

THE INFLUENCE OF MOTIVATION AND REWARDS ON PERFORMANCE OF BALIKPAPAN STATE POLYTECHNIC'S BUSINESS STUDENT ASSOCIATION

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Abstract

One of the most significant resources directly affecting a business is its human resources. Several factors can influence an organization's ability to achieve excellent management performance. This response covers the use of incentives and rewards inside the organization. The purpose of this study is to determine how the leadership of the Business Department Student Association (HMJ Business) at Balikpapan State Polytechnic is affected by incentives and rewards. The performance of HMJ Bisnis management at Balikpapan State Polytechnic is a dependent variable (Y), whereas motivation (X1) and reward (X2) are independent factors. This study employed a quantitative descriptive methodology. Purposive sampling was employed to choose the 39 respondents from the study's sample. One way to use data is to distribute surveys and use the raw data. With the aid of SPSS software, the validity, reliability, multiple linear regression, partial T, and simultaneous F tests were employed in this investigation. The study's findings demonstrated that: incentives have a positive and significant impact on the performance of the management of the Balikpapan State Polytechnic's HMJ Business; motivation has a positive and significant effect on the management's performance of the HMJ Business. These findings demonstrate how the presence of suitable incentives and rewards may enhance the Balikpapan State Polytechnic Business HMJ management's performance at the highest possible level of output.

Keywords: Motivation, Organization, Performance, Reward.

INTRODUCTION

The Business Department Student Association is an organization that is a place for students to channel their desires, build their soft skills, and strengthen relationships both within HMJ Bisnis and outside HMJ Business. In accordance with the opinion (Julianto & Carnarez, 2021) that an organization is a group of people who are professional and have abilities or expertise that are then gathered in one forum to work together rationally to achieve a common goal. These administrators' performance is influenced by a number of things, such as the company's incentive program and their desire for their work. Thus, it's critical to comprehend how incentives and motivation may impact these administrators' effectiveness.

Since motivation is the primary component that propels members to provide their best effort, it has a significant impact on the administration of the business student association at Balikpapan State Polytechnic. This has an effect on raising business productivity and more effectively accomplishing organizational objectives. With motivation, members can create activities that are interesting and in accordance with the needs of students. Since association members are more likely to work together and support each other to achieve common goals, team cohesion in the association can also be built through good motivation. According to Sari, Khasanah, Pasha, and Sanjaya (2021), motivation is the state or force that propels an individual to accomplish organizational objectives. On

the other hand, low motivation can result in poor performance, limited engagement, and delays in work program execution, all of which lower the set's overall effectiveness.

Rewards can affect the performance of the student association because it can increase the enthusiasm and motivation of members to complete the tasks and responsibilities given to them. Rewards, which can be verbal appreciation, certificates, or other incentives, make members feel appreciated for what they do. In accordance with the opinion (Sari, Khasanah, Pasha, & Sanjaya, 2021), which states that rewards can be in the form of praise from superiors or consumers and rewards for outstanding employees who meet certain standards. This encourages them to work harder, be more creative, and take greater accountability in implementing work programs. Rewards can also increase the sense of ownership of the association and strengthen relationships between members, thus creating a positive and productive work environment. On the other hand, the lack of rewards can lead to decreased motivation, apathy, and even decreased members' loyalty to the organization, which ultimately has a negative impact on the achievement of the goals of the student association.

The performance of the student association shows how effective and efficient the organization is in achieving goals through work programs designed to meet student needs. Good performance can be seen from the achievement of activity targets, active participation of members, and real benefits felt by students and related parties. Team performance is greatly influenced by careful planning, leadership, coordination, and member motivation. Performance can be defined as the achievement or work result of completing a task in accordance with standard operating procedures (SOPs) and with responsibilities related to organizational goals (Sari S. S., Khasanah, Pasha, & Sanjaya, 2021). Performance success is also measured by the ability to innovate, manage resources, and face challenges. If the performance of the association is going well, the organization will become more respected and students will have more faith in it. Conversely, poor performance can lead to member dissatisfaction, lack of participation, and failure to achieve organizational goals.

Given the background information provided, the problem can be formulated as follows.

1. Does motivation have an impact on how well the Balikpapan State Polytechnic's Business Department Student Association is managed?
2. Does the performance of the Balikpapan State Polytechnic Management of the Business Department Student Association get impacted by rewards?
3. Does the success of the Balikpapan State Polytechnic Management of the Business Department Student Association depend on motivation and reward?

Based on the stated issue formulation, this study aims to examine and identify the influence of incentives and rewards on the management of the Business Department Student Association at Balikpapan State Polytechnic.

LITERATURE REVIEW

Motivation

The process of persuading and motivating an individual or group to carry out a specified duty or activity is known as motivation. Motivation serves as a driver to build worker morale and motivation. When evaluating the performance of an organization, work motivation must be considered and analyzed. The higher the work motivation that the boss gives to the worker, the better their performance will be.

Based on a study conducted by the Naa Boafoa Okine Prize (2021), organizations that focus on aspects of employee motivation, such as providing recognition, providing autonomy in work, and providing opportunities for growth and development, tend to have employees who remain enthusiastic in carrying out their duties.

Reward

Rewards are one of the approaches taken by companies to maintain employee loyalty. This award is given to employees who show satisfactory performance, with the aim of increasing their morale and motivation at work, so that they can ultimately contribute to increasing the company's productivity. Financial and non-financial benefits fall into two different groups. Non-financial rewards include training, promotions, and acknowledged prizes; financial rewards include bonuses, perks, and other incentives.

Performance

According to Vosloban (2012), performance is a vital aspect of any organization. It refers to the outcomes individuals achieve as they fulfill their responsibilities to support organizational objectives. Performance quality plays a pivotal role in determining an organization's success.

Employee performance is particularly critical, as it directly influences productivity, efficiency, and the attainment of organizational goals. High-quality performance not only has the potential to boost profits but also enhances the company's reputation and ensures its long-term sustainability.

Various internal factors, such as motivation, skills, knowledge, and employee health, significantly influence performance. Additionally, external factors like the work environment, organizational culture, management policies, colleague support, and prevailing economic conditions also play a crucial role. The interplay between these internal and external factors is essential in shaping an employee's effectiveness in completing their tasks.

RESEARCH METHOD

In order to assess the cause-and-effect relationship between the variables under study, this kind of research employs a descriptive quantitative technique. Additionally, This research seeks to explain the impact of incentives and rewards on the administration of the Business Department Student Association at Balikpapan State Polytechnic. According to (Palupi et al., 2022), the quantitative research approach is grounded in positivist philosophy and focuses on analyzing a specific population or sample. Data is collected using research tools and subsequently analyzed through numerical methods to test the proposed hypothesis.

Primary data utilized in this study was collected directly from respondents by having them complete questionnaires. Because it was thought to be more accurate and pertinent for measuring particular research factors, this main data was selected. This questionnaire's questions were created after a thorough examination of the literature. To ensure that they can be trusted to assess study variables, statistical tests have been used to verify the validity and reliability of each question.

An online questionnaire was distributed to all 39 administrators of the Business Department Student Association as the primary means of gathering data for this study. Purposive sampling was used as the sample strategy. The purpose of this questionnaire is to assess each respondent's degree of motivation, perception of the incentive system, and performance to date. SPSS software will next be used to do a quantitative analysis on the information gathered from this survey.

Sugiyono (2023) defines a population as a collection of items with certain attributes and traits that researchers have decided warrant further investigation in order to draw pertinent conclusions. Thus, all current administrators of the Business Department Student Association throughout the 2023–2024 timeframe make up the study's population. All administrators served as study samples as well, given the small population and uniform member characteristics. Samples are a component of a population's size and attributes. The researcher employed a saturation sampling strategy, using every member of the population as a study sample, in accordance with Sugiyono's viewpoint. (Fernos & Putra, 2023) (Fernos & Putra, 2023)

The SPSS software was used to analyze the data for this investigation. Research instruments' correctness and consistency are evaluated using validity and reliability tests. Moreover, the impact of incentives and rewards on worker performance was examined using multiple linear regression analysis. The determination coefficient (R^2) was used to quantify the extent to which motivation and reward factors might account for variance in employee performance, while the t-test and F-test were employed to examine the significance of each independent variable's partial and simultaneous effect.

Operational Definition of Research Variables

The researcher employed one dependent variable and two independent variables in this investigation. Physiological requirements, security, sociability, appreciation, and self-actualization are the markers based on Maslow's theory that are used to quantify motivation, the first independent variable (Syafiq, 2021). The indicator was then developed into 11 question items. The second independent variable is reward, which is measured using indicators based on Handoko's theory, including welfare, career development, and psychological and social rewards. The indicator was then developed into 11 question items.

Conceptual Framework

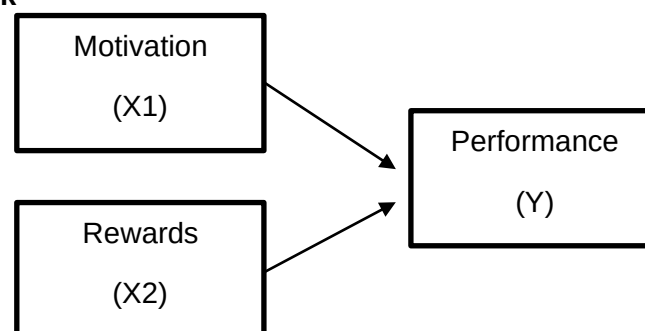


Figure 1. Conceptual framework

RESULTS AND DISCUSSION

Characteristics of Respondents

Respondent characteristics are identified in this study according to age, gender, study program, and semester. These factors were chosen to facilitate the analysis of the collected data and to give a general picture of the research population.

Table 1. Respondent characteristics

It	Information	Sum	Percentage
1	Gender		
	Male	16	41%
	Woman	23	59%
	Total	39	100%
2	Courses		
	Tax Accounting	12	30,8%
	Digital Banking and Finance	27	69,2%
	Total	39	100%
3	Semester		
	3	27	69,2%
	5	12	30,8%
	Total	39	100%
4	Age		
	16 – 18	1	2,6%
	19 – 21	36	92,3%
	22 – 24	2	5,1%
	Total	39	100%

According to data analysis findings, women make up the majority of research participants, demonstrating the prevalence of a certain gender in the community under investigation. Respondents came from two main study programs, namely Banking and Digital Finance and Tax Accounting, which reflected their diverse academic backgrounds and study interests. The age range of respondents ranged from 18 to 22 years, which is in accordance with the age of students at this level of education. These demographic characteristics provide an important initial overview of respondents' profiles, including their role as representatives of student groups pursuing education in finance and taxation. This information can be the basis for understanding respondents' behavior patterns, preferences, or engagement in the context of further research.

Description of Research Variables

This study focuses on three main variables: the motivation of the administrators, which describes their desire and enthusiasm in carrying out their duties; reward, which assesses the amount of reward given as a form of appreciation for performance; as well as the performance of the management, which reflects their level of success in achieving the organization's goals.

Table 2. Descriptive statistics summary

Variable	N	Minimum	Maximum	Mean
Motivation (x1)	39	9,00	23,00	13,6154
Reward (x2)	39	6,00	15,00	10,1026
Management Performance (Y)	39	6,00	18,00	10,4872

The variables in this study use a scale to measure the level of motivation, reward, and performance of managers. Motivation, which indicates work morale, varied from low (9) to high (23),

with an average score of 13,615. The rewards received, or rewards, have a narrower range, which is between 6 to 15, and the average is 10,103. The performance of the administrators, on the other hand, varied from poor (6) to very good (18), with an average score of 10,487.

Descriptive data shows that the average motivation, reward, and performance of administrators are in the medium category, although there are variations in minimum and maximum values. The wide range of high motivation scores (9.00 to 23.00) suggests a notable variation in the management's zeal and willingness to perform their responsibilities. In comparison to other variables, rewards with a lower score range (6.00 to 15.00) show that administrators earn more consistent incentives. With ratings ranging from 6.00 to 18.00, the management's performance likewise shown significant range, reflecting respondents' varying levels of success in achieving organizational goals.

These findings may serve as the foundation for examining the connection between managerial effectiveness, incentives, and motivation. All three factors have an average level of moderate, which suggests that they can all be improved through performance enhancement techniques, incentive system evaluation, and intervention programs to boost motivation.

Questionnaire Test

1. Validity Test Results

Table 3. Validity test results

Variables/Indicators				
It	Motivation	r calculate	r table	Information
1	X1.1	0,777	0,316	Valid
2	X1.2	0,670	0,316	Valid
3	X1.3	0,784	0,316	Valid
4	X1.4	0,746	0,316	Valid
5	X1.5	0,571	0,316	Valid
6	X1.6	0,608	0,316	Valid
7	X1.7	0,805	0,316	Valid
8	X1.8	0,640	0,316	Valid
9	X1.9	0,686	0,316	Valid
	Reward			
1	X2.1	0,728	0,316	Valid
2	X2.2	0,662	0,316	Valid
3	X2.3	0,740	0,316	Valid
4	X2.4	0,776	0,316	Valid
5	X2.5	0,870	0,316	Valid
6	X2.6	0,747	0,316	Valid
	Management Performance			
1	Y.1	0,873	0,316	Valid
2	Y.2	0,749	0,316	Valid
3	Y.3	0,881	0,316	Valid
4	Y.4	0,847	0,316	Valid
5	Y.5	0,754	0,316	Valid
6	Y.6	0,844	0,316	Valid

The construct validity analysis's findings, which are displayed in Table 3, demonstrate that each of the study instrument's question items substantially aids in measuring the relevant variables. Each component and the overall construction score have a positive and significant association, as indicated by the computed r-value being higher than the table r-value at the 5% significance level. Based on these findings, it can be said that this research tool has strong construct validity because each question item has been successful in measuring the conceptual dimension that needs to be examined.

2. Reliability Test Results

Table 4. Reliability test results

It	Variable	Alpha Count	Alpha Standard	Information
1	Motivation (x1)	0,869	0,600	Reliable
2	Reward (x2)	0,847	0,600	Reliable
3	Management Performance (Y)	0,906	0,600	Reliable

Cronbach's alpha coefficient reliability study revealed that every research variable had very high reliability values. All of the variables' Cronbach's alpha values were higher than the 0.60 cutoff, suggesting that the study instrument's question items consistently measured the same construct. This demonstrates that the research tools employed in this study are reliable sources of solid and consistent data.

Multiple Linear Regression Analysis

This study utilized multiple linear regression analysis to examine the relationship between several independent variables and a single dependent variable. The multiple linear regression equation used is as follows.

Table 5. Multiple linear regression test results

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,502	1,345		1,117	0,271
	X1	0,342	0,155	0,407	2,209	0,034
	X2	0,429	0,203	0,389	2,112	0,042

1. Dependent Variable: Y

$$Y = 1.502 + 0.342 X1 + 0.429 X2$$

The multiple regression equation leads to the following conclusion.

- The constant coefficient has a positive value of 1.502, indicating that the management performance variables will rise by 150.2% in response to the incentive and reward variables.
- The motivation regression coefficient (b1) has a positive value of 0.342, indicating that a 34.2% increase in motivation will result in an improvement in management performance. Conversely, a decline in motivation will result in a 34.2% drop in managerial performance.

- c. The reward regression coefficient (b_2) has a positive value of 0.429, indicating that management performance would rise by 42.9% in response to an increase in motivation. However, a decline in motivation will result in a 42.9% drop in managerial performance.

Hypothesis Test

1. F Test Results

If the value of F is calculated $> F$ table or $\text{sig} < \alpha$ then H_0 is rejected and H_a is accepted

If the value F is calculated $< F$ table or $\text{sig} > \alpha$ then H_a is rejected and H_0 is accepted

Table 6. F Test results

Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	233,029	2	116,514	24,008	0,000B
	Residual	174,715	36	4,853		
	Total	407,744	38			

1. Dependent Variable: Y
2. Predictors: (Constant), X2, X1

H_0 is rejected and H_a is accepted, indicating that motivation and rewards have a significant impact on the management of the Student Association of the Business Department at Balikpapan State Polytechnic. The F value is computed as $24.008 >$, the F table value is 3.259, and the sig. value is $0.000 < 0.05$.

2. T Test Results

If the value of t calculated $> t$ table or $\text{sig} < \alpha$ then H_0 is rejected and H_a is accepted

If the value of t calculated $< t$ table or $\text{sig} > \alpha$ then H_a is rejected and H_0 is accepted

Table 7. T Test results

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,502	1,345		1,117	0,271
	X1	0,342	0,155	0,407	2,209	0,034
	X2	0,429	0,203	0,389	2,112	0,042

1. Dependent Variable: Y

The following may be seen based on the statistical values of the analysis findings in the table:

- a. If the motivation variable's estimated t value is $2.209 >$, the t table's value is 2.026, and the sig value is $0.034 < 0.05$, then H_0 is rejected and H_a is allowed, indicating that the motivation variable significantly affects management performance.
- b. The incentive variable has a considerable impact on management performance, as evidenced by the rejection of H_0 and acceptance of H_a when the t-value is $2.112 >$ the t-table value is 2.026 and the sig. value is $0.042 < 0.05$.

The Effect of Motivation on the Performance of the Management of the Business Student Association

The study's findings, which include a mean value of 13.6154 with a high category and responses from respondents using the motivation variable X.1, indicate that some respondents have positive opinions, specifically that they are motivated to perform their administrative responsibilities. This shows that the Business Department Student Association can provide work encouragement such as the ability to create a work atmosphere that supports the spirit of the management, the provision of clear directions from related parties, the implementation of effective communication between fellow administrators, and the alignment of the organization's vision and the needs of the management.

The Effect of Rewards on the Performance of the Management of the Business Student Association

This finding indicates that respondents have favorable opinions of the association's policies for satisfying members' wants and experiences, including meeting their demands and providing facilities to the Business Department Student Association. In the X.2 variable, with a mean of 10.1026 (category agrees), it shows that most of the respondents agree that the Business Department Student Association provides a forum for business students who become administrators to gain organizational experience. In addition, the reward policy implemented also reflects the association's attention to the efforts of the management in carrying out organizational tasks. The rewards given, both in the form of verbal appreciation, supporting facilities, and formal recognition such as certificates, provide additional motivation for administrators to work better. The rewards that have been given by the Business Department Student Association to all administrators are the provision of space for competency distribution, fulfillment of facilities and also formal recognition.

CONCLUSION

The research's findings support the notion that incentives and rewards significantly and favorably affect the administration of the Balikpapan State Polytechnic's Business Department Student Association. Specifically, motivation provides a significant boost for administrators to improve performance through a sense of involvement and morale. Meanwhile, rewards in the form of awards and incentives encourage administrators to be more responsible and contribute optimally to the management of the Business Department Student Association. This study shows the importance of implementing management strategies oriented to increasing motivation and rewards to support the performance of the Business Department Student Association.

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