



Jurnal Bisnis, Ekonomi, Manajemen dan Kewirausahaan

| ISSN (Online) [2797-1988](#) | ISSN (Print) [2797-2003](#) |
<https://creativecommons.org/licenses/by/4.0/>
DOI: <https://doi.org/10.52909/jbemk.v4i2.192>



The Effect of Innovation and Motivation on Employee Performance Through asn Achievement Allowances in the Development Planning, Research and Development Agency of Mojokerto City

Winda Kurnia Hardiyanti¹, Sandra Oktaviana Pinaraswati²

¹ Dr. Soetomo University, Indonesia

² Dr. Soetomo University, Indonesia

Corresponding Author: w117da.erumbee@gmail.com.¹

Abstract: The purpose of this study is to analyze the Effect of Innovation and Motivation on Employee Performance Through ASN Achievement Allowances in the Development Planning, Research and Development Agency of Mojokerto City. By using the Census Sampling technique, there were 65 respondents. Based on the results of the research and testing of path analysis, innovation has no positive and insignificant effect with a probability value of $0.517 \geq 0.05$ on ASN Performance at Bappeda Litbang, Mojokerto City. Based on the results of the research and testing of path analysis, it is proven that motivation has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Performance at Bappeda Litbang, Mojokerto City. Based on the results of the research and testing of path analysis, it is proven that innovation has no positive and insignificant effect with a probability value of $0.089 \geq 0.05$ on ASN Achievement Allowances at Bappeda Litbang, Mojokerto City. Based on the results of the research and testing of path analysis, it is proven that motivation has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Achievement Allowances at the Development Planning, Research and Development Agency of Mojokerto City. Based on the results of the research and testing of path analysis (Path Analysis) it is proven that Achievement Allowance has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Performance at the Mojokerto City Research and Development Planning Agency. Based on the results of research and testing of path analysis (Path Analysis) it is proven that Innovation does not have a positive and insignificant effect with a probability value of $0.177 \geq 0.05$ on ASN Performance through achievement allowances at the Mojokerto City Litbang Bappeda. Based on the results of research and testing of path analysis (Path Analysis) it is proven that Motivation has a positive and significant effect with a probability value of $0.017 \leq 0.05$ on ASN Performance through Achievement Allowances at the Mojokerto City Litbang Bappeda

Keyword: Innovation, Motivation, Employee Performance, Achievement Allowances

INTRODUCTION

Performance is organizational behavior that is directly related to the production of goods or delivery of services (Simamora in Astuti, et al. 2020). Employee performance (work achievement) is the work results in terms of quality and quantity achieved by an employee in carrying out their duties according to the responsibilities given (Mangkunegara in Putra and Bayu 2017).

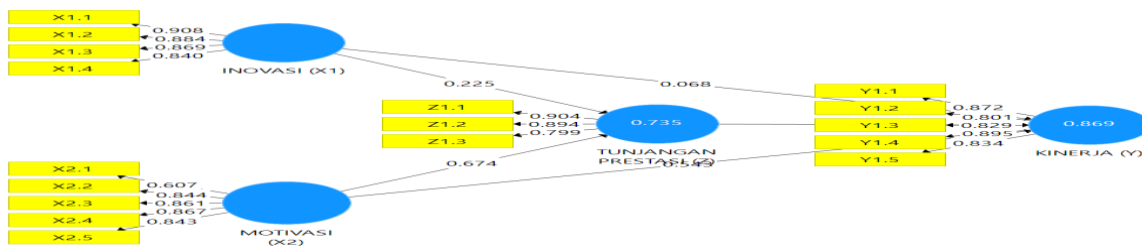
Efforts to improve performance are usually done by providing performance allowances or incentives, providing motivation, improving skills through training and good leadership style. Meanwhile, employee performance can be improved if performance allowances are given on time, and the government can know what is expected and when expectations can be recognized for their work results. One of the steps taken by the local government to improve employee welfare is by providing additional income in the form of performance allowances. Performance allowances are all income or earnings or remuneration in the form of money or in the form of direct goods or received by employees as compensation for services provided to the agency. Performance allowances provided by the agency are one of the efforts made to improve employee effectiveness. Providing appropriate performance allowances, in addition to improving employee performance, is also intended to make employees loyal to work in the agency and can stabilize the turnover of workers in order to face the current era of globalization, and in today's community conditions, several problems are often found which are caused by the poor work results of human resources in the agency.

The purpose of this study is to analyze and determine the influence of innovation and motivation on employee performance through achievement allowances at the Mojokerto City Development Planning Research and Development Agency.

METHOD

This type of research is quantitative research. This research is an observational study conducted on a number of objects according to their actual conditions, without any interval from the researcher. This research design uses a cross-sectional method approach. With a population of 65 people. The census sampling technique means that all populations are used as samples in the study.

RESULTS AND DISCUSSION



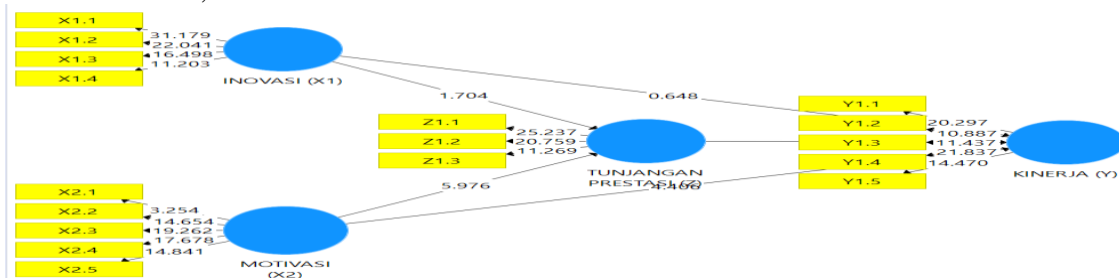
No. Item Pertanyaan	Hitung	Keterangan
Inovasi (X1)		
1	0,908	Valid
2	0,884	Valid
3	0,864	Valid
4	0,840	Valid

Motivasi Kerja (X2)		
1	0,607	Valid
2	0,844	Valid
3	0,861	Valid
4	0,867	Valid
5	0,843	Valid
Tunjangan Prestasi (Z)		
1	0,904	Valid
2	0,894	Valid
3	0,840	Valid
Kinerja Pegawai (Y)		
1	0,872	Valid
2	0,801	Valid
3	0,829	Valid
4	0,895	Valid
5	0,834	Valid

The table above can be concluded that the correlation of each indicator to the total construct score of each variable shows significant results, namely $r_{count} \geq r_{table}$. It can be concluded that all question items from all variables, namely Leadership, Compensation, Work Motivation and Employee Performance are declared Valid.

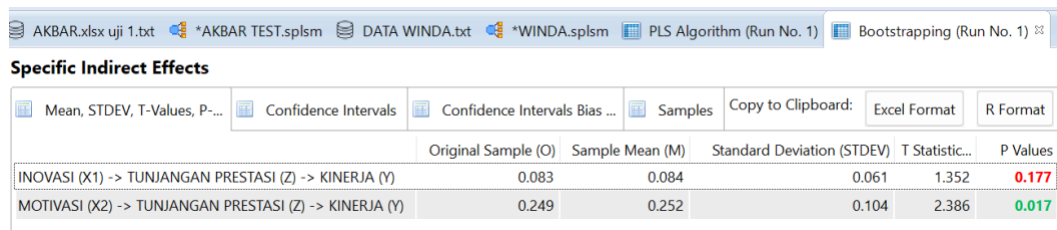
Construct Reliability and Validity				
Matrix	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extract...
KINERJA (Y)	0.901	0.905	0.927	0.717
INOVASI (X1)	0.899	0.909	0.929	0.767
MOTIVASI (X2)	0.864	0.877	0.904	0.657
TUNJANGAN PRESTASI (Z)	0.833	0.834	0.901	0.752

The table above shows that the three variables produce an alpha value of 0.9. Thus, all variables have a value > 0.60 , thus the research instrument is suitable for use in data collection.



Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
INOVASI (X1) -> KINERJA (Y)	0.068	0.067	0.105	0.648	0.517
INOVASI (X1) -> TUNJANGAN PRESTASI (Z)	0.225	0.221	0.132	1.704	0.089
MOTIVASI (X2) -> KINERJA (Y)	0.543	0.541	0.123	4.406	0.000
MOTIVASI (X2) -> TUNJANGAN PRESTASI (Z)	0.674	0.669	0.113	5.976	0.000
TUNJANGAN PRESTASI (Z) -> KINERJA (Y)	0.369	0.375	0.134	2.754	0.006



	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistic...	P Values
INOVASI (X1) -> TUNJANGAN PRESTASI (Z) -> KINERJA (Y)	0.083	0.084	0.061	1.352	0.177
MOTIVASI (X2) -> TUNJANGAN PRESTASI (Z) -> KINERJA (Y)	0.249	0.252	0.104	2.386	0.017

DISCUSSION

It is proven that Innovation has no positive and insignificant effect with a probability value of $0.517 \geq 0.05$ on ASN Performance at Bappeda Litbang Mojokerto City. It is proven that Motivation has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Performance at Bappeda Litbang Mojokerto City. It is proven that Innovation has no positive and insignificant effect with a probability value of $0.089 \geq 0.05$ on ASN Achievement Allowance at Bappeda Litbang Mojokerto City. It is proven that Motivation has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Achievement Allowance at the Development Planning Research and Development Agency of Mojokerto City. It is proven that Achievement Allowance has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Performance at the Development Planning Research and Development Agency of Mojokerto City. It is proven that Innovation has no positive and insignificant effect with a probability value of $0.177 \geq 0.05$ on ASN Performance through achievement allowances at Bappeda Litbang, Mojokerto City. It is proven that Motivation has a positive and significant effect with a probability value of $0.017 \leq 0.05$ on ASN Performance through Achievement Allowances at Bappeda Litbang, Mojokerto City. The Seventh Hypothesis of Work Discipline on ASN Employee Performance Through ASN Employee Job Satisfaction at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis (path analysis), based on the assumption model testing states that Work Discipline with a sobel test value of 1.79477369 then a significance probability value (P-value) of $0.03 \leq 0.05$.

CONCLUSION

- 1 Based on the results of research and testing of path analysis, Innovation has no positive and insignificant effect with a probability value of $0.517 \geq 0.05$ on ASN Performance at Bappeda Litbang, Mojokerto City
- 2 Based on the results of research and testing of path analysis, it is proven that Motivation has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Performance at Bappeda Litbang, Mojokerto City
- 3 Based on the results of research and testing of path analysis, it is proven that Innovation has no positive and insignificant effect with a probability value of $0.089 \geq 0.05$ on ASN Achievement Allowances at Bappeda Litbang, Mojokerto City.
- 4 Based on the results of research and testing of path analysis, it is proven that Motivation has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Achievement Allowances at the Development Planning Agency, Research and Development of Mojokerto City.
- 5 Based on the results of the research and testing of the path analysis, it is proven that the Achievement Allowance has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Performance at the Development Planning Research and Development Agency of Mojokerto City

- 6 Based on the results of the research and testing of the path analysis, it is proven that Innovation does not have a positive and insignificant effect with a probability value of $0.177 \geq 0.05$ on ASN Performance through achievement allowances at the Bappeda Litbang of Mojokerto City
- 7 Based on the results of the research and testing of the path analysis, it is proven that Motivation has a positive and significant effect with a probability value of $0.017 \leq 0.05$ on ASN Performance through Achievement Allowances at the Bappeda Litbang of Mojokerto City.

REFERENCES

- A.A. Anwar Prabu Mangkunegara. 2011. Manajemen Sumber Daya Manusia Perusahaan. Bandung : PT. Remaja Rosdakarya.
- Agus Tulus, Moh. 1992. Manajemen Sumber Daya Manusia. Jakarta : PT. Gramedia Pustaka Utama
- Arikunto, Suharsimi. 2010. Prosedur Penelitian, Rineka Cipta, Jakarta.
- Dunn, William N. 2013. Pengantar Analisis Kebijakan Publik. Yogyakarta: Gadjah Mada University Press
- Fahmi, Irham. 201. Analisa Laporan Keuangan, Bandung: Alfabeta. Gibson, JL. 1997. Organisasi dan Manajemen. Erlangga, Jakarta
- Handoko, T. Hani. 2003, Manajemen Personalia dan Sumber Daya Manusia, Yogyakarta, BPFE - Yogyakarta.
- Hasibuan, Malayu S. P. 2005, Manajemen Sumber Daya Manusia, Edisi Revisi : Jakarta. BumiAksara
- Hasibuan, Malayu SP. 2008. Manajemen Sumber Daya Manusia Edivisi Revisi. Jakarta: BumiAksara
- Hasibuan, Malayu. 2012. Manajemen Sumber Daya manusia . Jakarta: PT BumiAksara.
- Hessel, Nogi S. Tangkilisan. 2007. Manajemen Publik. Jakarta: Grasindo
- Kadarisman, M. 2012. Manajemen Kompensasi. Jakarta: Rajawali Pers.
- Keban, Yermias. 2004. Enam Dimensi Strategis Administrasi Publik, Konsep, Teori, dan Issu. Yogyakarta: Grava Media
- Kurniawan, Luthfi J dkk. 2012. Perihal Negara, Hukum & Kebijakan Publik. Malang: Setara Press
- Lubis, S.M. Hari dkk. (1987) Teori Organisasi : Satu Pendekatan Makro. Jakarta :Pusat Antar Univertsitas Ilmu-IlmuSosial.
- Mardalis. 2014. Metode Penelitian Suatu Pendekatan Proposal. Jakarta: PT Bumi Aksara.
- Mulyana, Dedy. Teknik Praktis Riset Komunikasi, Jakarta : Kencana Prenada Media Group, 2006.
- Nayla, Akifa P. 2014. Panduan Lengkap Sistem Administrasi Gaji dan Upah. Jogjakarta: Laksana.
- Nazir, Moh. 2011. Metode Penelitian, Bogor: Ghalia Indonesia. Nugroho D, Riant. 2003. Kebijakan Publik, Formulasi, Implementasi, dan Evaluasi. Jakarta : Gramedia
- Panggabean, Mutiara. 2002. Manajemen Sumber Daya Manusia, Bogor : Ghalia Indonesia
- Sedarmayanti. 2001. Sumber Daya Manusia dan Produktifitas kerja, Bandung, Penerbit : Bandar Maju
- Simamora, Henry. 2004. Manajemen Sumber Daya Manusia Edisi Ketiga. Yogyakarta: STIE YKPN.
- Siswanto. 2007. Pengantar Manajemen. Jakarta: PT. Bumi Aksara. Subarsono, AG, Drs. Msi MA. 2008. Analisis Kebijakan Publik Konsep, Teori dan Aplikasinya Cetakan kedua. Yogyakarta : Pustaka Pelajar.
- Sudarmanto. 2009. Kinerja dan Pengembangan Kompetensi SDM, Yogyakarta: PustakaPelajar,

- Sugiyono. 2011. Metode Penelitian Kuantitatif, Kualitatif, dan R&D. Cetakan 14. Bandung: Alfabeta.
- Tohardi, Ahmad (2002). Pemahaman Praktis Manajemen Sumber Daya Manusia, Universitas Tanjung Pura, Mandar Maju, Bandung
- Veithzal Rivai. 2004. “Manajemen Sumber Daya Manusia Perusahaan”, Cetakan Pertama, Jakarta, PT. Raja Grafindo Persada
- Wibowo. 2013. Manajemen Kinerja. Jakarta: Rajawali Pers Winarno, Budi. 2008. Kebijakan Publik Teori dan Proses. Jakarta: Buku Kita Untuk
- Wirawan. 2012. Evaluasi: Teori, Model, Standar, Aplikasi, dan Profesi. Depok PT Raja Grafindo Persada
- Peraturan Menteri Dalam Negeri Nomor 13 Tahun 2006 tentang Pedoman Pengelolaan Keuangan Daerah.
- Peraturan Menteri Dalam Negeri No. 59 Tahun 2007 Tentang Perubahan atas Permendagri Nomor 13 Tahun 2006 Tentang Pedoman Pengelolaan Keuangan Daerah.
- Peraturan MENPAN & RB No. 34 Tahun 2011 Tentang Pedoman Evaluasi Jabatan Peraturan Kepala BKN Nomor 21 Tahun 2011 Tentang Pedoman Pelaksanaan Evaluasi Jabatan
- Peraturan Walikota Mojokerto No. 21 Tahun 2020 tentang Mekanisme Pembayaran Dan Pengurangan Tambahan Penghasilan Pegawai Negeri Sipil Di Lingkungan Pemerintah Kota Mojokerto