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## THE INFLUENCE OF INCENTIVES, MOTIVATION AND WORK ABILITY ON JOB PERFORMANCE OF BHAKTI HUSADA HEALTH VOCATIONAL SCHOOL TEACHERS

Hendra Rustama<sup>1</sup>, Mahfud<sup>2</sup>, Weti Kurniawati<sup>3</sup>  
Program Studi Pascasarjana Magister Manajemen  
Sekolah Tinggi Ilmu Ekonomi Cirebon  
Email: hendrarustama69@gmail.com

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### ABSTRACT

**Submitted:** 11-21,2022  
**Purpose of the study** — *This study aims to find out: How much influence does Incentives, Motivation and Work Ability simultaneously have on the work performance of Teachers of Bhakti Husada Kuningan Health Vocational School both partially and simultaneously*

**Accepted:** 10228, 2022  
**Research method**— *This research design uses a quantitative approach. Quantitative approach, survey method. This type of research is a causal associative research with data analysis techniques using Multiple Linear Regression analysis. Place of research at Bhakti Husada Kuningan Health Vocational School, the population of Bhakti Husada Kuningan Health Vocational School teachers totaling 34 people, the total sample.*

**Published:** 01-14, 2023  
**Result**— *The results of this study indicate: 1) Incentives partially have a positive and significant effect on the work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan by 52.1%, the remaining 47.9% are influenced by other factors. 2) Motivation partially has a positive and significant effect on the work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan by 39.4% while the remaining 60.6% is influenced by other factors. 3) Work ability partially has a positive and significant effect on the work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan by 15.6% while the remaining 84.4% is influenced by other factors. 4) There is a positive and significant influence. Incentives, motivation and work ability simultaneously have a positive and significant effect on the work performance of the Teachers of SMK Kesehatan Bhakti Husada Kuningan by 90.6%, the remaining 9.4% is influenced by other factors.*

**Conclusion**— *The study found that Incentives, motivation and work ability all have a positive and significant effect on the work performance of teachers at Bhakti Husada Kuningan Health Vocational School. The combined influence of these factors is 90.6%. Practical Implications: The study suggests that providing incentives, increasing motivation, and improving work ability can lead to improved work performance for teachers at Bhakti Husada Kuningan Health Vocational School. Social Implications: The study highlights the importance of providing incentives, motivation, and work ability to*

*teachers in order to improve their work performance. This can lead to better education outcomes for students and improved healthcare services in the long run.*

**Keywords:** *Incentives, Motivation, Work Ability, Work Performance..*



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## INTRODUCTION

A teacher who has achievements shows the teacher's ability to master his duties and responsibilities as an educator, a teacher who masters his work well will have a positive impact on efforts to achieve educational goals, as well as improve the quality of the learning process in madrasas, to produce quality education, so requires a professional teacher because the teacher plays an important role and is directly involved with students. It can be said that a teacher who is satisfied at work will try his best to carry out his main duties as an educator, to produce a high quality learning process so that it will also improve the quality of education, in the implementation process it will also form high work performance.

Hasibuan (2015): "Work achievement is a work result that is achieved by a person in carrying out the tasks assigned to him which are based on skill, experience and sincerity as well as time". Teacher performance is one indicator of the success of an organization's operations in achieving its goals. The emergence of achievement is influenced by several driving factors, both from outside the individual and from within the individual. Teacher performance determines the progress of a school. Work performance of each teacher can be measured by looking at the quantity and quality of work that has been done. Work performance is a very important thing in the school's efforts to achieve goals.

But in fact, based on pre-research data at the Bhakti Husada Kuningan Health Vocational School, in general, teachers have not shown optimal work performance. Some aspects of teacher performance are still low, such as: 1. Lack of skill in using new methods in learning, 2. Lack of creativity in developing materials, 3. Lack of ability to carry out and utilize classroom action research (CAR). 4. The teacher shows symptoms of absence (frequently absent, arriving late, returning home early, entering class is still in the teacher's room, often giving assignments to students). 5. Teachers have not been able to guide students to the achievement stage at the district level, especially in the academic, skills, arts and sports fields. (Pre-research interview with the Head of the Bhakti Husada Kuningan Health Vocational School, January 2022).

In an effort to achieve the goals that have been set in a school, it is very closely related to the teacher's work performance in the field of duties and responsibilities they carry out. In carrying out this work the teacher cannot be separated from the demands of the desired needs. To achieve school goals, it is necessary to have motivation so that teachers are able to work well. One way is to fulfill the teacher's wishes, including incentives that are balanced and progressive in nature, meaning that they are in accordance with the career path, because giving

incentives is very necessary so that they can spur the work performance of teachers to be the best. The incentives obtained can be in the form of financial incentives and non-financial incentives. Incentives are given according to the performance of each teacher so that teacher performance can be achieved.

According to Sarinah (2015) "Incentives are awards in the form of money given by an organization or company to their teachers on the basis of high work performance or to teachers who work beyond predetermined standards". Sarinah (2015) further explained about two types of incentives, namely: "Material incentives (money and social security) and non-material incentives".

Work performance itself can be influenced by several factors such as work motivation. Factors related to work performance are motivation, ability, knowledge, expertise, education, experience, training, interests, personality attitudes, physical conditions and physiological needs, social needs, and egoistic needs. (Sutermeister, in Sastrohadiwiry, 2015).

Motivation is a series of processes that give encouragement to one's behavior and direct it to achieve some goals, or briefly encourage someone to do something that must be done voluntarily and with a good work attitude. According to Gibson (2017): "Work attitude as an action to be taken by the teacher and obligations that must be carried out in accordance with the responsibilities". With regard to motivation, as said by Sastrohadiwiry (2015): "Motivation is a statement of feelings or thoughts that help create optimal work and conditions within a person's self that encourage individual desires to carry out certain activities in order to achieve a goal".

It can be interpreted that basically motivation is an urge or desire within an individual to achieve certain goals, especially organizational goals.

Motivation is very important for teachers, because the size of a motivation is a measure of teacher performance, so if the system provided by the school is fair enough for teachers, it will encourage teachers to do their job better and be more responsible for each task given by the school.

Motivation is also a determining factor that can affect teacher performance. Motivation can also be in the form of awards to teachers in a fair and proper manner for work performance for the services they have provided for the achievement of school goals. Giving motivation in the form of awards must be managed properly so that it can help the school achieve its goals of creating better teacher performance.

In addition to motivation, work ability also influences work performance. Ability is the capacity of an individual to perform various tasks in a job. Abilities can be in the form of talents and interests possessed by teachers, with the abilities they have teachers can carry out and complete assignments properly with maximum results. The teacher's ability can also be in the form of skills (expertise) that need to be continuously improved, because skill is a person's ability to do something that is specific, focused but dynamic which requires a certain amount of time to learn it and can be proven with high ability will increase work performance. According to Moenir (2015): "Ability is the capacity of an individual to perform various tasks in a job".

Good work ability can support the smooth work of teachers. The teacher's ability can be seen from the potential that supports a person to get optimal performance. Basically, there are various potential skills, skills, and other supporting potentials which are reflected in physical and psychological conditions. So that work ability can determine teacher performance in a school. The hypothesis is a temporary answer to the research problem formulation, therefore the research problem formulation is usually arranged in the form of a question sentence. It is said temporarily because the new answers given are based on relevant theory, not yet based on empirical facts obtained through data collection. (Sugiyono, 2014). Based on the framework above, the following hypothesis is formulated:

H1 = Allegedly Incentives partially have a positive and significant effect on the work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan.

H2 = Allegedly that motivation partially has a positive and significant effect on the work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan.

H3 = Allegedly that the ability to work partially has a positive and significant effect on the work performance of the Teachers of SMK Kesehatan Bhakti Husada Kuningan.

H4 = Allegedly Incentives, Motivation and Work Ability simultaneously have a positive and significant effect on the work performance of Teachers of the Bhakti Husada Kuningan Health Vocational School

## METHOD

This research design uses a quantitative approach. Quantitative approach, survey method. This type of research is a causal associative research with data analysis techniques using Multiple Linear Regression analysis. Place of research at Bhakti Husada Kuningan Health Vocational School, the population of Bhakti Husada Kuningan Health Vocational School teachers totaling 34 people, the total sample.

## RESULTS AND DISCUSSION

**Table 1. T Test Result**

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	2,550	2,343		1,089	,285
Incentive	,521	,149	,475	3,498	,001
Motivation	,394	,115	,386	3,440	,002
Work Ability	,156	,071	,174	2,207	,035

Partial testing of the effect of incentives on work performance shows that motivation can predict work performance. The significance value of  $0.001 < 0.05$  means that the distribution is significant, while the  $t_{count}$  is  $3.498 >$  from  $t_{table}$  2.039 which means it is significant and accepts the hypothesis "Incentives partially have a positive and significant effect on work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan". The magnitude

of the positive influence of incentives on work performance is 52.1%, the remaining 47.9% is influenced by other factors.

Giving incentives is one way to motivate teachers in their efforts to improve their work performance as stated by Mangkunegara (2016), that: "Rewards in the form of incentives on the basis of high work performance are a sense of recognition from the organization for employee achievements and contributions to the organization. ". With the provision of incentives, each teacher will have better enthusiasm and enthusiasm for work, so this will increase work performance. According to Sarinah (2015) "Incentives are awards in the form of money given by an organization or company to its employees on the basis of high work performance or to employees who work beyond predetermined standards".

Previous research by Lestari (2019) concluded: "There is a strong relationship between giving incentives and work performance". For those who excel, companies/agencies will provide different rewards compared to employees who are less accomplished. Incentives at the Bhakti Husada Kuningan Health Vocational School which have been good are shown by the high question item number 4 of the Social Security indicator which shows the School provides medical assistance for sick teachers. While the weakness of incentives at the Bhakti Husada Kuningan Health Vocational School is shown by the questionnaire item number 8 of the Non-Material Incentives indicator, which shows that teachers who excel are not given an award certificate.

### **The Effect of Motivation on Work Performance**

Partial testing of the effect of motivation on work performance shows that motivation can positively predict work performance. A significance value of  $0.002 < 0.05$  means significant, while  $t_{count} 3.440 > t_{table} 2.039$  means significant. Thus accepting the hypothesis: "Motivation partially has a positive and significant effect on the work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan". The magnitude of the effect of motivation on work performance is 39.4% while the remaining 60.6% is influenced by other factors.

Referring to the research hypothesis which reveals that "Motivation partially has a positive and significant effect on the work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan", which means that to improve work performance can be done with motivation.

One of the ways taken to encourage teachers to provide good performance at school is to provide motivation to be enthusiastic in carrying out their responsibilities in completing their assignments. Sastrohadiwiryono (2015); "Motivation is a statement of feelings or thoughts that help create optimal work and conditions within a person's self that encourage individual desires to carry out certain activities in order to achieve a goal". Previous research by Harefa (2020) which analyzed the effect of motivation on work performance, concluded: "The independent variables of work motivation (X1) and discipline (X2) both individually and together make a significant contribution to the dependent variable work performance "

The motivation of the teachers of Bhakti Husada Kuningan Health Vocational School from the respondents' answers is shown by the highest score in questionnaire number 5 Development indicator which shows Bhakti Husada Kuningan Health Vocational School continuing education for self-development. Meanwhile, the weakness of motivation is shown in item number 10 of the Opportunity indicator, which shows that not all Bhakti Husada Kuningan Health Vocational School teachers have the same opportunity to be promoted to deputy head of school.

### **Effect of Work Ability on Job Performance**

Partial testing of the effect of work ability on work performance shows that work ability can predict work performance. A significance value of  $0.035 < 0.05$  means significant, while  $t_{count} 2.207 >$  from  $t_{table} 2.039$  means significant. Thus, the hypothesis that has been formulated previously is accepted which states "Work ability partially has a positive and significant effect on the work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan". The magnitude of the effect of work ability on work performance is 15.6% while the remaining 84.4% is influenced by other factors.

Referring to the research hypothesis which reveals that "Work Ability partially has a positive and significant effect on the work performance of Teachers of Bhakti Husada Kuningan Health Vocational School", which means that to improve Work Performance can be done with Work Ability.

Ability is the capacity of an individual to perform various tasks in a job. Capabilities can be in the form of talents and interests possessed by employees, with abilities possessed by teachers can carry out and complete tasks properly with maximum results. According to Moenir (2015): "Ability is the capacity of an individual to perform various tasks in a job". Previous research by Yanti (2019) concluded: "Work ability has a significant effect on the work performance of employees of PT Wahana Wirawan Riau". According to the respondent's perception, the work ability of the Teachers of the Bhakti Husada Kuningan Health Vocational School was obtained from the highest number of questionnaires, namely item number 4 of the Technical Capability indicator which showed that the Bhakti Husada Kuningan Health Vocational School Teachers were able to use the work tools available at school as well as possible. While the weakness in the ability of the Teachers of the Bhakti Husada Kuningan Health Vocational School is indicated by the questionnaire item number 8 of the Conceptual Ability indicator, which shows that not all teachers of the Bhakti Husada Kuningan Health Vocational School understand the work procedures that must be carried out in detail.



## F Test

### Influence of Incentives, Motivation, Work Ability on Work Performance

**Table 2. F Test Results**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	921,281	3	307,094	106,817	,000 <sup>b</sup>
Residual	86,249	30	2,875		
Total	1007,529	33			

a. Dependent Variable: Work Performance

b. Predictors: (Constant), Work Ability, Motivation, Incentives

Testing together Based on the table of the results of the ANOVA test or F test, the Fcount is 106.817 with a significance level of 0.000. This means that the variables of Incentives, Motivation and Work Ability have an effect simultaneously (simultaneously) on work performance. The results of the F test have a p-value of 0.000 <0.05, which means it is significant. Thus accepting the hypothesis which states: "There is a positive and significant effect of Incentives, Motivation and Work Ability simultaneously have a positive and significant effect on the work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan". The magnitude of the influence of incentives, motivation, work ability on work performance is 90.6%, the remaining 9.4% is influenced by other factors.

Referring to the research hypothesis which reveals that "Incentives, Motivation and Work Ability simultaneously have a positive and significant effect on the work performance of Teachers of Bhakti Husada Kuningan Health Vocational School", meaning that to improve Work Performance can be done with Incentives, Motivation and Work Ability.

## Coefficient of determination

The coefficient of determination can be seen from the value of R<sup>2</sup>. The value of R<sup>2</sup> ranges from 0 to 1, which means that the ability of the independent variable can explain fluctuations in the dependent variable. Conversely, if the value of R<sup>2</sup> is closer to 0, it means that the ability of the independent variable to explain fluctuations in the dependent variable is weaker. (Ghozali, 2018). The results of the calculation of the coefficient of determination are obtained as in the table below:

**Table 3. Determination Coefficient Test Results**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,956 <sup>a</sup>	,914	,906	1,69557

From the table above it can be seen that the adjusted R Square is 0.906, this means that 90.6% of work performance is influenced by incentives, motivation, work ability, while the remaining 9.4% is influenced by other factors.

## CONCLUSION

Based on the results of the analysis and discussion previously stated, the following conclusions can be drawn:

1. Incentives partially have a positive and significant effect on the work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan. The magnitude of the positive influence of incentives on work performance is 52.1%, the remaining 47.9% is influenced by other factors.
2. Motivation partially has a positive and significant effect on the work performance of Teachers of SMK Kesehatan Bhakti Husada Kuningan. The magnitude of the effect of motivation on work performance is 39.4% while the remaining 60.6% is influenced by other factors.
3. Work ability partially has a positive and significant effect on the work performance of Teachers of the Bhakti Husada Kuningan Health Vocational School. The magnitude of the effect of work ability on work performance is 15.6% while the remaining 84.4% is influenced by other factors.
4. There is a positive and significant influence. Incentives, motivation and work ability simultaneously have a positive and significant effect on the work performance of Teachers of the Bhakti Husada Kuningan Health Vocational School. The magnitude of the influence of incentives, motivation, work ability on work performance is 90.6%, the remaining 9.4% is influenced by other factors.

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