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**The Effect of Achievement Motivation,
Fear of Success on the Performance of
Farming Women in Ngkaringkaring
Village, Baubau City**

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The Effect of Achievement Motivation, Fear of Success on the Performance of Farming Women in Ngkaringkaring Village, Baubau City

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Abstract: The role of a woman is very important not only to take care of domestic life, but almost all activities in various sectors including farming, achievement motivation can lead a woman to succeed in living her life, but there is also within a woman the fear of success. This study aims: (1) To analyze the effect of achievement motivation on the performance of farmer women in Ngkaringkaring Village; (2) To analyze the effect of fear of success on the performance of women farmers in Ngkaringkaring Village; (3) To analyze the influence of achievement motivation and fear of success together on the performance of farmer women in Ngkaringkaring Village. This type of research is a quantitative study using multiple linear regression analysis. The population of this study were all farm women who worked in the agricultural sector, amounting to 125 people. The sample of this study was 92 respondents. The results showed that the significant value for the variable of achievement motivation and fear of success on the performance of peasant women in the Seke Subak organization both partial and simultaneous tests gave a significant value smaller than 0.005, so there was an influence, but the fear of success had an influence and was marked negative. This is influenced by the dominance of the family of the peasant woman who requires not taking too long to take care of work outside the home.

Keywords: Achievement Motivation, Fear of Success, Performance of Farming Women

1. Introduction

Nowadays the role of a woman is very important not only to take care of domestic life, but almost all activities in various sectors including farming. So the role of women is not only about taking care of the household, caring for and educating their children, but along with the development of increasingly advanced times, the status of women experiences changes in various ways. Nowadays women have received education and work opportunities that are equal or equal to men. This can be seen from the many women who play a dual role, namely being a wife for her husband, being a mother to her children and working in various fields or having other professions, of course, the work can be said to be diverse and exceed the work of men, while many men are unable to replace a woman's work. Motivation that encourages women to play a dual role is a compelling condition to help the family economy, such as because of her husband being laid off or Termination of Employment with the company where the husband works, usually for reasons of downsizing due to uncertain economic problems, or because of the husband's salary very low, while current needs are very numerous

and varied. And it is often found that a woman is more successful than a man even while carrying out these dual functions.

According to Fatchurrochman (2011: 61) in (Wahyu Oktaviatul Janah and & Winarno, 2015) "Achievement motivation is the seriousness or impetus for someone to do better than what has been made or achieved before or made or achieved by others. "

According to Johnson & Schwitgebel and Kalb that individuals who have high achievement motivation have the following characteristics: 1) Liking situations or tasks that require personal responsibility for the results and not on the basis of luck, fate or chance. 2) Choosing realistic but challenging goals from goals that are too easy to achieve or too big a risk. 3) Look for situations or jobs where he gets immediate and real feedback to determine whether or not the results of the work. 4) Enjoy working alone and competing to outperform others. 5) Able to delay gratification of desires for a better future. 6) Not just moved to get money, status, or other benefits, he will look for it if these things are a symbol of achievement, a measure of success (Kurniawan & Chotim, 2015).

The challenges in enhancing the role of human resources are increasingly complex as challenges confront social, political, cultural and scientific and technological change. This causes the role of quality resources in the organization. One way to measure quality resources can be seen from their performance. One factor that can improve employee performance is job satisfaction (Robbins & Judge, 2017).

Wibowo (2011) states that everyone who works expects satisfaction from his workplace. Someone's job satisfaction will affect his work productivity. It can be said that job satisfaction is related to employee performance factors (Liga Suryadana, 2016).

The many benefits of job satisfaction indicate that job satisfaction is important in the organization. For this reason, it is necessary to increase employee satisfaction one of the factors that can increase employee job satisfaction is motivation (Liga Suryadana, 2016).

There are two intrinsic and extrinsic motivational factors. In this study, the intrinsic variable is: (1) Women work to meet the economic needs of the family; (2) Increase family economic income; (3) Work to fill spare time. While the extrinsic variable is working women because there is encouragement from the environment and family: (1) Because of the influence of society on economic activity; (2) Because you want to be an independent woman and not dependent on your husband.

Opportunities for work for women, especially farm women, are wide open when in the past women had to leave their homes, so often women were faced with a dilemma after having a family, whether to choose a career or take care of the family, so many women stopped working or continued their education because they had to take care of their family and nature indeed if women are forced to choose, then they mostly choose to take care of their families.

The reason is actually a very noble reason. However, there are also those who argue that this reason arises solely because women do not want to lose their femininity, lose respect as a woman who is feminine, and do not want to be rejected by their social environment. Overall, all three of these are negative consequences that a woman expects if she is seen to excel in work or education. These consequences arise from the fear of success in women (Seniati, 2003). Fear of success arises when individuals question their abilities, and are often accompanied by a lack of self-confidence and disappointment. To reduce the fear of achievement that is intensified by the fear of failure. This stems from the inability to complete one's tasks and is accompanied by low self-esteem and fear of social isolation or isolation. But now these women do not need to doubt the progress of the times, because women can take care of their families while at the same time they can try to help their husbands in meeting

their household needs, that is, trying to use internet services engaged in online businesses, they can open shops even though they are at home .

Based on the background of the problem, the problems in this study were formulated: (1) Does achievement motivation affect the performance of farm women in Ngkaringkaring Village?; (2) Does fear of success affect the performance of farm women in Ngkaringkaring Village?; (3) Does the motivation of achievement and fear of success jointly affect the performance of farm women in Ngkaringkaring Village? While the objectives of this study are: (1) To analyze the effect of achievement motivation on the performance of farmer women in Ngkaringkaring Village; (2) To analyze the effect of fear of success on the performance of women farmers in Ngkaringkaring Village; (3) To analyze the influence of achievement motivation and fear of success together on the performance of farmer women in Ngkaringkaring Village.

2. Literature Review

2.1. Human Resource Management

Ardana, et al. (2012: 5) in Hardin (2019) suggests that human resources are the ability to do something, and take advantage of opportunities that exist, and the ability to be able to free yourself from the difficulties experienced. Humans are equipped with the power of creativity, taste and intention will have the ability to free themselves from difficulties and try to find advantages in every opportunity around him. Humans with their culture can determine the high and low values of a resource, so it is necessary to increase the human resources themselves.

Moekijat (2010: 4) defines that human resource management as a process of achieving organizational goals through obtaining, maintaining, stopping, developing, and using/utilizing human resources in an organization as well as possible. So human resource management is part of organizational management that focuses on the elements of human resources. Human resource management has a duty to manage the human element well in order to obtain a workforce that is satisfied with its work.

Marwansyah (2010: 3) argues that human resource management is defined as the utilization of human resources in the organization carried out through the functions of human resource planning, recruitment and selection, human resource development, career planning and development, compensation and welfare , occupational safety and health, and industrial relations. The planning and implementation of these functions must be supported by careful job analysis and objective performance appraisal.

Kaswan (2012: 5) that human resource management is the most important asset related to the people of an organization, while effective management is an important key for organizational success.

2.2. Achievement Motivation

The definition of motivation as stated by Robbins and Judge (2017: 127) that motivation as a process that explains the strength, direction, and perseverance of someone in an effort to achieve goals. Because motivation in general is related to efforts towards each goal, we will narrow the focus to organizational goals on work-related behavior. Wirawan (2014: 675) the term motivation comes from the Latin *movere* which means to move. Then adopted to English to move then become motivation and

Motivation according to Triton, PB (2010: 165) is related to the level of effort done by someone in order to pursue a goal, motivation is closely related to satisfaction and

performance. In general, motivational theories can be grouped into two groups, namely content theory or satisfaction theory and process theory or process theory.

In the work context, motivation is one of the important factors in encouraging an employee to work. Motivation is the willingness of individuals to spend high effort to achieve organizational goals (Robbins, 2012: 150).

According to Cahyono (1983: 36) "those who have high achievement motivation tend to do tasks that are likely to be done or succeed, rejecting tasks that are considered too easy and or too difficult" (Wahyu Oktaviatul Janah and & Winarno, 2015)

According to Mc Clelland & Atkinson (in Djiwandono, 2006) achievement motivation is the most important motivation in educational psychology, where a person tends to struggle to achieve success or choose an activity oriented to success or failure goals (Kurniawan & Chotim, 2015)

Motivation theory began to be known in the 1950s, specifically in the beginning there were 3 motivational theories including: the hierarchy of needs theory, the two factor theory, and X and Y theories, The motivation theory according to Wilson (2012: 316) is as follows:

a. Theory of Hierarchy of Needs

This theory was first put forward by Abraham Maslow, perhaps it can be said that this theory is the most popular when compared to other motivational theories. This theory explains that every human being has a need (need) that emerge highly depends on individual interests. Based on this, Maslow divides human needs into five levels, so that motivation theory is referred to as "the five hierarchy needs" starting from the first needs to the highest needs. The five levels of needs include:

- Physiological needs, are the most basic needs in human life. These physiological needs are often also referred to as the lowest or most basic level of needs, including the need for food, drink, shelter, sex and rest.
- The need for security, is the need for safety and protection from physical loss.
- Social needs, every human being wants to live in groups. Social needs include affection, belonging, being well received in certain groups, and companies.
- The need for self-esteem, namely the needs relating to factors such as self-respect, self-esteem, autonomy and achievement. At this level, humans are already guarding the image, because they feel their self-esteem has increased from before.
- The need for self-actualization, which is the need to encourage someone who is in accordance with his ambitions which includes growth, achieving potential and fulfilling self-needs.

b. The Two Factor Theory

The two-factor theory was first put forward by Frederick Herzberg. Based on the results of his research, Herzberg divides two factors that affect one's work within the organization, including:

- Satisfaction factors, also commonly referred to as motivator factors or satisfiers. Included in these factors are the driving factors for achievement and work enthusiasm, among others, achievement, recognition, work itself, responsibility and progress (advancement)
- Dissatisfaction factor, commonly also referred to as hygiene factor or maintenance factor is a factor that originates from work dissatisfaction. These factors, among others, company policy and administration, supervision, payroll (salary), work relations (interpersonal relations), working conditions, job security, and job status.

c. Theory X and Y

Theory X and Y were first put forward by Douglas McGregor. In this theory two different views about humans will be put forward. Self-Actualization Needs, Self-Esteem Needs, Social Needs, Safety Needs, Physiological Needs Basically one is negative which is marked by X theory, and the other is positive which is marked by Y's theory. The managerial implications of X and Y theories can be described in a simple management process is as follows:

- Set goals and plan for achieving them.
- Implement plans through leadership.
- Take control and make an assessment of the results achieved by comparing them with predetermined standards.

d. ERG theory

The theory was first put forward by Clayton Alderfer. ERG theory divides three groups of human needs, including:

- Existence (E), existence groups pay attention to the provision of the basic material existence of individuals.
- Relationship (relatedness/R), namely the desire that is owned to maintain relationships between individuals who are important.
- Growth (growth/G) is an intrinsic desire for individual development.

e. Justice Theory

This theory says that people will be motivated to work if the amount of donations for their work is the same as those received in reality their work.

f. Theory of Hope

Expectancy theory was first put forward by Victor Vromm who said that a person's motivation leads to an action that depends on the power of hope. The action will be followed by certain results and depends on the results for the person. This theory argues that someone will be motivated to do something in achieving goals if they believe that their behavior leads to the achievement of these goals.

g. Strengthening Theory

The theory of reinforcement was first put forward by a psychologist B.F. Skinner said that how past behavior affects future actions in the cyclical learning process.

h. The McClelland Motivation Theory

David McClelland classifies human needs into the needs of achievement, power and affiliation. Therefore motivation is also divided into three, namely:

- a. Achievement Motivation, someone is motivated if his work can provide achievements to him.
- b. Motivation in power, a person will be motivated, if the work can give power or influence others.
- c. Affiliated Motivation, reflects on one's desire to create, nurture, and connect with the atmosphere of mysticism and mutual pleasant feelings between fellow human beings in the organization.

i. Cognitive Evaluation Theory

Cognitive evaluation theory that motivates employees through intrinsic and extrinsic rewards. Intrinsic motivation is motivation that comes from within the employee itself. Like achievement, responsibility and competence. While extrinsic motivation is motivation that comes from outside the employee, such as wages and other facilities to improve performance.

2.3. Fear of Success

Fear of success is an individual's concern or fear of the possibility of negative consequences from society such as loss of character, loss of respect and social neglect. Horner's research (in Dowling, 1995) found that women feel afraid of losing love and are considered not feminine to be a strong style of the emergence of fear of success. Dowling (1995) explains that fear of success is a cinderella complex syndrome, where women feel afraid to make full use of their abilities and creativeness. Like Cinderella, women always assume a man is able to help himself and change his life and make it a dependent place. Many talented women are reluctant to fully try themselves and express their pleasure to be protected as a result of anxiety in facing challenges (Lestari Y I, 2017).

Fear of success is a barrier for successful career women. Fear of success is a condition in which a person gets an interruption of fear in his ability to complete a challenging task or job (Engle, 2003). Horner (1972) states that fear of success is an environmental pressure on gender roles that can cause a woman to experience loss of femininity, loss of self-esteem and social rejection (Komalasari, Y ; Supartha, WG ; Rahyuda, AG ; Dewi I, 2017).

Being not so stereotypically inclined to self-promote women might also underestimate their chances to succeed and reach high performance. Sharon Sandberg, chief operating officer at Facebook from 2008, in her presentation for TED.com in January 2010 mentions a story about her and her female friend who felt dissatisfied with their performance in a test, whereas her brother, who actually spent less time on preparation was 100% positive that he will receive the highest score in the class (Sandberg, 2010). Several studies conducted in the 80s indicate that women underestimate their skills and opportunities to succeed more than men do (Gold et al., 1980; Erkut, 1983) and this is the result of their self-stereotyping (Ehrlinger and Dunning, 2003 in Kosakowska-Berezecka N, Jurek P, Besta T and Badowska S, 2017).

2.4. Framework and Hypothesis

The thinking framework of the study is:

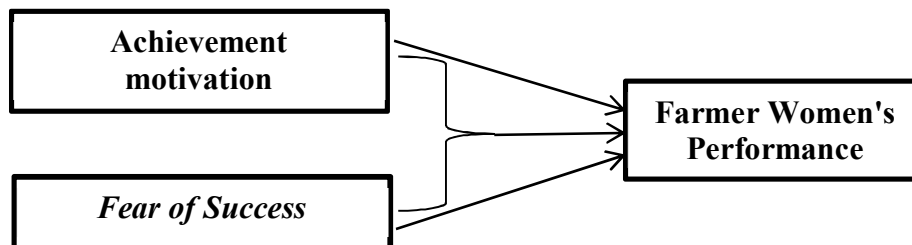


Figure 1. Framework for Thinking

The hypothesis of this research is:

1. H₁: There is an influence between achievement motivation and the performance of women farmers in Ngkaringkaring Village.
H₀: There was no influence between achievement motivation and the performance of farmer women in Ngkaringkaring Village.
2. H₁: There is an influence between fear of success and the performance of farmer women in Ngkaringkaring Village.
H₀: There is no influence between fear of success and the performance of women farmers in Ngkaringkaring Village..
3. H₁: There is an influence between achievement motivation and joint fear of success on the performance of farmer women in Ngkaringkaring Village.

H₀: There is no influence between achievement motivation and joint fear of success on the performance of farm women in Ngkaringkaring Village.

3. Methodology

This type of research is quantitative research. This research is an explanatory research, which aims to explain the relationships between variables that affect other variables. This research will explain the effect of achievement motivation and fear of success on the performance of farmer women in Ngkaringkaring Village.

This research will be carried out in the Ngkaringkaring Village in farm women who are engaged in agribusiness, both in terms of cultivation, to the processing of agricultural products. The location designation is purposif, because there are many farmer women who help the family's economy either by cultivating crops, selling crops, or yields from other farmers, and processing agricultural crops. The population of this study is all farm women who work in the agricultural sector, amounting to 125 people. The sample of this study was 92 respondents, this is based on the Kreitje table, if the population is 120 people, then the sample is 92 respondents (Sugiono, 2005: 62-63 in Indah Kusuma Dewi, 2013: 261).

Methods of data analysis using 2 (two) tests, namely the instrument test (validity and reliability test) and hypothesis testing (test with t, F statistics and coefficient of determination) with multiple linear regression approach and using SPSS version 21

4. Results and Discussion

This research was conducted from May-July 2019 located in Ngkaringkaring Village. As for the subjects of this study were 125 farmer women who worked in the agricultural sector both at the time of agricultural cultivation, ranging from clearing agricultural land, preparing superior seeds, and planting seedlings on agricultural land, do fertilization, clean up weed pests and eradicate pests and plant diseases, harvesting to marketing agricultural products. Also in this study included the processing of agricultural products such as cakes, chips, stalls or restaurants including natural restaurants.

Researchers themselves to achieve the results of the study as planned in this research goal is to spread 125 research questionnaires involving the three variables both dependent variables namely the performance of farmer women and independent variables namely achievement motivation and fear of success and all the questionnaires or list of questions returned to researchers all numbered 125.

The results of this study use the Statistics Social Science Program (SPSS) Version 21.0, so that the results obtained in the form of processing R square table (R²). Table F arithmetic (ANOVA), Coefficientsa table or t table, until the histogram diagram.

This study uses multiple linear regression analysis, this is done to answer 3 (three) existing problems, namely:

1. Does the motivation of achievement affect the performance of farm women in Ngkaringkaring Village?
2. Does fear of success affect the performance of farm women in Ngkaringkaring Village?
3. Does the motivation of achievement and fear of success jointly affect the performance of farm women in the Ngkaringkaring Village?

4.1. t Test

t test is used to answer hypotheses 1 and 2, i.e.

1. H₁: There is an influence between achievement motivation and the performance of women farmers in Ngkaringkaring Village.

- H₀: There was no influence between achievement motivation and the performance of farmer women in Ngkaringkaring Village.
2. H₁: There is an influence between fear of success and the performance of farmer women in Ngkaringkaring Village.
- H₀: There is no influence between fear of success and the performance of women farmers in Ngkaringkaring Village.
- The results of the t-test analysis can be seen in table 1.

Table 1. t Test Analysis of Each Achievement Motivation Variable and fear of success

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.950	.758		2.573	.011
	Achievement motivation	1.534	.125	.758	12.263	.000
	<i>Fear of Success</i>	-.529	.260	-.126	-2.033	.044

a. Dependent Variable: Farmer Women's Performance

Table 1. shows the regression equation as follows:
 $Y = a + b_1X_1 + b_2X_2 + e$ so the equation becomes:

$$Y = 1,950 + 1,534 X_1 - 0,529 X_2 + e$$

Information:

- a = constant
- e = error
- Y = Farmer Women's Performance
- b₁, b₂, b₃, b₄ = coefficient of determination

Constant value = 1,950 means that if there is no change in achievement motivation and fear of success, then the performance of farmer women in Ngkaringkaring Village will increase by 1,950. Value b₁ (achievement motivation) = 1.534 means that if there is a 1 percent increase in achievement motivation, the performance of farmer women will increase by 1.534. If the value of b₂ (fear of success) = -0.529, means that if there is a 1 percent increase in fear of success, then the performance of farmer women will decrease by 0.529.

a. Hypothesis 1 Test (Achievement Motivation on Farmer Women's Performance)

H₁ = There is an influence between achievement motivation and the performance of women farmers in Ngkaringkaring Village.

H₀ = There is no influence between achievement motivation and the performance of women farmers in Kelurahan Ngkaringkaring.

The Test Criteria are:

If t arithmetic $\geq t_{\alpha}$ (db) at the 95% confidence level ($\alpha = 0.05$), it means reject H₀ or accept H₁.

If t arithmetic $< t_{\alpha}$ (db) at 95% confidence level ($\alpha = 0.05$), it means accept H₀ or reject H₁.

Or

- If the probability is > 0.05 , H₀ is accepted.

- If the probability is < 0.05 , H_0 is rejected.

Based on Table 1 the coefficients above can be seen that the significant value for the achievement motivation variable is 0,000. Significant value is smaller than the probability value (pv) 0.05 or value 0,000 < 0.05 , with a positive value t count of 12.263, then H_0 is rejected, which means achievement motivation has a positive and significant effect on the performance of farm women who incorporated in the Subak Farmers group in the Ngkaringkaring Village.

Based on statistical tests at 95% confidence level, the significance value of achievement motivation (X_1) is smaller than the value of α (0,000 < 0.05). This shows that women peasants also have a spirit of achievement of course for the progress of the organization in this case Seke Subak and of course to support the family economy which is the goal of the individual women peasants themselves. This achievement motivation shows that farm woman not only succeeded in the organization but also succeeded in taking care of the household, because the organization is not a barrier to one's success in achieving individual goals, on the contrary the success of individual organizations is the success of the Seke Subak organization.

Achievement motivation here indeed arises from within the peasant woman herself in the form of actively participating in the activities of farmer groups in the form of member meetings, weekly and monthly meetings, counseling from external parties such as both Field Agricultural Extension Workers (AEW) as well as from local government service representatives provincial government, to increase their knowledge in agriculture which will ultimately improve the performance of the businesses they are currently engaged in. This achievement motivation is also driven by the need to fulfill their daily needs, both clothing, food and adequate housing for their families, where they want the lives of their generation to be better than their lives. In addition, motivation for achievement also, the women in the village of Ngkarinngkaring farmers also want to socialize and have relationships that can support their business activities both in the field of agricultural cultivation and in the field of processing agricultural products, of course, aiming to strengthen the existence of the woman farmer, so that they more exist in running his business, of course the motivation to help his family's economy, so that it is equal to other households is the main motive of the farmer women, so they are able to heat up on their farms, sell their agricultural products, and wake up very early to preparing agricultural products to be enjoyed by consumers.

Achievement motivation of course for farmer women in the Ngkaringkaring Village is to improve the personal and family quality and want to benefit others, want to socialize with others as social creatures, so that motivation from within and from the environment that causes the performance of farmer women in the Ngkaringkaring Village increased and made a large contribution to the progress and economic growth in the region, because the farm woman had an active role in supporting her family's economy.

b. Hypothesis 2 test (fear of success with the performance of farmer women in Ngkaringkaring Village)

H_1 = There is an influence between fear of success and the performance of farm women in Ngkaringkaring Village

H_0 = There is no influence between fear of success and the performance of farmer women in Ngkaringkaring Village

The Test Criteria are:

If t arithmetic $\geq t_{\alpha}$ (db) at the 95% confidence level ($\alpha = 0.05$), it means reject H_0 or accept H_1 .

If t arithmetic $< t_{\alpha}$ (db) at 95% confidence level ($\alpha = 0.05$), it means accept H_0 or reject H_1 .

Or

- If the probability is > 0.05 , H_0 is accepted.
- If the probability is < 0.05 , H_0 is rejected.

Based on Table 1 the coefficients above can be seen that the significant value for the fear of success variable is 0.044. Significant value is smaller than the probability value (pv) 0.05 or a value of $0.044 < 0.05$, with the t-value negative sign that is -2.033, then H_0 is rejected, which means it negatively affects the performance of farm women who are members of the Group Subak Farmers in the Ngkaringkaring Village.

Based on statistical tests at 95% confidence level, the significance value of fear of success (X_2) is smaller than the value of α ($0.044 < 0.05$). This shows that fear of success does affect the performance of farm women in Ngkaringkaring village, but the value of t is negative, this means that if the fear of success increases by one unit the performance of farm women decreases by 2.033. This happens because the dual role of the farmer woman is that besides taking care of her family, she also takes care of her work to support the family income, but if they are given an average choice (100%) they prefer their family. This is what causes fear of success in farm women in Ngkaringkaring village, because if something happens to her family such as her child, the father as head of the family will highlight the performance of the mother or farm woman who is too much taking care of outside work and forgetting her main obligations. So the household factor is very dominant in determining a woman's career for activities outside her home, but online business is not feasible because it is not supported by adequate facilities and infrastructure such as the internet, cellphones or computers because even though it is already a village, the atmosphere is still rural.

4.2. F Test

The F test will explain simultaneously the relationship between more than one independent variable to the dependent variable. This F test is used to answer the problem in hypothesis 3, namely:

- H_1 : There is an influence between achievement motivation and joint fear of success on the performance of farmer women in Ngkaringkaring Village.
- H_0 : There is no influence between achievement motivation and joint fear of success on the performance of farm women in Ngkaringkaring Village.

Table 2. F Test Analysis of Achievement Motivation Variables and Simultaneous Fear of Success Against Farmer Women's Performance

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	165.591	2	82.796	147.727	.000 ^b
	Residual	68.377	122	.560		
	Total	233.968	124			

a. Dependent Variable: Farmer Women's Performance

b. Predictors: (Constant), Fear of Success, Achievement motivation

Making conclusions in the F test is to see the value of sig α (5%) or 0.05 with the following conditions:

- a) If the Sig value $< \alpha$ (0.05) then H_0 is rejected

b) If the $\text{Sig} > \alpha$ (0.05) then H_0 is accepted.

Or it can be based on F arithmetic and F table with the following test criteria:

If the value of F count $<$ F table, then H_0 is accepted and if the value of F count $>$ F table, then H_0 is rejected, which means that the independent variable has an influence together.

Based on Table 2 of the ANOVA above, it can be seen that the significant value for the achievement motivation and fear of success variables simultaneously on the performance of peasant women is 0,000. Significant value is smaller than the probability value (probability value/pv) of 0.05 or a value of $0,000 < 0.05$, with a calculated F value positive sign that is 147,727, then H_0 is rejected, which means there is an influence between achievement motivation and fear of success together -same on the performance of farm woman in Ngkaringkaring Village.

So even though the partial test is marked with a negative fear of success variable, together with achievement motivation turns out to be positive. This is certainly motivated by motivation to support the family economy, especially in this day and age if only relying on the income of the head of the family, for the needs at the household level alone are insufficient, not to mention the costs of sending children to school, electricity costs, water costs irrigation, drinking water costs and transportation costs and so on, all of these needs must be met immediately and require no small cost, rather than debts according to the respondents, it is better for them to help their husbands even though they become agricultural laborers.

5. Conclusion

Significant values for achievement motivation variables and fear of success on the performance of farmer women in the Seke Subak organization both partial and simultaneous tests gave a significant value of less than 0.005, so there was an influence, but the fear of success had an influence and was marked negative. This is influenced by the dominance of the family of the peasant woman who requires not taking too long to take care of work outside the home.

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