Journal of Nonformal Education

Volume 4 Number 2 Agustus 2018

UNIVERSITAS NEGERI SEMARANG

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Journal of Nonformal Education

Nonformal Education

2442-532X (Print); 2528-4541 (Online)

Homepage

Publisher: Universitas Negeri Semarang

Country of publisher: Indonesia

Platform/Host/Aggregator: OJS

Date added to DOAJ: 5 Oct 2016

Record Last Updated: 5 Oct 2016

LCC Subject Category: Education: Special aspects of education

Publisher's keywords: nonformal, education

Language of fulltext: Indonesian

Full-text formats available: PDF

PUBLICATION CHARGES

Article Processing Charges (APCs): No.

Submission Charges: No.

Waiver policy for charges? No.

EDITORIAL INFORMATION

Peer review

Editorial Board

Aims and scope

Instructions for authors

Time From Submission to Publication: 24 weeks

More

Tables of Contents

Volume

JOURNAL OF NONFORMAL EDUCATION
research on literacy education, basic education, and continuing education

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HOME   ABOUT   LOGIN   REGISTER   CATEGORIES   SEARCH   CURRENT   ARCHIVES

Home > About the Journal > Editorial Team

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JOURNAL CONTENT

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Search Scope
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[Search]

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- By Issue
- By Author
- By Title
- Other Journals
- Categories

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HOME ABOUT LOGIN REGISTER CATEGORIES SEARCH CURRENT ARCHIVES

Home > About the Journal > **Editorial Policies**

Editorial Policies

- Focus and Scope
- Section Policies
- Peer Review Process
- Ethics Statement
- Abstracting/Indexing

Focus and Scope

The journal publishes research articles on current issues and trends in nonformal education, comprising early childhood education, literacy and equity education and community education. The study included (1) management, monitoring and evaluation of the program; (2) strategy, model, method, evaluation in learning; (3) courses, training, empowerment, life skills and the like.

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2. Science and Technology Index (SINTA 3)
3. Google Scholar
4. Directory of Open Access Journals (DOAJ)

Indexing & Abstracting

Editorial Team

Table of Contents

Articles

Measurement of *Pamong* Performance in Agency Early Childhood Education Development and Community Education

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Abstract

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Work productivity is the ability associated with the mental attitude of a pamong in making improvements and self-improvement in carrying out its professional duties so as to realize the hope and desire of the nation to achieve the better quality of education. The objective to be achieved by doing this research is to see the productivity measurement of pamong work and to know which variable the most dominant influence on the productivity of pamong work is. This research was conducted at Agency Early Childhood Education Development and Community Education Gorontalo 2018. To collect data in this research, field research method is used, that is research done directly to the research object. The techniques used are interviews, documentation, and questionnaires. The population in this study is the civil servant, technically the writer cannot examine each tutor or individual. Where the sampling method is done by using a random sampling technique. To obtain the data needed in this study used questionnaire survey techniques. From result of regression analysis showed that work productivity is influenced by five motivation motivation, physiological requirement (X1) = 0.699, need for safety (X2) = 0.720, social needs (X3) = 0.706, need for achievement (X4) = 0.677, self-actualization needs (X5) = 0.542. While the most dominant variable affecting the productivity of the civil service is the need for a sense of security of 0.720. There is an influence of motivation and partially significant effect seen from the fifth attribute, that is a physiological requirement for count equal to (2,540), need for security for count (3,869), social requirement for count (3,163), need for achievement the value of t count is (2.294), the need for self-actualization for the value of t count is (3.127). and together influence work productivity is seen from the value of table as much as (54,490).

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INTRODUCTION

There are at least four important aspects that are becoming government programs in the achievement of nonformal education objectives, namely curriculum aspects, education personnel, educational facilities, and leadership of education units. The achievement of educational goals effectively and efficiently through the process of structuring and using maximum resources as a criterion or measure of educational success is characteristic of educational productivity.

Educational productivity is different from the production of other objects or services that are easy to quantify or measure. (Gibson, James L., John M. Ivancevich, James H. Donnelly, 1997). One of the scopes of educational productivity is related to the attitude and skill of civil service. Educators or guardians are the spearheads in the intellectual life of the nation, through various types, pathways, and levels of education.

Formally the aspect of civil service has an important role in realizing educational goals, in addition to other aspects such as facilities/infrastructure, curriculum, learning citizens, management, and book procurement. Pamong is the key to the success of education because the core of educational activities is learning to teach that requires the role of the pamong in it.

Civil servants are professions/occupations or jobs that require special skills as tutors. In achieving the quality of good education is strongly influenced by the productivity of pamong work in carrying out its duties to achieve educational success.

The productivity of the civil service work is different from the results of the production of objects and services that are easily calculated and measured. The productivity of the civil service, in this case, is how a pamong performs its work or performance. Work productivity is a mental attitude that is always looking for improvements to what has been there. A belief that one can do a better job today than yesterday and tomorrow is better than today. Working

pamong is a collection of various tasks to achieve educational goals.

Most of the time the pamong is used for work, therefore the aspect of work productivity becomes an important spotlight for the pamong's profession. This pamong management can be formulated as a process of developing, implementing and assessing the policies, procedures, methods, and programs related to individuals within the organization (Rahmat & Widayati, 2016). Civil servants who have high morale will improve the life of the organization. Loyalty and morale can be seen from them feeling good about their work. They will give more attention, imagination, and skill in their work.

Thus, needed a motivator for pamong that is in the form of physical and non-physical fulfillment. With the fulfillment of these needs then pamong will be willing to work and carry out their duties properly. They will focus more on their duties and responsibilities so that the work achieved can increase. That's why it takes a boost for the guardian in organizing activities in a company. That encouragement is called motivation. Motivation is the reason, the impulse that is inside the human being that causes people to do something or do something. Pamong's motivation can be influenced by interest factor, salary received, need for security, interpersonal relationship and opportunity to work.

Worker performance is very important for every organization. Therefore, to achieve strategic goals, the ability to properly manage the performance of their workers is required. In such a management, it must always be consistent with the needs of the organization, to realize long-term success. "An organization's long-term success in meeting its strategic objectives rests with its ability to manage employee performance and ensure that performance measures are consistent with the organization's needs" (Mello, 2002).

Some other formulas regarding the notion of "performance", as the translation of "performance" are as follows: (1) "Performance is the accompaniment of an employee or manager's assigned duties and the outcomes

produced on a specified job function or activity during a specified time period" (Harvey, Don, 2006). (2) "Performance is the result of the activity. Which measure to select performance depends on the organizational unit to be appraised and the objectives to be achieved. (Wheelen, Thomas L., 2004). (3) "Performance is the record of produced on specified job functions or activities during a specified time period." (Bernardin, 2003). 4) "Performance is the end result of an activity"(Robbins, 2005). 6) "Performance is the organization's ability to attain its goals by using resources in an efficient and effective manner."(Daft, 2013).

Employee performance is as a function (f) of the interaction of abilities (A), and motivation (M), that is, performance = f (A x M). If either is inadequate, performance will be negatively affected. We need to add the opportunity to perform (O) to our equation: performance = f (A x M x O). Even though an individual may be willing and able, there may be obstacles that constrain performance "(Robbins, 2005). Performance is the willingness of a person to do something activity and refine it in accordance with his responsibility for the expected results.

Performance is the work that can be achieved by a person or group of people within an organization in accordance with the authority and responsibility of each, in an effort to achieve the objectives of the organization legally, not violating the law and not contrary to the moral and ethical. (Darlan, 2017). Both ability and motivation are essential ingredients to good employee performance (Schermerhorn, John R., Jr., 2015). While motivation is largely determined by its commitment to the organization and the personality of each worker.

"A committed employee perceives the value and importance of integrating individual and organizational goals. The feeling is very dependent on the personality of everyone. "Each major theoretical approach improves our understanding of personality". "Each approach attempts to highlight the unique qualities of an individual that influence her behavior patterns". Personal characteristics include personality actors (attitudes), aptitudes, or physical or mental traits needed to perform the job. (James

& David, 2014). In the performance, planning can be used Management Based Objectives. Management by Objectives is a management system that incorporates participation in decision making, goal setting, and objective feedback. (Kinicki, Angelo, 2003).

Participation here involves leaders and subordinates. This process involves having the employee meet with his or her immediate supervisor prior to the time period for which perfomance is to be assessed (Komar, 2017). Based on the above definition, As a result, the objectives set at a lower level are compatible with the objectives at higher levels. (Nurhayati, Sutarto, & Mulyono, 2018). According to (Jones, 2014), Management by Objectives includes three specific steps: *Step 1:* Specific goals and objectives are established at each level of the organization. *Step 2:* Managers and their subordinates together determine the subordinates' goals. *Step 3:* Managers and their subordinates periodically review the subordinates' progress toward meeting goals.

The first step that managers of Objectives need to implement is to set specific goals and objectives at every level of the organization. What this means is that Management by Objectives begins with setting the goals of the organization. Then objective-setting cascades down throughout the organization as managers at the divisional and functional levels set their objectives to achieve corporate objectives.

Finally, first-level managers and workers jointly set objectives that will contribute to achieving functional goals. (Rahmat, Suryanto, & Rahim, 2018). In the second step, their leaders and subordinates together set the goals of the subordinates. An important characteristic of management by objectives is its participatory nature.(Ursula Hansen and Ulf Schrader, 1997). Managers at every level sit down with the subordinate managers who are appropriate and feasible goals for the subordinate, and bargain over the budget. The participation of subordinates in the objectives of the process is to strengthen their commitment to achieving their goals and meeting their budgets. Another reason why it is important for subordinates (both individuals and teams) to participate in goal

setting is so they can tell managers what they think they can realistically achieve. (Rahmat, 2017).

The performance standard has 2 (two) functions, namely: 1) These standards serve two functions. First, they become targets for employee efforts. The challenge of or pride in objectives may motivate employees. Once standards are met, workers may feel a sense of accomplishment and achievement. This outcome contributes to employee satisfaction. Without standards, employee performance may suffer. (Schermerhorn, John R., Jr. 2015). 2) Standards are the default criteria for which job success is measured. They are indispensable to managers and HR specialists who attempt to control work performance. Without standards, no control system can evaluate job performance. (Ursula Hansen and Ulf Schrader, 1997).

From several motivational theories that affect the performance above, the theory used in this study is the motivation theory developed by Abraham Maslow, known as the "Needs Hierarchy Theory". The reason the author uses this theory because this theory is a basic theory that represents human needs. Every organization always strives to succeed in achieving its goals. This is done so that the survival of the organization is maintained in maintaining its productivity stability. Explanation of the concept of human motivation according to Abraham Maslow refers to five basic needs that are arranged hierarchically, namely:

First, Physiological Needs. Is a requirement at the lowest level. This need is one of the strongest impulses in human beings because it is a necessity for survival. The manifestation of this need is seen in three main things, clothing, food and shelter. For civil servants, the need for a salary, overtime pay, stimulants, gifts and other facilities such as houses, vehicles. become a basic motive of someone willing to work effectively and can provide high productivity for the organization.

Second, Security Needs. This need is a second level requirement. A person has the hope to be able to meet the standard of living that he considers reasonable. This necessity leads to a sense of security, tranquility and assurance of a person in his position, his or her position, authority, and responsibility as a clerk. He can work with enthusiasm and full of productivity when there is a formal guarantee of his position and authority.

Third, Social Needs. This social need is often called the need to be loved and loved, or the need to be part of a group. Needs will be included, enhance relationships with the parties and the growing sense of togetherness, including the sense of belonging in the organization. Fourth, Esteem Needs. The need for the fourth level is the need for self-esteem or dignity. Including the need for status and rewards. The need for position and promotion in the field of employment. A person has a tendency to perceive that they are important, that what they do is meaningful, that they have contributed to the surrounding environment. Fifth, Self Actualization Needs. This requirement is the highest level of need. These needs include the feeling that the work done is important, and that there is success or achievement to be achieved. Everyone wants to develop their work capacity well. It is a need to realize all the abilities and often appear on the things that are appropriate to achieve one's image and self-esteem.(Shane, Locke, & Collins, 2003).

In the work motivation at this level, it is necessary to have the ability of management to be able to synchronize between the ideals and ideals of the organization to produce higher organizational productivity. Maslow's theory absolutely shows self-fulfillment as the fulfillment of needs characterized by the growth and development of the individual. The behavior it generates can be motivated by the manager and directed as the role subjects. The encouragement that is stimulated or not, must grow as a subject that meets their individual needs that must be achieved and at the same time as a subject that achieves results for organizational goals (Sarrazin, Vallerand, Guillet, Pelletier, & Cury, 2002).

The first (physiological) and second (security) needs are sometimes classified in other ways, for example by classifying them as primary needs, while others are also known as

the classification of secondary needs. Regardless of how to make the classification of human needs, what is clear is that the nature, type, and intensity of human needs differ from one person to another because humans are unique individuals. It is also clear that human needs are not only material but psychological, mental, intellectual and even spiritual. It is interesting to note that as more organizations grow and develop in society and the deeper understanding of the human element in organizational life, Maslow's "classical" theory is increasingly being used, even said to be "corrective". The improvement is mainly directed to Maslow's "hierarchy of needs" concept. The term hierarchy can be defined as a level. Or by analogy means rung (Van Prooijen, Karremans, & Van Beest, 2006).

METHODS

This research was conducted at Balai Pengembangan PAUD and Dikmas Gorontalo 2018. To collect data in this research, Field Research method is used, that is research done directly to research object (Elo & Kyngäs, 2008). The techniques used are interviews, documentation, and questionnaires. Population in this research is pamong, technically the writer can not examine every pamong or individual. given the limited time, energy, cost, and additional derived from that population, it is done on a part of the population called sample (Thomas, 2006).

Where the sampling method is done by using a random sampling technique. To obtain the data needed in this study used questionnaire survey techniques. The questionnaire is a list of questions distributed by post to be filled in and returned or can also be answered under the supervision of the researcher (Marshall, 1996) Instrument research variables obtained through respondents' answers by marking each category of statements prepared on a Likert scale with 5 points. Each respondent's answer will be given a score and the total score indicates the height of each measured variable (Rahmat & Rahmat, 2018). From the results of the collected research, then it will be able to present multiple linear regression analysis methods, by using a multiple regression formula (Iqbal Hasan, 2002: 278) that is: $Y = a + b1\ X1 + b2\ X2 + b3\ X3 + b4\ X4 + b5\ X5$

To know the significant constant of each independent variable to the dependent variable, then t test. The t value is then consulted with t table using a confidence level of 95%. (Sugeno & Yasukawa, 1993).

RESULTS AND DISCUSSIONS

Motivation Analysis and Pamong Performance among other (1) Physiological Needs, (2) Safety Needs, (3) Social Needs, (4) Esteem Needs, (5) Self Actualization, (6) Work Productivity.

Physiological Needs, the manifestation of this need is seen in three main things, clothing, food and shelter. For civil servants, the need for a salary, overtime pay, stimulants, gifts and other facilities such as houses, vehicles. Being the basic motive of a person willing to work, be effective and can provide high productivity for the organization. Therefore, it can be presented responses of respondents that can be seen in the following table:

Table 1. Respondents Response Regarding Physiological Needs

No	Statement	Respondents' Response %				
		SS	S	CS	TS	STS
1.	The company provides support facilities and infrastructure in carrying out the work.	20	35	25	17	3
2.	The amount of salary is in accordance with Needs.	15	32	27	20	6
3.	You have the opportunity to rest.	15	31	28	23	3

Based on the table above, the respondent's responses regarding Physiological Needs show that in the first statement regarding the company providing facilities and infrastructure that support in

carrying out the work, most of them are 35 people or 35% give answers agree. Statement of the amount of salary in accordance with the needs of the majority of respondents gave answers agreeing that is equal to 32 people or 32%. Then in the statement, you get a chance to rest so that 31 people or 31% give answers agree.

Safety Needs, this necessity leads to a sense of security, tranquility and assurance of a person in his position, his or her position, authority, and responsibility as a clerk. He can work with enthusiasm and full of productivity when there is a formal guarantee of his position and authority.

Table 2. Respondents Response Regarding the Need for Sense of Security

No	Statement	Respondents' Response %				
		SS	S	CS	TS	STS
1.	Your boss has treated you well.	18	42	27	10	3
2.	The company is fair in giving promotion.	10	39	37	13	1
3.	The work provided is appropriate expertise and skills possessed.	13	38	37	11	1

Based on table 2, the responses of respondents regarding the need for a sense of security that indicates that the statement of your boss has treated you well, then by 42 people or 42% to answer agreed. A statement that the company is fair in giving promotion of office, hence most give answer agreed that equal to 39 people or 39%. Then the job given in accordance with the skills and skills possessed, then most respondents gave the answer agreed that amounted to 38 people or 38%.

Social Needs, The need for love and friendship (cooperation) in the work group or between groups. Needs will be included, enhance relationships with the parties and the growing sense of togetherness, including the sense of belonging in the organization.

Table 3. Respondents Response Regarding Social Needs.

No	Statement	Respondents' Response %				
		SS	S	CS	TS	STS
1.	The working relationship between superiors and Subordinates are not rigid.	21	33	33	11	2
2.	You can adjust work in the company.	24	34	32	9	1
3.	You enjoy working in groups rather than working alone.	24	31	27	15	3

Based on table 3, the respondent's responses regarding social needs indicate that: statements about the working relationship between superiors and subordinates are not rigid so that 33 people or 33% give answers that are less agree and agree. A statement about you being able to adjust to working in the company, so most give answers agree that is 34 people or 34%. Then your statement enjoys working in groups rather than working alone, so most respondents give answers agreeing that is equal to 31 people or 31%.

Esteem Needs, the need for position and promotion in the field of employment. The need for symbols in a person's status as well as the prestige it displays.

Table 4. Respondents Response Regarding the Need for Achievement

No	Statement	Respondents' Response %				
		SS	S	CS	TS	STS
1.	The company rewards to the outstanding tutors.	31	27	26	14	2
2.	The company provides training in self-development.	34	31	24	10	1
3.	The company is fair in developing capabilities.	20	35	21	19	5

Based on table 4, namely the respondent's response to the need for achievement which shows that the company's award statement gives awards to the outstanding achievers, then 31 people or 31% give very agree on answers. Peer statements give training to tutors in developing themselves, so most of them give very agree answers that are 34 people or 34%. Then the company fair in developing the ability, then

most respondents gave the answer agreed that amounted to 35 people or 35%.

Self Actualization, everyone wants to develop their work capacity well. This is a need to realize all abilities (abilities) and often appear in things that are appropriate to achieve one's goals and aspirations. In the work motivation at this level, it is necessary to have the ability of management to be able to synchronize between the ideals and ideals of the organization to produce higher organizational productivity.

Table 5. Respondent Responses Regarding Self Actualization Needs.

No	Statement	Respondents' Response %				
		SS	S	CS	TS	STS
1.	Suggestion and criticism gave motivate me to move forward.	3	61	21	11	4
2.	Motivation makes us more discipline at work.	9	59	24	3	5
3.	If there is overtime work, I complete the job preferably.	8	53	16	13	10

Based on table 5, the respondent's response to self-actualization needs which showed that the given statement of suggestions and criticisms motivated me to move forward, then 61 people or 61% gave answers agreeing. The statement that motivation makes us more disciplined work, then most of them give the answer does not agree that is 59 people or 59%.

Then the statement about if there is overtime work, I finish the job properly, then most of the respondents give disagreeable answers that is 53 people or 53%.

Work Productivity, in relation to the description above, the respondent's response regarding the performance of the tutor can be presented as follows:

Table 6. Respondents Response Regarding Work Productivity.

No	Statement	Respondents' Response %				
		SS	S	CS	TS	STS
1.	Discipline discipline in doing work is a measure of increasing work productivity.	16	40	27	16	1
2.	The work produced is in accordance with the target desired by the company.	12	34	41	13	-
3.	The given motivation makes Pamong works efficiently and effectively.	17	39	29	14	1

Based on the above table, the respondent's response regarding the productivity of the civil service is a statement of the disciplinary suggestion in doing work is a measure in increasing work productivity, so most of them give an answer agree as many as 40 people or 40%. A statement that the work

produced is in accordance with the target desired by the company so that 41 people or 41% give an answer disagree. The motivational statement given makes the tutor work efficiently and effectively so that 39 people or 39% give an answer agree.

So that in testing the validity, the method used is the correlation beverage method, wherein the application of the correlation beverage method is intended to test the score and total score, while a research instrument item is said to be valid if the r value is above 0.230. The results of testing the validity of the items of the research instrument which shows that for each variable consists of three statement items, the number of valid statement items is 3 items, because r_{count} is greater than r_{table}. Furthermore, it can be presented testing reliability for each variable that can be seen in table 7 below:

Table 7. Reliability Test Results for each variable

Variables	Cronbach's Alpha	Cronbach's Alpha Standard	Information
Physiological Needs	0.848	0.60	Reliable
Need for Sense of Security	0.637	0.60	Reliable
Social Needs	0.621	0.60	Reliable
Need for Achievement	0.738	0.60	Reliable
Needs Self-actualization	0.807	0.60	Reliable
Work productivity	0.807	0.60	Reliable

Based on table 7 above, the results of the reliability testing show that each variable is reliable because the value of cronbach's alpha is above 0.60. Regression and correlation analysis is intended to be able to examine the influence and relationship between physiological needs, the need for security, social needs, the need for achievement, and the need for self-actualization of the performance of the tutor. Therefore, in conducting a regression analysis, the results of the SPSS data can be presented which can be seen in the table below:

Table 8. Results of Preparation of Regression Data Using SPSS

Variables	B	Std. Error	T_{count}	Sign
Constant	0.234	0.665	0.351	0.726
Physiological	0.196	0.062	2.540	0.013
Security	0.286	0.081	3.869	0.000
Social	0.249	0.075	3.163	0.002
Achievement	0.181	0.0660	2.294	0.024
Actualization Self	0.189	0.056	3.127	0.002
R= 0.862	F_{count}= 54.49			
R²= 0.743	Sign= 0.000			

Based on table 9 that is the result of regression data processing using SPSS program, the regression equation can be presented as follows:

Y = a + βx1 + βx2 + βx3 + βx4 + βx5

So that from the processed data, the regression equation is as follows:
Y = 0.234 + 0.158X1 + 0.314X2 + 0.238X3 + 0.152X4 + 0.175X5
Where:
A = 0.234 is an intercept / reciprocal value
b1 = 0.158 which means if Physiological Requirement (X_1) is increased by 1 unit, then its influence or work productivity of pamong will increase equal to 0.196.

b2 = 0.314 which means if the need for Sense of Safety (X_2) increases by 1 unit, then the effect on the productivity of pamong work will increase by 0.286

b3 = 0.238 which means that if Social Needs (X_3) are raised by 1 unit, then the effect on the productivity of the civil service will increase by 0.249.

b4 = 0.152 which means if the Achievement Requirement (X_4) is increased by 1 unit,

then the influence or productivity of the pamong will increase by 0.181.

b5 = 0.175 which means if Self Self-actualization Needs (X_5) is increased by 1 unit, then the influence or productivity of pamong will increase by 0.189.

While the value of correlation between the physiological needs (X_1), the need for Sense of Security (X_2), social needs (X_3), achievement needs (X_4), self-actualization needs (X_5) which shows that:

r^2X_1 = 0.699 probability
= 0.000
r^2X_2 = 0.720
= 0.000
r^2X_3 = 0.706
= 0.000
r^2X_4 = 0.677
= 0.000
r^2X_5 = 0.542
= 0.000

Based on the results of SPSS analysis, the following partial determination coefficients are obtained:

r^2X_1 = 0.699
r^2X_2 = 0.720
r^2X_3 = 0.706
r^2X_4 = 0.677
r^2X_5 = 0.542

These numbers can be described as follows:

r2X1 = 0.699 which means that the relation X_1 (physiological needs) to Y (work productivity) is 0.699 or 69.90% or in other words the relationship between physiological needs and work productivity is quite strong and positive, because it is close to 1.

r2X2 = 0.720 which means, the effect of X_2 (security needs) on Y (work productivity) is 0.720 or 72% or in other words between security and safety needs and work productivity has a positive relationship because the value of r approaches 1.

r2X3 = 0.706 which means that the relationship of X_3 (social needs) to Y (work productivity) is 0.706 or 70.60% or in other words the relationship between social needs and work productivity is quite strong and positive, because it is close to 1.

r2X4 = 0.677 which means, the effect of X_4 (need for Achievement) on Y (work productivity) is 0.677 or 67.70% or in other words between achievement needs and work productivity has a positive relationship because the r value approaches 1.

r2X5 = 0.542 which means that the effect of X_5 (Self Actualization needs) on Y (work productivity) is 0.542 or 54.20% or in other words between the needs of self-actualization and work productivity has a positive relationship because the value of r approaches 1.

Based on the results of the analysis or processed SPSS data, the following numbers are obtained:

Adjusted   *R Suared*   =   *0.730*

R Squard   =   *0.743*

The above figures can be explained as follows: R Squared = 0.743 shows the amount of influence simultaneously physiological needs (X_1), the need for Sense of Security (X_2), social needs (X_3), the need for achievement (X_4), self actualization needs (X_5) on the productivity of the pamong (Y) is equal to 0.743 or 74.30%. This figure greatly affects the performance of pamong while other factors are 25.70%. While multiple R = 0.730 shows the relationship between the physiological needs (X_1), the need for Sense of Security (X_2), social needs (X_3), the need for achievement (X_4), self-actualization needs (X_5) on the productivity of the pamong (Y) positive and to prove it the multiple correlation hypotheses was tested.

CONCLUSION

Based on the results of analysis and discussion that have been mentioned before, the authors give conclusions from the results of the overall analysis is as follows the results of regression analysis between the five variables of work motivation to work productivity, the physiological needs (X_1) = 0.699, the need for security (X_2) = 0.720, social needs (X_3) = 0.706, the need for achievement (X_4) = 0.677, self-actualization needs (X_5) = 0.542. The most dominant variable affecting the productivity of the civil service is the need for a sense of security of 0.720 because the tutor needs a guarantee of safety in carrying out his work.

There is a motivation effect and partially significant effect seen from the five attributes, namely physiological needs for the value of t_{count} of (2,540), the need for security for the value of t count equal to (3,869), social needs for the value of t count equal to (3,163), the need for achievement for the value of t count equal to (2,294), the need for self-actualization for the value of t_{count} is (3.127).

and together influence work productivity is seen from the value of f_{tabel} as much as (54,490).

As a consideration for the company based on the results of the analysis and conclusions above, it is recommended the need for Agency Early Childhood Education Development and Community Education Gorontalo increases the five variables of the work motivation of pamong including physiological needs, the need for a sense of security, social needs, the need for achievement, self-actualization needs, especially the need for security.

This is done to increase work productivity. It is better to start analyzing each tutor from various levels and identify things that can increase the work motivation of the pamong. It is recommended that Agency Early Childhood Education Development and Community Education Gorontalo improve the analysis of the position and specifications of existing positions so that the right man on the right place can be realized and the career path must be clearer in stages.

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