanding of rewards according to Simamora (2016), incentives link pays based on being able to increase employee productivity to achieve a competitive advantage.

Understanding reward according to Irham Fahmi (2016), reward is a form of remuneration given to an employee for the work done, both in the form of financial and non-financial firms.

Understanding rewards according to Purnama (2015), reward is a reward given to employees based on the performance of the organization.

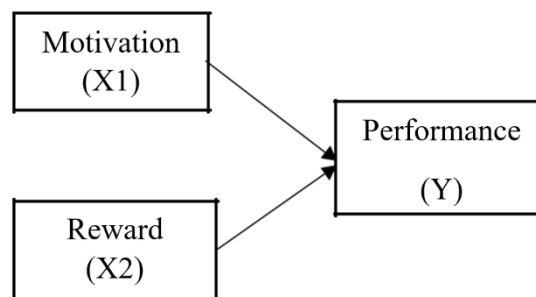
Performance

Performance is a level of real contribution given by employees to complete work based on predetermined conditions to obtain work performance within the organization.

Definition of performance according to Rivai and Sagala (2016), performance is a real behavior that is displayed by everyone as work performance produced by employees by their role in the organization.

Definition of performance according to Edison (2016), performance is the result of a process that refers to and is measured over a certain period of time-based on predetermined terms or agreements.

Hypothesis



H1: There is a significant effect of motivation variable on the member performance variable.

H2: There is a significant effect of the reward variable on the member performance variable.

RESEARCH METHODS

The method used in this research is quantitative descriptive method, the reason we used this method because quantitative descriptive analysis technique describes the collected data as it is. The population in this study were all members who worked in the Bandung Police Drug Task Force, totaling 70 people. So in this study, we used 60 samples, this is determined based on calculations by using the formula to find the sample, namely $n = 1 + \frac{2}{\dots}$. This research uses the primary data obtained from filling out a questionnaire conducted by members of the Bandung Police Drug Task Force. In this case, we use descriptive statistic techniques, validity test, reliability test, F-test, T-test, and multiple linear regression. Besides, we use a data processing application in the form of SPSS Statistics.

RESULTS AND DISCUSSION

Instrument Quality Test Validity Test

Based on the calculations that have been made of the three variables, namely the Motivation variable (X1), reward (X2), and the Performance variable (Y), the results show that all variables are valid. This is known following the provisions that $r\text{-count} > r\text{-table}$. In this study, it is known that the r-table is 0.2542.

Reliability Test

A reliability test according to Ghozali (2017) is a tool to test the consistency of respondents' answers to the questions in the questionnaire. If the respondent's answer is consistent, it can be said that the questionnaire is reliable. Measurements were made using Cronbach's alpha statistical test.

Table 1. Motivation Variable Reliability Test Results (X1)

Cronbach's Alpha	N of Items
, 810	10

From the table above, it can be said that the motivation indicator is reliable, because $r\text{-count} > r\text{-table}$ is $0.810 > 0.60$ (Ghozali, 2018).

Table 2. Reward Variable Reliability Test Results (X2)

Cronbach's Alpha	N of Items
, 894	10

From the table above, it can be said that the reward indicator is reliable, because $r\text{-count} > r\text{-table}$ is $0.894 > 0.60$ (Ghozali, 2018).

Table 3. Performance Variable Reliability Test Results (Y)

Cronbach's Alpha	N of Items
, 941	10

From table above, it can be said that the performance indicators are reliable, because $r\text{-count} > r\text{-table}$ is $0.941 > 0.60$ (Ghozali, 2018).

F-test

The simultaneous F test according to Ghozali (2018) is a method used to determine the effect of independent variables on the dependent variable in a study. This test used to compare the significance value, where if $f\text{-count} > f\text{-table}$ it shows significant data.

**Table 4. F-test Results
ANOVA**

Model	Sum of Square s	Df	Mean Square	F	Sig.
1 Regression	698,732	2	349,366	30,814	, 000b
Residual	646,268	57	11,338		
Total	1345,000	59			

- a. Dependent Variable: Performance (Y)
b. Predictors: Rewards (X2), Motivation (X1)

Based on the results, it can be shown that the significance level obtained is $0.000 < 0.05$ and the calculated F value is $30.814 > F\text{ table } 3.156$, it's means the regression model can be used.

T-test

The T-test according to Sugiyono (2018) is a temporary answer to the problem formulation, which asks for the relationship between two or more variables.

**Table 5. T-test Results
Coefficients**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	20,186	3,431		5,883	, 000
Motivation (X1)	-, 217	, 145	-, 246	- 1,497	, 140
Reward (X2)	, 762	, 137	, 911	5,552	, 000

- a. Dependent Variable: Performance (Y)

From the table, it shows that the level of significance in variable X1 is $0.140 > 0.05$ and the t value is $-1.497 < t\text{-table } 2.002$, It means that there is no effect of variable X1 on

variable Y. Meanwhile, in calculating variable X2, it shows that the level of significance of $0.000 < 0.05$ and the t value of $5.552 > t$ table 2.002, the meaning is there an effect of variable X2 to Y.

Multiple Linear Regression Test

Multiple linear regression analysis according to Sugiyono (2017) is a study used to predict the increase or decrease in the state of the dependent variable, if the independent variable as a predictor factor is increased, its value is decreased (manipulated).

Table 6. Multiple Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	20,186	3,431	
1 Motivation (X1)	-, 217	, 145	-, 246
Reward (X2)	, 762	, 137	, 911

a. Dependent Variable: Performance(Y)

From the table above, the results can be analyzed as follows:

- Motivation coefficient (X1) shows a result of -0.217, meaning that each value of X1 increases, it will reduce the performance value of the member (Y) by -0.217.
- The reward coefficient (X2) shows a result of 0.762, meaning that each value of X1 increases, it will reduce the performance value of the member (Y) by 0.762.

Coefficient of Determination

The coefficient of determination according to Ghozali (2016) is a method that aims to measure how far the model's ability to explain variations in the dependent variable.

Table 7. Result of the coefficient of determination

Model	R	R Square	Adjusted R Square	Std. An error of the Estimate
1	, 721a	, 520	, 503	3,367

a. Predictors: (Constant), Rewards (X2), Motivation (X1)

Based on the output above, we can be known that the value of R Square is 0.520, It's means that the effect of variables X1 and X2 simultaneously on variable Y is 52%.

DISCUSSION

The Effect of Motivation on Performance

In the calculations on the t test, it can be seen that the Sig. for the effect of X1 on Y is equal to $0.140 > 0.05$ and the value of t count $-1.497 < t$ -table 2.002. It's means H1 is rejected, and motivation has no effect on the performance of the members in the Bandung Police Drug Task Force.

The Effect of Rewards on Performance

The calculation on the t-test shows that the Sig. for the effect of X2 on Y is equal to $0.000 < 0.05$ and the value of t count $5,552 > t$ -table 2.002. It means H2 is accepted, and the reward has a significant effect on the performance of the members in the Bandung Police Drug Task Force.

The Effect of Motivation and Rewards on Performance

From the calculations on the f test, we can know that the significance value for the effect of X1 and X2 simultaneously on Y is equal to $0.000 < 0.05$, and the F value is $30.814 > F$ table 3.156. So it means that H3 is accepted, which is the motivation and the reward variable that have a simultaneous effect on the performance variable of the members in the Bandung Police Drug Task Force.

CONCLUSION

The results that have been discussed of the analysis using a variety of tests, we can know that motivation has no significant effect on the performance of the members in the Bandung Police Drug Task. While rewards have a significant positive effect on performance members. Therefore, the reward has an effect that can improve the performance of members in the Bandung Police Drug Task Force.

SUGGESTIONS

Several suggestions of the research can be made such as: for the organization it is expected that in the future it can provide even better rewards such as giving bonuses to members who work beyond the set target. It is hoped that bonuses can be given promptly so that it can spur members' performance to be even better in the future. Also, it is hoped that superiors pay more attention to their members by providing motivation, this is so that motivation can increase the performance of the members.

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