

## Optimizing Incentives for Civil Servants in Cirebon Local Government

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### Abstract

This study explores the factors influencing the provision of incentives for civil servants in the Cirebon Local Government. The research adopts a quantitative research design and utilizes survey questionnaires to collect data from a representative sample of 121 civil servants. The variables examined in the study include organizational justice, competence, and leadership effectiveness. The findings indicate that organizational justice significantly influences the provision of incentives, highlighting the importance of a fair and equitable work environment. Competence also emerges as a crucial factor, emphasizing the need for employees to possess the necessary skills and abilities to excel in their roles. Furthermore, effective leadership is found to have a positive impact on incentive provision, underscoring the significance of capable and motivating leaders. The results of this study contribute to the understanding of incentive systems in the Cirebon Local Government and provide insights for policymakers and human resource managers. By considering the factors of organizational justice, competence, and leadership effectiveness, the government can design and implement effective incentive programs that enhance employee motivation, satisfaction, and performance.

Keywords: Organizational justice, Competence, Leadership effectiveness, Incentives, Optimizing

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### 1. Introduction

The incentive system within an organization is designed to create a motivating environment that encourages employees to go above and beyond their regular duties. It recognizes that employees are not mere cogs in the wheel, but active contributors who have a significant impact on the organization's success. By providing incentives, organizations aim to harness the full potential of their workforce and drive them towards achieving higher levels of performance [1]. Human resource management plays a crucial role in effectively managing and developing employees to ensure they possess the necessary skills and competencies to excel in their roles. It involves activities such as recruitment, training, and performance management, all aimed at cultivating a high-quality workforce [2]. A well-managed human resource function ensures that employees are equipped with the necessary knowledge, skills, and resources to perform their tasks effectively. Incentives, as a form of motivation, are deliberately designed to stimulate employees' enthusiasm and dedication towards their work. These incentives can take various forms, including financial rewards, recognition programs, career advancement opportunities, or additional benefits [3]. By linking incentives to performance, organizations create a direct connection between employees' efforts and the rewards they receive. This

fosters a sense of achievement and satisfaction, motivating employees to continuously improve their performance and contribute to the organization's success [4]. Furthermore, incentives serve as a visible means of acknowledging and rewarding employees for their exceptional contributions. This recognition not only boosts employees' self-esteem but also reinforces desired behaviors and performance standards. It creates a positive work culture that values and appreciates employee efforts, leading to increased job satisfaction, engagement, and loyalty [5]. The strategic use of incentives can significantly impact employee motivation, productivity, and overall organizational performance. By aligning incentives with organizational goals, organizations can channel employees' efforts towards achieving desired outcomes. Regular evaluation and adjustment of the incentive system are essential to ensure its effectiveness and relevance to changing organizational needs.

Civil servants in the Cirebon Local Government refer to individuals who are employed by the government and work in various administrative positions within the local government of Cirebon. These civil servants play a crucial role in the functioning and delivery of public services in the region. Civil servants in the Cirebon Local Government are responsible for implementing government policies, managing public resources, providing public services to citizens, and supporting

the overall governance and administration of the local government. They work across different departments and agencies, such as finance, public works, education, health, and many others, to ensure the effective and efficient operation of government services. The selection and recruitment of civil servants in the Cirebon Local Government typically follow specific regulations and procedures, including competitive examinations, qualifications, and assessments to ensure merit-based appointments. Once employed, civil servants are expected to adhere to ethical standards, perform their duties with integrity, and prioritize the interests and welfare of the public. The roles and responsibilities of civil servants in the Cirebon Local Government can vary depending on their specific positions and departments. They may be involved in policy development, administrative tasks, budgeting, project management, public service delivery, data analysis, or other specialized functions related to their respective fields. Civil servants in the Cirebon Local Government are an integral part of the public sector workforce and contribute to the development and progress of the region. They play a vital role in implementing government initiatives, addressing public needs, and ensuring the effective and efficient operation of local governance. The performance, motivation, and well-being of civil servants are essential factors in achieving good governance and providing quality services to the residents of Cirebon.

Within the Cirebon Local Government, the phenomenon of incentives encompasses various aspects related to their design, implementation, and impact. The incentive structure is a key consideration, encompassing the types of incentives offered, eligibility criteria, performance evaluation methods, and frequency of distribution. It is essential to examine how incentives influence employee motivation and performance, determining whether they effectively inspire civil servants to exert greater effort, commitment, and productivity in their work [6]. Equity and fairness are significant phenomena associated with incentives. It is crucial to ensure that the distribution of incentives is perceived as fair and based on transparent criteria. When employees perceive inequity, it can lead to demotivation and reduced job satisfaction. Another important aspect is the impact of incentives on retention and talent management. Understanding whether incentives play a role in attracting and retaining high-performing individuals, promoting career growth, and reducing turnover rates is essential for effective workforce management. Moreover, incentives can have a direct impact on overall organizational performance [3]. Assessing how incentives contribute to improved efficiency, effectiveness, and service quality is vital for evaluating their effectiveness. Regular evaluation and adjustment of the incentive system are necessary to ensure its alignment with organizational goals and employee

needs. By exploring these phenomena related to incentives in the Cirebon Local Government, policymakers and administrators can gain valuable insights. This understanding enables informed decision-making processes to optimize the design and implementation of incentives, ultimately fostering a motivated and high-performing workforce within the local government [7], [8].

One of the factors influencing the provision of incentives for civil servants in the Cirebon Local Government is organizational justice. Organizational justice refers to the perception or state of individuals feeling that their organization treats all employees fairly and equally [9]. Justice is a key element in fostering and sustaining organizational and employee development [10]. Injustice has detrimental effects on employees, leading to dissatisfaction within the organization. In the context of this study, organizational justice refers to employees' perceptions of fairness within the organization. Justice has an impact on employees' attitudes, encouraging them to remain committed to the organization, thus bringing positive effects to the organization as a whole [11]. In simpler terms, organizational justice refers to how employees perceive fairness in the treatment they receive within the Cirebon Local Government. When employees believe they are treated fairly and equally, they are more likely to be satisfied with their work and remain committed to the organization [12]. On the other hand, if they perceive injustice, such as favoritism or unequal treatment, it can lead to dissatisfaction and potentially negative consequences for both the employees and the organization. The concept of organizational justice emphasizes the importance of fairness in creating a positive work environment and fostering employee loyalty [13]. When employees feel that their contributions and efforts are recognized and rewarded fairly, it can enhance their motivation, job satisfaction, and overall performance. Therefore, promoting organizational justice is crucial for maintaining a productive and engaged workforce within the Cirebon Local Government.

Another factor that can influence the provision of incentives for civil servants in the Cirebon Local Government is competence. Competence refers to the capacity and capabilities that employees possess, enabling them to exhibit behaviors that align with job requirements and organizational standards, ultimately leading to desired outcomes [14]. Competence entails having the necessary skills, knowledge, and abilities that are expected for a particular profession, allowing individuals to perform their duties and responsibilities effectively as public servants [15]. In simpler terms, competence refers to the level of proficiency and expertise that civil servants in the Cirebon Local Government possess [16]. It encompasses their skills, knowledge, and understanding of their roles and

responsibilities. When civil servants demonstrate high levels of competence, they are more capable of carrying out their tasks effectively, contributing to the overall success of their positions and the organization as a whole [17]. Having competent civil servants is crucial for the Cirebon Local Government to achieve its objectives and provide quality services to the community. Competence enables employees to perform their duties with excellence, make informed decisions, and fulfill their responsibilities as public servants. It also enhances their ability to adapt to changing circumstances and challenges, ensuring efficient and effective governance [14], [18]. Recognizing and rewarding competence through incentives can serve as a powerful motivator for civil servants [19]. When employees perceive that their competence is acknowledged and valued, it encourages them to continuously develop their skills and strive for higher levels of performance. By linking incentives to competence, the Cirebon Local Government can foster a culture of continuous learning and improvement, ultimately enhancing the overall competency level of its workforce. Moreover, incentivizing competence helps in promoting professionalism and accountability among civil servants. It encourages them to acquire relevant knowledge and skills, stay updated with industry trends and best practices, and consistently deliver high-quality work. By aligning incentives with competence, the Cirebon Local Government can reinforce a performance-driven culture, where civil servants are motivated to enhance their capabilities and contribute to the advancement of the organization.

Another component that can influence the provision of incentives for civil servants in the Cirebon Local Government is leadership effectiveness. Leadership effectiveness refers to the successful implementation of a leader's actions in achieving the goals of a unit, ensuring continuous employee commitment, fostering trust, respect, and establishing a leader-subordinate relationship [20]. Leadership is the ability to influence and motivate individuals to achieve organizational goals. Organizational leaders can influence behavior by creating systems and processes that align with the needs of individuals, groups, and the organization as a whole. In simpler terms, leadership effectiveness refers to how well leaders in the Cirebon Local Government are able to guide and motivate their subordinates towards achieving organizational objectives [21]. Effective leaders possess the skills and qualities necessary to inspire and engage employees, fostering a sense of commitment and motivation among the workforce. Effective leadership is crucial for the success of the Cirebon Local Government and the overall performance of civil servants. When leaders effectively communicate goals, provide guidance, and create a positive work environment, it can significantly impact employee morale, job satisfaction, and performance [22]. A strong and capable leader can

inspire employees to go above and beyond their regular duties, contribute innovative ideas, and work collaboratively towards the achievement of organizational targets. Furthermore, effective leadership is essential in building trust and fostering a healthy relationship between leaders and subordinates [23]. When employees trust their leaders, they are more likely to feel valued, supported, and motivated to perform at their best. This positive leader-subordinate relationship can enhance employee satisfaction, engagement, and ultimately, the effectiveness of the organization [24]. Incentivizing leadership effectiveness can further strengthen the impact of effective leadership on the provision of incentives. When leaders who demonstrate effective leadership practices are recognized and rewarded, it reinforces their behavior and motivates them to continue leading in a manner that benefits both the organization and its employees [25], [26]. By aligning incentives with leadership effectiveness, the Cirebon Local Government can encourage and support the development of strong, competent leaders who can effectively guide and inspire their teams.

The purpose of this study is to examine the factors that influence the provision of incentives for civil servants in the Cirebon Local Government. Specifically, the study aims to investigate the impact of organizational justice, competence, and leadership effectiveness on the allocation of incentives. The study seeks to understand how organizational justice, which refers to the perception of fair treatment within the organization, influences the distribution of incentives. It aims to explore whether employees who perceive greater organizational justice are more likely to receive incentives and whether this perception positively affects their motivation and satisfaction. The findings of this study are expected to provide valuable insights into the factors that influence the allocation of incentives for civil servants in the Cirebon Local Government. The results can inform policymakers and human resource managers in designing effective incentive systems that promote organizational justice, recognize and reward competence, and foster leadership effectiveness. Ultimately, the study aims to contribute to the improvement of the incentive allocation process, leading to enhanced motivation, job satisfaction, and performance among civil servants in the Cirebon Local Government.

## **2. Research Method**

This study adopts a quantitative research design to investigate the factors influencing the provision of incentives for civil servants in the regional Secretariat. The sample consists of 121 employees, where the entire population is included as the sample for this study, and data will be collected through survey questionnaires. Validity and reliability tests will be conducted to ensure data quality. Multiple regression

analysis will be employed to examine the relationships between organizational justice, competence, and leadership effectiveness with incentives. Ethical considerations will be carefully observed throughout the study [27].

**3. Result and Discussion**

Multiple regression analysis is used to predict the value of the dependent variable on the independent variable, as shown in Table 1.

Table 1. Hypothesis Testing Result

Variable	Beta	T Value	Significant
Constant	7.327	2.936	.004
Organizational Justice	.408	10.539	.000
Competence	.145	3.533	.001
Leadership Effectiveness	.175	5.476	.000
F Square		74.888	.000
R Square		.701	

In testing the hypothesis regarding the variable of Organizational Justice on Incentive Provision, the results showed a significance value of 0.000. The significance level used in data processing was 0.05. With the obtained significance value being smaller than the predetermined significance level, i.e.,  $0.000 < 0.05$ , the alternative hypothesis ( $H_a$ ) is accepted. Therefore, it can be concluded that Organizational Justice has a positive and significant influence on Incentive Provision. This indicates that if the level of justice within the organization increases, the likelihood of providing incentives to civil servants in the Cirebon Local Government will also increase.

Organizational justice refers to employees' perceptions of fair and equitable treatment by the organization they work for. The research findings suggest that when employees perceive that they are treated fairly and equally, they are more likely to receive incentives. This can be explained by the perception that incentives are based on performance excellence, thus employees feel valued and recognized for their contributions. In the context of the Cirebon Local Government, organizational justice becomes an important factor in influencing employee motivation and performance. When employees feel that the organization treats them fairly and equally, they are more motivated to work well and achieve higher performance levels. This directly impacts the provision of incentives, as employees who are considered to perform well are more likely to receive larger incentives. The importance of organizational justice in incentive provision also relates to efforts to maintain and enhance employee loyalty. When employees feel that the organization provides fair treatment, they are more likely to retain their membership in the organization and remain committed to achieving organizational goals. This can create a more positive and productive work environment within the Cirebon Local Government. However, it should be noted that organizational justice is not the only factor influencing

incentive provision. Other factors such as employee competence and leadership effectiveness also need to be considered. In this study, organizational justice was found to have a significant influence on incentive provision, but the role of other variables still needs further investigation to obtain a more comprehensive understanding of the factors influencing incentive provision for civil servants in the Cirebon Local Government.

The testing of the hypothesis regarding the variable of Competence resulted in a significance value of 0.001. The data processing stage utilized a significance level of 0.05. The obtained significance value of  $0.001 < 0.05$  indicates that the alternative hypothesis ( $H_a$ ) is accepted. Consequently, it can be concluded that Competence has a positive and significant influence on Incentive Provision. This implies that when employees in the Cirebon Local Government possess higher levels of competence, it significantly enhances the likelihood of receiving incentives. This finding highlights the importance of competence in motivating and rewarding civil servants, ultimately contributing to improved performance and goal attainment in the organization.

A high level of competence among employees is associated with their ability to perform tasks effectively and efficiently, aligning with the expectations and requirements of their positions. When employees demonstrate a high level of competence, they are more likely to achieve better performance outcomes and contribute positively to the organization's goals and objectives. As a result, the organization recognizes and rewards their efforts through the provision of incentives. The significance of the relationship between Competence and Incentive Provision implies that the Cirebon Local Government values and acknowledges the importance of employee competence in driving organizational success. By incentivizing employees with higher levels of competence, the government aims to motivate and encourage continuous improvement in performance and professional development among civil servants. This finding has practical implications for human resource management in the Cirebon Local Government. It highlights the need for strategic investments in enhancing employee competence through training, skills development programs, and performance evaluations. By focusing on improving employee competence, the government can create a work environment that fosters productivity, efficiency, and overall organizational effectiveness. Furthermore, the findings emphasize the importance of fair and transparent practices in distributing incentives based on employees' demonstrated competence, ensuring a motivated and engaged workforce in the local government sector.

The hypothesis testing results for the variable of Leadership Effectiveness reveal a significant influence on Incentive Provision, with a significance value of

0.000. This implies that Leadership Effectiveness plays a crucial role in determining the allocation of incentives to civil servants in the Cirebon Local Government. Effective leadership within the government organization is essential for driving performance, fostering employee engagement, and achieving organizational goals. When leaders exhibit effectiveness in their roles, they are more likely to inspire and motivate their teams, set clear expectations, provide support and guidance, and create a positive work environment. As a result, employees feel valued, motivated, and committed to their work, leading to improved performance and outcomes. The significance of the relationship between Leadership Effectiveness and Incentive Provision suggests that the Cirebon Local Government recognizes the importance of effective leadership in enhancing employee performance and productivity. By providing incentives to leaders who demonstrate effectiveness in their roles, the government aims to encourage and reinforce desired leadership behaviors and practices. These findings have practical implications for leadership development and talent management within the Cirebon Local Government. It highlights the need for investing in leadership training, development programs, and performance assessments to cultivate effective leaders who can drive organizational success. By focusing on developing and recognizing effective leadership, the government can create a culture of excellence, teamwork, and continuous improvement. Moreover, the findings emphasize the significance of fair and transparent practices in distributing incentives based on leadership effectiveness. This ensures that the allocation of incentives aligns with the demonstrated impact of leaders on employee motivation, performance, and overall organizational outcomes. By doing so, the government can sustain a positive and high-performing work environment, where leaders effectively contribute to the achievement of organizational objectives and the provision of incentives serves as a valuable tool for recognition and motivation.

The analysis of variance (ANOVA) results, based on the F-value of 74.888 and a significance level (p-value) of 0.000, indicate a significant relationship between the variables of Organizational Justice, Competence, and Leadership Effectiveness with Incentive Provision. The obtained p-value of 0.000 is lower than the predetermined alpha level of 0.05, leading to the acceptance of the alternative hypothesis. These findings suggest that Organizational Justice, Competence, and Leadership Effectiveness have a statistically significant influence on the allocation of incentives for civil servants in the Cirebon Local Government. The organization's fair treatment, the employees' competency levels, and the effectiveness of leadership play important roles in determining the provision of incentives. Organizational Justice refers to

the perception of fairness within the organizational practices and policies. When employees perceive that the organization treats them fairly, it enhances their motivation, job satisfaction, and commitment, leading to improved performance and the likelihood of receiving incentives. Competence, on the other hand, represents the skills, knowledge, and abilities of employees to perform their job tasks effectively. When civil servants demonstrate high levels of competence, they are more likely to contribute to organizational success and achieve desired outcomes, thus deserving recognition and incentives. Furthermore, Leadership Effectiveness is a crucial factor in motivating and inspiring employees. Effective leaders create a positive work environment, establish clear expectations, provide guidance and support, and foster employee engagement and productivity. When leaders are effective in their roles, they contribute to the overall organizational performance, making the provision of incentives an appropriate recognition of their impact. These findings highlight the importance of considering organizational justice, competence, and leadership effectiveness when designing incentive programs for civil servants. The Cirebon Local Government can utilize these insights to develop fair and transparent incentive schemes that acknowledge and reward employees based on their perceived fairness, competency, and the effectiveness of their leaders. By aligning incentive provision with these influential factors, the government can enhance employee satisfaction, motivation, and performance, resulting in a more engaged and high-performing workforce. Ultimately, this contributes to the overall success and effectiveness of the Cirebon Local Government in achieving its organizational goals.

The obtained R-squared value of 0.701 indicates that the variables of Organizational Justice, Competence, and Leadership Effectiveness collectively account for 70.1% of the variance in Incentive Provision. This means that these three variables make a substantial contribution to explaining the allocation of incentives, while the remaining percentage is influenced by other unexamined variables. In simpler terms, the combination of Organizational Justice, Competence, and Leadership Effectiveness explains a significant portion of the variation in Incentive Provision. This suggests that when considering factors such as fairness, employees' skills and abilities, and the effectiveness of leadership, approximately 70.1% of the differences in incentive allocation can be accounted for. However, there are likely additional factors or variables not included in the study that also play a role in determining incentive provision. It is important to acknowledge that the unexamined variables may have their own impact on incentive allocation. These could include factors such as budget constraints, performance metrics, organizational policies, and individual job performance. Future research could explore these

additional variables to gain a more comprehensive understanding of the factors influencing incentive provision in the context of the Cirebon Local Government. Overall, the findings suggest that while Organizational Justice, Competence, and Leadership Effectiveness have a substantial influence on incentive allocation, there are other factors at play as well. By taking into account these influential variables and considering the potential impact of other unexamined factors, the Cirebon Local Government can make informed decisions and design incentive systems that effectively motivate and reward civil servants.

#### 4. Conclusion

This study explored the importance of organizational justice, competence, and leadership effectiveness in determining incentive allocation. The analysis revealed that organizational justice plays a significant role in incentive provision, indicating the importance of a fair and equitable work environment. Additionally, competence emerged as a crucial factor, emphasizing the need for employees to possess the necessary skills and abilities to excel in their roles. Moreover, effective leadership was found to have a positive impact on incentive provision, highlighting the significance of capable and motivating leaders. The study's results provide valuable insights for the Cirebon Local Government in designing and implementing incentive systems that promote employee motivation, satisfaction, and performance. By considering and addressing the factors of organizational justice, competence, and leadership effectiveness, the government can create an environment conducive to employee productivity and goal attainment.

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