Effect Of Motivation, Wages, Labor And Social Security Personnel On The Performance Of Hygiene District Department Of Environmental Nganjuk

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Abstract

This study aimed to determine the effect of motivation variables, Wages, Labor and Social Security on the performance of a janitor, both simultaneously and partially on the performance of a janitor. The variables in this study consisted of independent variables in the form of motivation which consists of physiological needs, safety needs, social needs, the needs of self-esteem and self-actualization needs. Variable salary consists minimum wage, overtime, wages do not work due to other activities outside of work, and the structure and scale of remuneration proportional. Social security workforce composed of Accident Insurance (JKK), Death Benefit (JKM), the Old Age Security JHT) and pensions (JP). The dependent variable in the form of Performance Officer Hygiene. Performance consists of quantity, quality, punctuality, attendance, and ability to cooperate. This research is a quantitative research, with a population of 135 people janitor. The sampling technique was conducted using purposive sampling, with a sample of 100 people. The test results of T-test, partial variabel motivation significant effect of 0,388 to variable performance janitor Environment Agency Nganjuk. In partial wage, significant influence amounted to 0.865 against the performance variables janitor Environment Agency Nganjuk. In partial social securityberpengaruh significantly by 0.207 to variable performance janitor District Environmental Office. Nganjuk. F test results - Test Variables Motivation, Wages, Labor and Social Security amounted to 141.596 simultaneous effect on the performance of the janitor of the Environment Department Nganjukreinforced by the coefficient of determination coefficient of determination (R) = 0816 means the relationship between motivation, wages and social security to the performance janitor of 81.6% means a very close relationship. The greater the R means the relationship more closely. While the R square of 0.810 means that 81% can be explained by the motivation variable (X1), wages (X2) and social security of labor (X3) and performance (X4). While the remaining 19% can be explained by other factors not examined in this study.

keyword: *motivation, wages, social security, performance*

A. Preliminary

Street sweeper janitor once considered one eye and quiet enthusiasts, but now a lot of interest in line with the increasing standard of living of families janitor and surrounding communities as a result of waste management, waste management services are good, as well as community empowerment is the main attraction for researchers. In order to support the role of the Environment Agency waste management requires motivation, wages, social security in order to obtain optimum performance.

Motivation is the power and potential directing subordinates to cooperate productively managed to achieve and realize predetermined goals (Maslow quoted Hasibuan, 2013). Social security provide certainty for protection against the risks of the job will be guaranteed, especially to protect the continuity of the earnings of workers who are needed to meet the necessities of life and their families. Performance is the result of the quality and quantity of work accomplished by an employee in performing their duties in accordance with the responsibilities given to an employee who has a high performance. An employee to have a high performance and good to do the job should have the expertise and skills fit the job.

Researchers looked at that motivation, wages and social security directly affect performance. Wherein the high motivation, decent wages and social security will affect the performance of workers. The formulation of the problem is a question that will be answered through data collection forms of research problem formulation is based on research by the level of explanation (Sugiyono: 2012).

1. Does motivation affect the performance janitor Environment Agency Nganjuk?

2. Are wage janitor affect the performance of the Environmental Office Nganjuk?
3. Is Social Security affect the performance of labor janitor Environment Agency Nganjuk?
4. What was the motivation, wages and social security simultaneously affects the performance of the janitor of the Environment Agency Nganjuk?

Motivation

Motivation comes from the Latin word movere which means a push or move. Motivation in management is only aimed at human resources in general and in particular subordinate. Work motivation is derived from the Latin word meaning movore push or move.

Abraham Maslow theory of motivation (Hasibuan, 2013) says that inside every man dwells five levels of needs, as follows:
1. Among other physiological hunger, thirst, protection (clothing and housing), sex, and other physical needs.
2. Among the security of safety and protection of the physical and emotional damages.
3. Social includes affection, sense of belonging, well received, and friendship.
4. Choice of self respect include factors such as self-esteem, autonomy, and achievement; as well as external factors eg status, pengakuandan attention.
5. Self-actualization drive to become someone / something to suit his ambitions;

Wage

Salary or in English known as the salary is a form (Nilasari: 2016). Salaries generally a payment for supply of services performed by employees who have the hierarchy manager, while wages generally constitute payment for supply of services performed by employees of executive (workers). Generally paid fixed monthly salary, while wages are paid by the day, working hours or the number of units of products produced (Mulyadi: 2013).

In the present study the wages taken by PP 78 in 2015, namely the minimum wage, overtime, wages do not work because melakukakan other activities outside of work, the structure and scale of remuneration proportional. Wages are the rights of workers / laborers received and expressed in terms of money as a reward from employers or employers to workers / laborers are set and paid by an employment agreement, agreements, or legislation, including allowances for workers / laborers and their families on a job and / or services that have been or will be made.

The minimum wage set by the government based on the need for decent living by taking into account productivity and economic growth. The minimum wage may consist of a minimum wage based on the province or regency / city and the minimum wage by sector in the province or district / city. Minimum wage is the lowest monthly wage consists of basic salary including fixed allowances set by the governor as a safety net. Upah overtime wages are given to the janitor after 15:00 pm.

The structure and scale of remuneration proportional. Wage Structure and Scale The composition of the wage rate from the lowest to highest or from highest to lowest load to the nominal value of wages range from the smallest to largest for each class of positions.

Environment Department structuring and wage scales by observing the task or workload. The operational definition of wages in this research that the wage stipulated in the Working Agreement agreed upon by the janitor and lingkungna Office Live Nganjuk.

Social Security

Social security is a form of protection provided from the company to workers in the form of income sufficient to meet daily needs, including if the worker is unable to work because of something beyond his will. (Abdul Rashid Saliman, 2011) under the Act of 1945 amendment to Article 28 H paragraph (3) provides that every person has the right to obtain social security labor for survival.

This study uses the theory of social security according to the law No. 24 of 2011 on social security.
1. Accident Assurance Program (JKK)

Work Accident Insurance (JKK), among them health care (care and treatment) which includes examination of the basis and support, compensation in the form of money, compensation for disability, death benefits and funeral expenses, Program Return to Work (Return to Work), Event Promotive and Preventive Rehabilitation is a tool (orthese) or tool change (Prothese), children's education scholarships for each participant who died or suffered a total disability.

2. Life Insurance (JKM)

Great contribution Death Insurance Program Under Government Regulation No. 44 In 2015, Death Security program is the cash given to the heirs when a program participant dies not because of accidents. Death Insurance covers Contribution JKM program and the fee based on the value of the project

3. Pension plan

Old Age Security Regulations on Labor BPJS stipulated in Government Regulation No. 46 Year 2016 on the Implementation of the Old Days Program. Reporting from the official siteBPJSemployment, JHT is in cash to the amount of the accumulated value of the contributions and investment results. Balance as preparation for retirement age and balances for housing allowance.

4. Pensions (JP)

Based on Government Regulation No. 45 Year 2015 on the Implementation of the Pension Guarantee Program. Social security pension is aiming to maintain a decent level of life for participants and their heirs to provide income after retirement participants, total permanent disability or death. Retirement Security Program include: Retirement Retirement (MPHT), Disability Retirement (MPC), the Pension Widow / Widower (MPJD), Retirement Son (MPA), Retirement Parents (MPOT) and Lumpsum.

Performance

Performance or achievements of work is as a result of work has been accomplished person from his behavior in carrying out the work activity (Sutrisno: 2013). Mathis and Jackson (2012) explains that performance is what is done or not done by employees. Definition of performance by Kashmir (2016) "Performance is the result of a work and kierja behavior over a period of usually one year. Indicators of performance in this study by Mathis and Jackson (2012) are:

a. Quantity

Quantity Represents the amount produced, expressed in terms such as the number of units, the number of cycles completed activity of employees, and the amount of activity generated. Quantities performance that is widely janitor sweeping the streets every officer of 500 m2, trash collection as much as six or seven times for Amroll officer, and two or three times to officers dumptruk.

b. Quality

Quality work is measured from the employees' perception of the quality of work produced and perfection of skills and abilities duties towards employees. Quality location cleaned ie free from grass, dirt, and other trash.

c. Punctuality

Timeliness timeliness is measured employee perceptions of an activity which was completed at the beginning of time to be output. Timeliness is that the location is clean before 06.30 pm, 11:30 pm and 14:30 pm.

d. Presence

The presence of employees in the company's presence in both the work, came home work, permission, or without explanation entirely affect the employee's performance. Namely the presence of the janitor must be present every day, if ill find a replacement for himself, with replacement wages agreed upon himself among the substitutes and officials replaced

e. ability to cooperate

Interoperability is the ability of labor to cooperate with others in accomplishing a task and the work that has been set so as to achieve efficiency and effectiveness as much as possible. Kemamapuan collaboration is upon ability janitor collaboration between friends both in communication and when needed bhakti and overtime work. It was concluded that the performance

is the result achieved by a person based on a standard or predefined criteria.

B. Research Methodology

Location Research Environment Agency Nganjuk Highway Kedondong No. 1 Nganjuk. The object of research is something that is a concern in a study, the object of this research were targeted in research to find answers and solutions to problems that occur. Sugiyono (2017) explain the meaning of the object of study is "a scientific target to obtain data for the purpose and usefulness of something objective, valid and reliable about something (specific variables)". Subjects or respondents are those used as the sample of this research. The object in this research is the Environmental Office Nganjuk.

Population and Sample

The population is the object or subject that meet certain criteria that have been determined researcher. The population in this study as many as 135 people. Sugiyono (2017) states that "the sample is part of the number and characteristics possessed by the population". This sampling should be conducted such that the samples were really able to represent (Representative) and describe the actual population. Samples in this study consisted of 100 people. In a sampling of the population of researchers using purposive sampling. The criteria for consideration or decision of samples used by the author is

Research variable

Variable research is something that shaped what is defined by the researchers to be studied in order to obtain information about it, then be deduced. In this study the variables used include:

1. The independent variable, this variable is often called a stimulus variables, predictors, antecedent or independent variable. Sugiono (2014). Independent variables are variables that affect or is the cause of the change or the emergence of the dependent variable (dependent). The independent variables can affect a change in the dependent variable and have a positive or negative relationship. If there is a free variable, and there is a dependent variable and with every unit increase in the independent variable, there is also an increase in the dependent

variable or otherwise. In this study, the independent variable is the variable X1 = Motivai, X2 = Wages, and X3 = Social Security Labor.

2. The dependent variable, this variable is often called a variable output, criteria, consistent or variable bound. Sugiyono (2014) the dependent variable is a variable that is affected or which become due, because of the independent variables. The dependent variable is the main concern (as factors that apply in the observations) and also become the target of research. Through analysis of the dependent variable (finding the variables that affect it) will announce a solution to solving the issues raised. The dependent variable in this study is the performance.

Data analysis

Data analysis is the process of searching for and compiling a systematic data obtained from interviews, field notes, and documentation, by way of organizing data into categories, describe into the units, synthesize, organize into a pattern, choose a name that is important and which will be studied, and make conclusions so easily understood by oneself or others (Sugiyono: 2014). Measurement of variables with a Likert scale, which will be measured translated into indicator variables. The indicator then used as a starting point to construct items instruments which can be a statement or a question. According Sugiyono (2014), "The answer to every instrument that uses a Likert scale has a gradation from very positive to very negative, which may include the words then given a score."

Data and Data Collection Techniques

According Kasiram in Sujarweni (2014) mendifiniskan quantitative research is a process of finding data in the form of knowledge which uses numbers as a tool to analyze information about what he wants to know.

Quantitative research is a type of research that produces findings that can be achieved (obtained) by using statistical procedures or other means of quantification (measurement). Kuantiatf approach focusing on the symptoms that have certain characteristics in human life that

dinamakannnya as a variable. In a quantitative approach to the nature of the relationship between variables were analyzed using an objective theory.

Data types

This type of data based on its source is divided into two, namely primary data and secondary data. Whereas by its nature is divided into two, namely quantitative data and qualitative data.

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1. Primary data

According Sugiyono (2016) Primary sources are data that directly provide the data to the data collector, in terms of how or techniques of data collection, the data collection techniques can be done with the interview (interview), the questionnaire (angktet), observations (observation), and the combination of all three ,

2. Secondary Data

Definition of secondary data according to Sugiyono (2015) is a data source that does not directly provide data to data collectors, for example through others or through documents. Secondary data of this study is a list of names janitor Environment Agency Nganjuk.

By its nature is divided into two, namely quantitative data and qualitative data.

1. Definition of qualitative data according to Sugiyono (2015) is the data in the form of words, schemes, and images. Qualitative data of this research is the name and address of the research object.

2. Understanding Quantitative Data Quantitative data by Sugiyono (2015) is

Test F

the data in the form of numbers or qualitative data diangkakan. Quantitative data of this study is a questionnaire to employees on the company information system users distributor of medical devices in Semarang who are willing to become respondents and fill out questionnaires

Data collection technique

This study was conducted by quantitative methods using multiple linear regression analysis. The method of determining the location of the study using purposive sampling, ie as many as 135 employees. Methods of data collection using questionnaires, interviews and documents. Questionnaires have been collected subsequent test instruments that test the validity and reliability test, and then analyzed using multiple linear regression analysis, the effectiveness of the regression line and standard error of estimate, to facilitate the calculation of the data analysis, the researcher using SPSS 25 for windows.

C. Research result

Descriptive Research Areas

This research was conducted at the Environment Department Nganjuk February 25 till March 25, 2019. Environment Agency Nganjuk berlamat on Highway Kedondong No. 01 Village Kedondong Bagor District of Nganjuk.Environment Department consists of three areas. The field consists of three Sector Planning and Penataaan PPLH, Division of Waste Management, B3, and the Improvement and Pollution Control Division and Environmental Degradation.

ANOVA[a]						
Model	Sum of Squares	df	Mean Square	F	Sig.	
1 Regression	494,774	3	164,925	141,596	,000[b]	
Residual	111,816	96	1,165			
Total	606,590	99				
a. Dependent Variable: KINERJA						
b. Predictors: (Constant), Jaminan Sosial Tenaga Kerja, Motivasi, Upah						

From the ANOVA table we can see in the column Sum of Square showed him the number of data values to be calculated, then there is value df (degre of freedom) and

the significance value (probability) as for an explanation as follows:

*   Column F shows the F value used as a benchmark in the F test, the greater the value, the greater F bengaruh

simultaneously. In this time the output value of 141.596 F is still quite large considered influential. These benchmarks also affect whether or not the value of the test can be done by comparing the value of F table.

- Column Sig. or the probability of showing the level of significance, where the value is also used as a cut-off value for judging whether or not an effect of the independent variables terrhadap dependent. If the value is below 0.05 (α), the effect if otherwise no effect. Sig 0.000 <0.05 variables of motivation, wages and social security significantly influence the performance variables.

Done with Anova table we switch to the Coefficients table, here we are given a fairly detailed information about pervariabel effect on the dependent variable.

			Model Summary[b]			
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,903[a]	,816	,810	1,079	1,765
a. Predictors: (Constant), Jaminan Sosial Tenaga Kerja, Motivasi, Upah					
b. Dependent Variable: Kinerja					

Based on the coefficient of determination (R) = 0816 means the relationship between motivation, wages and social security to performance Janitor of 81.6% means a very close relationship. The greater the R means the relationship more closely. While the R square of 0.810 means that 81% can be explained by the motivation variable (X1), wages (X2) and Social security (X3) and performance (X4) .Sedangkan remaining 19% can be explained by other factors not examined in this study.

Multiple Linear Regression Analysis

According to (Sugiyono: 2010) Regression consist of independent variables (affecting) and the dependent variable (that is affected). Variables that affect this in the regression analysis termed a predictor variable (with the symbol X) and influenced called criterion variables (with symbol Y). But in the multiple regression we talk about the relationship between one dependent variable with two or more dependent variables.

		Coefficients[a]							
Model		Unstandardized Coefficients		Standardized Coefficients			Correlations		
		B	Std. Error	Beta	T	Sig.	Zero-order	Partial	Part
1	(Constant)	2,399	1,474						
	Motivasi	,136	,033	,195	4,126	,000	,485	,388	,181
	Upah	,705	,042	,802	16,902	,000	,882	,865	,741
	Jaminan Sosial Tenaga Kerja	,103	,050	,092	2,072	,041	,148	,207	,091
a. Dependent Variable: KINERJA									

Motivation variable significant influence amounted to 0,388 variable positive effect amounting to 0.865 wages and social security variables positive effect amounting to 0.207. In this study, the most dominant variable terhap performance is variable wage janitor.

D. Conclusion

Based on the results of research by the author on the Influence of Motivation,

Wages and Labor Warranty on Performance sosisal Officer Environment Agency Cleanliness Nganjuk "and in accordance with the formulation of the problem that exists, Based on the results of the analysis has been done on the research results t*h*at have been obtained, then a number of conclusionsthe authors conclude as follows:

1. Partially (people) a significant difference Motivational variables affect the performance variables significantly by 0,388
2. Variable pay significant influence amounted to 0.865
3. Social security variables significant influence amounted to 0.207.
4. Variables Motivation, Wages and Labor Warranty Sossial simultaneous effect on the performance of the janitor of the Environment Department Nganjuk.

E. Recommendation

1. The need for a marketing stand by the government free of charge for the products of the garbage in the places visited by the public
2. Freelance personnel unskilled in garbage pengelohan need of learning in groups by leaders and freelance workers are skilled so they can develop in everyday life to supplement the family income.

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