



## The influence of motivation and training on employee performance at the regional disaster management agency (BPBD) in pidie regency

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### ABSTRACT

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This research discusses the impact of motivation and training on the performance of the district disaster management agency (BPBD) in Pidie district. The aim of this research is to determine the influence of motivation and training on the performance of the local disaster management agency (BPBD) in Pidie district. By using the method Structural Equation Modelling-Partial Least Square (SEM-PLS), which is divided into two: the outer model (model of measurement) and the inner model (model structural). The results of the analysis found that the factors that affect the performance of employees in the Disaster Management Agency (BPBD) district of Pidie are motivational variables (wages, working conditions, opportunities to advance, success of tasks) and training variables. (Improve skills, useful materials, training variations, staff qualifications and coach qualifications). The study demonstrates that employee performance is positively impacted by training and motivation. The study's findings support the idea that performance may be improved in firms by offering staff good training programs. Training should be the main emphasis of all firms that wish to improve employee performance because it also inspires workers to perform at better levels

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### 1. INTRODUCTION

Every disaster that occurs is an unexpected event, and neither its location nor its timing is known. It generally has fatal repercussions for the preservation of the soul and the destruction of property. However, if handled swiftly, precisely, and carefully, such effects can be anticipated and minimised (Zhang, X., Ruan, Y., Xuan, 2023). Disaster is a natural event may qualify as a catastrophe if it endangers human life and results in fatalities. (Kuswanjono, 2012). Earthquakes, flooding, and landslides are the premise fields of these disasters. Furthermore, devastating earthquakes and floods that are seen as a result of global climate change shaved to significant loss of both life and property in the region. It is imperative to increase the knowledge and attitude of people regarding

natural and man-made disasters in order to make them able to cope with their adverse effects. (Matunhay, 2022).

Employers utilize employee performance management to make sure that their staff members are helping to produce a high-quality good or service. Employee participation in corporate planning is encouraged through employee performance management, which assumes that the employee's motivation to perform well will increase as a result of their participation in the process. The ratio of output to input is known as performance. Performance is a process that focuses on teamwork for the benefit of everyone and involves continuous improvement in the output/supply of quality output/service. In order to boost employee performance, training is necessary. If employees receive training, they will be well-aware of their job requirements, the skills necessary to do the job properly.

Then, their level of motivation will rise, which will also assist to improve performance. The working environment and management style will also lead to optimal performance, which will help the firm reach its goals successfully. The foundation of competition is the idea of performance, which is strongly related to the idea of preparation. Every company in the entire globe needs to improve its performance if it wants to compete with its rivals. When employees receive training, they feel that their performance has improved, which motivates them to work harder to accomplish both personal and corporate goals.

Training is a learning process that includes information acquisition, skill improvement, idea clarification, rule clarification, or attitude and behavior modification to improve employee performance. This study will be useful in understanding the significance of training and its beneficial impact on performance. Other performance-related aspects, such as motivation, working circumstances, management style, and technology, will also be clarified through research. Research will recommend the most effective management training methods as well as the priority that organizations should have on staff development and training that lasts only long enough to be effective.

Efforts at disaster mitigation were required to lessen the effects of disasters. Creating spatial policies based on human rights is one way to mitigate disasters. Human rights must be safeguarded, upheld, and promoted by the government. The right to knowledge, the right to participation, and the right to justice are the rights that must be safeguarded in the creation of spatial planning regulations. (Ismeti Ismeti, Lembang Palipadang, Moh. Tavip, 2022). Reduction of the impact of natural hazards and enhancement of the resilience of population involves access to straightforward information about safe and non-safe areas during the occurrence of a natural phenomenon. (Karpouza, 2023). Therefore, if a disaster occurs with the help of the Regional Disaster Management Agency (BPBD) of Pidie district, the presence of the search and rescue team is absolutely essential. Employee performance can be enhanced with motivation, particularly in the district of Pidie Disaster Assembly. Communities that are already at risk for disasters are more likely to experience them. Making the community more prepared for disasters is one of the best strategies to lessen this susceptibility (L. J. et All, 2022). A person is motivated when they are driven or compelled to engage in a conscious action or activity. Leaders must take motivation into account because it has a significant impact on how individuals perform, along with abilities and environmental factors. (Forson, J.A., Ofosu-Dwamena, E., Opoku, 2021).

Performance is the result of work achieved by a person based on job performance (Bangun, 2012). Performance is the level of achievement of results from the implementation of certain tasks. One of the most crucial factors in determining whether a firm will survive is employee performance. When working, employees have varying capacities. The output of an employee's work includes what is done, how it is done, and the outcomes attained. the intense workload that forces each individual to work quickly and achieve goals. In the event that the employee is unsuccessful, the tasks and

activities turn into a workload (Y. S. K. et All, 2023). In the context of developing human resources, the performance of an employee in a company is needed to achieve work performance for the employee himself and also for the success of the company. (Indi Djastuti, 2023). The term performance comes from job performance or actual performance (work achievements or actual achievements achieved by a person), or also work results in quality and quantity that an employee wants to achieve in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2011). In fact, currently the organization has weaknesses, namely in a management system that is easy to change and not standardized and there is still a lack of welfare, concern for employees, with this problem the relationship between employees and superiors is not good so that it will affect employee performance, (Sugiarti, 2022). The significance of performance is the result of work that can be achieved by a person or group of people in an organisation according to their respective authorities and responsibilities in an effort to achieve the goals of the organisation concerned legally, without violating the law, and in accordance with morals and ethic (T. et All, 2023). To have good performance, employees should have the motivation to work. To motivate their employees, agencies try various ways such as providing wages, incentives, promotions, creating an excellent working atmosphere, developing employee careers, and others. The career development process in its implementation must be well considered by the agency so that the agency can obtain employees under the level of educational qualifications. Human resource development that is carried out appropriately will positively impact the agency. (Wahyudi, W., Kurniasih, D., Haryadi, D., & Haquei, 2022).

There are many published studies in both printed and electronic media on the issue of motivation, which has been one of the most prominent research topics among management scholars. Human motivation will always be a subjective issue, despite the extensive research and literature on the most practical practical methods of employee motivation. Therefore, it is highly improbable that any one employee incentive theory will be effective across the board. The fact that there are so many motivational ideas and techniques is proof of it. Motivation comes from the Latin word *movere*, which means encouragement or movement. Motivation is a skill in moving employees and organisations to want to work successfully so that the wishes of employees and organisational goals are achieved (Hasibuan, 2016). Motivation is a tendency (a trait that is the subject of conflict) in a person that generates support and directs his actions. Motivation includes biological and emotional needs that can only be surmised from observing human behaviour. According to (Hasibuan, 2016), motivation is generally defined as the initiation and direction of behaviour, learning motivation is actually a learning behaviour, and motivation is the desire that exists in an individual that stimulates him to take actions. (Manullang, 2012) defines motivation as giving motives or things that give rise to encouragement or circumstances. Motivation is also defined as a factor that encourages people to act in a certain way. Human resources are important assets in a company that carry out all company operations and have control over a variety of other resources that must be properly managed by the management of the company in order to contribute effectively to the development and growth of the company. (Narca, M. L., & Caballes, 2021).

Culture alone is enough to inspire workers to add value to the firm. Instead than concentrating on broad patterns of association, set theoretic analysis concentrates on the uniformities and nearly uniformities of a collection of conditions (variables). An alternate strategy may increase our understanding of employee motivation, organisational levers of motivation, and organisational effectiveness. (Al, 2020). People are managed and cared for effectively, they will have the motivation and capacity to complete the tasks assigned to them, making human resources a vital asset. In the face of significant obstacles, the company will always be at the forefront of supporting its development and progress (Hoki, Leony Gotama, 2022). There is a positive relationship between employee motivation and

job performance. However, the nature of relationship is deferred among different countries and different industries. For example, monetary factors are more effective in some countries whereas intrinsic factors have more wattage in other countries. This shows that, there is no uniformity on the wattage of motivational factors. Therefore, what is subjected here is that the individual countries and different industries must find the most crucial factors before implementing their motivational policies (Hemakumara, 2020). A series of attitudes and beliefs that inspire a person to achieve a certain goal, including the readiness to put in extra effort to meet the organization's objectives, make up motivation, which is the desire to do something for a specific purpose (Mudhofar, 2021).

## 2. RESEARCH METHOD

Finding problems, choosing research questions, and looking for theories to help analysis and computations are the first steps in conducting research. After measuring and designing the sample, it is time to distribute, test, and update the questionnaires in accordance with the sample size. Performance (Y), training (X2), and motivation (X1) are the three research variables. Motivation and training factors are thought to have an impact on performance. The data were analysed using the quantitative research method. Validity and dependability were verified. The data were presented using Smart PLS software version 3 and structural equation modelling (SEM). Estimates of the links between the data's main constructs were found using SEM path analysis, (Kautsarina, Achmad Nizar Hidayanto, Bayu Anggorojati, Zaenal Abidin, 2020).

Therefore, performing research that enhances theorising and the creation of general theories that specifically explain occurrences continues to be a vital problem (Knight, G., Chidlow, A., & Minbaeva, 2022). A comprehensive overview that serves as a basis, but also highlight potential to combine qualitative data analysis with PLS-SEM study approaches. Additionally, refer to significant PLS-SEM features that help researchers overcome some of the difficulties they encounter when performing their research. (Cho, G., Hwang, H., Sarstedt, M., & Ringle, 2020)

To examine and estimate causal links, structural equation models (SEM) combine factor analysis and route analysis. Instead of connecting a latent variable's indicators to those of other latent variables in the research model, variant-based SEM uses blocks of variants between indicators or parameters assessed in one latent variable during the iteration process (Jogiyanto, 2017). The measurement model with reflexive indicators is used to test the reliability of the instrument and construct validity. The convergence and discriminant validity of indicators and composite reliability for indicator blocks were evaluated by measurement models. The convergent validity test parameters are measured from the filling factor value and the Average Variance Extracted (AVE) value. The parameter of the discriminant validity test is measured by comparing the AVE square root of a construct, which must be higher than the correlation between these variables, or by looking at the cross-loading value. In addition to evaluating convergent and discriminant validity, a reliability test was also carried out by looking at the value of composite reliability and Cronbach's alpha. The R2 value, the path coefficient value, or the t value for each path is used to test the significance between the constructs of the structural model in PLS. The R2 value is used to evaluate variations in changes in the independent or independent variable compared to the dependent or dependent variable. It is possible to compare T table values and T statistics to measure the significance of the hypothesis's support. If the T table value is greater than the T table value, then the hypothesis is supported. The T-table value for the two-tailed hypothesis is  $\leq 1.96$  and for the one-tailed hypothesis is  $\leq 1.64$ , with a confidence level of 95% (alpha 5%). Construct validity, discriminant validity, and construct reliability tests are included in both the internal and external model assessments. The path coefficient and the R2 value serve as

proof of the model's internal testing. Research conclusions and suggestions can be drawn from the analysis's findings.

### 3. RESULTS AND DISCUSSIONS

Table 1. Demographic characteristics of respondents

Variable	Category	N	(%)
Gender	Male	60	82.19
	Female	13	17.81
Education	Senior High School	4	5.48
	Bachelor	6	8.22
	Undergraduate	60	82.19
	Postgraduate	3	4.11
Age	< 42	38	52.05
	42 – 48	13	17.81
	> 48	22	30.14
Marital Status	Married	61	83.56
	Single	12	16.44
Income	< 2 million	41	56.16
	2 – 3 million	5	6.85
	> 3 million	27	36.99

Based on table 1 above, about demographic characteristics of respondents. It shown that 60 person was male (82,19%), 13 person was female (17,81%). Level education of respondents senior high school 4 person (5,48%), bachelor 6 person (8,22%), undergraduate 60 person (82,19%) and postgraduate 3 person (4,11%). Respondents age <42 years old 38 person (52,05%), age 42-48 years old 13 person (17,81%), age >48 years old 22 person (30,14%). Marital status 61 person married (83,56%), single 12 person (16,44%). Income of respondents <2 million 41 person (56,16%), 2-3 million 5 person (6,85%) and >3 million 27 person (36,99%).

Table 2. First Loading Factor

Latent Variable	Indicator	Loading Factor	Description
Motivation (X1)	X1.1	0.825	Valid
	X1.2	0.818	Valid
	X1.3	0.751	Valid
	X1.4	0.767	Valid
	X1.5	0.680	Invalid
Training (X2)	X2.1	0.862	Valid
	X2.2	0.864	Valid
	X2.3	0.851	Valid
	X2.4	0.855	Valid
	X2.5	0.736	Valid
Employee Performance (Y)	Y1	0.850	Valid
	Y2	0.915	Valid
	Y3	0.791	Valid
	Y4	0.787	Valid
	Y5	0.793	Valid

Source: research result

Based on the calculation results, there is one indicator that does not meet the requirements (invalid). Indicators that do not meet the requirements of the variable Motivation (X1) The results obtained after elimination are the loading factor values. Indicator X1.5 does not meet the requirements, namely the loading factor value is below 0.7, so elimination is carried out.

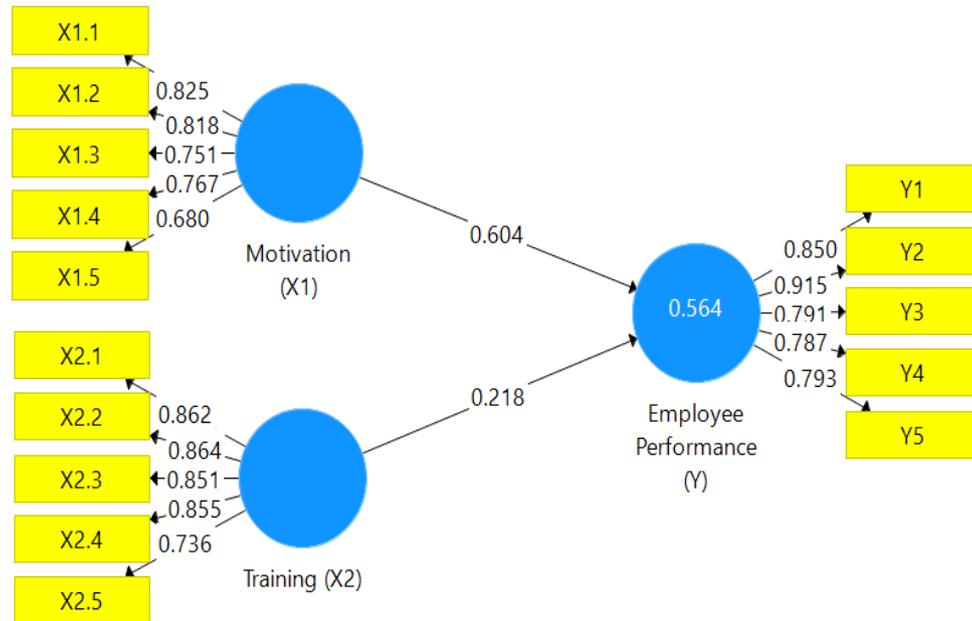


Figure 1. first outer model

First outer model shown the complete all the variables (motivation, training and employee performance). There are still mentioned loading all loading factors (including below 0,7 score).

Table 3. Final Loading Factor

Latent Variable	Indicator	Loading Factor	Description
Motivation (X1)	X1.1	0.825	Valid
	X1.2	0.818	Valid
	X1.3	0.751	Valid
	X1.4	0.767	Valid
	X1.5	0.680	Valid
Training (X2)	X2.1	0.862	Valid
	X2.2	0.864	Valid
	X2.3	0.851	Valid
	X2.4	0.855	Valid
	X2.5	0.736	Valid
Employee Performance (Y)	Y1	0.850	Valid
	Y2	0.915	Valid
	Y3	0.791	Valid
	Y4	0.787	Valid
	Y5	0.793	Valid

Source: research result

Table 3 final loading factor shown if Motivation (X1) factor has the loading factor above 0,7 for all variables. Training (X2) has the loading factor above 0,7 for all variables and Employee performance (Y) also has the loading factor above 0,7 for all variables.

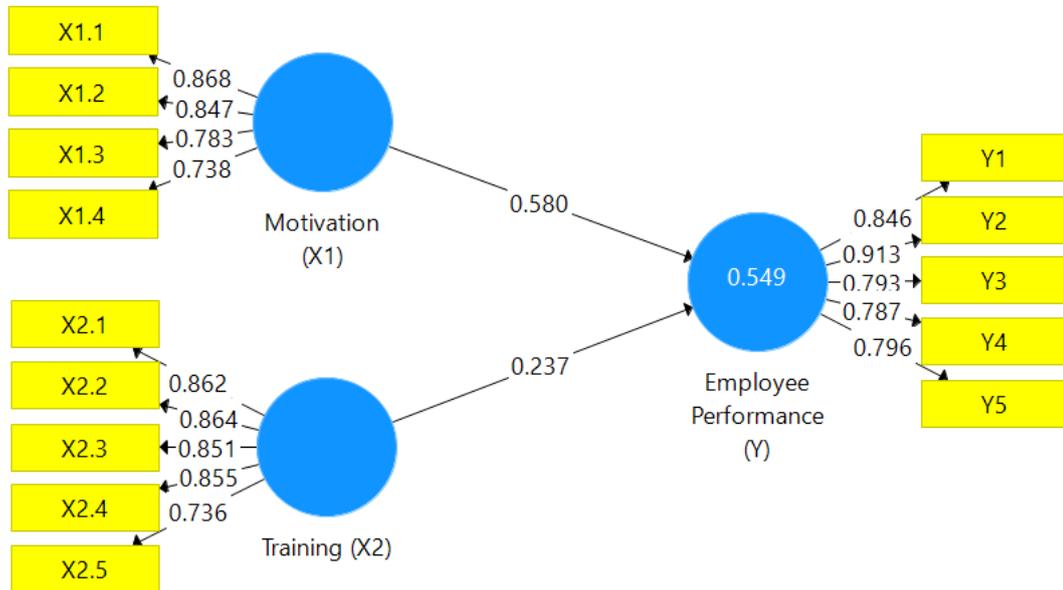


Figure 2. Final loading factor

Discriminant validity can be seen from the cross-loading process. If the value of the intended construct is greater, this indicates that the construct predicts the size of the block better. Another method for assessing discriminant validity is to compare the square root AVE (AVE) for each construct with the correlation between the construct and the other constructs in the model. Comparison of AVE square root values with correlations between constructs and variables (latent variable correlations).

Table 4. Discriminant Validity

Fornell-Larcker Criterion			
Latent Variable	Employee Performance (Y)	Motivation (X1)	Training (X2)
Employee Performance (Y)	0.829		
Motivation (X1)	0.715	0.811	
Training (X2)	0.566	0.566	0.835

Cross Loadings			
Indicators	Employee Performance (Y)	Motivation (X1)	Training (X2)
X1.1	0.607	0.868	0.474
X1.2	0.558	0.847	0.429
X1.3	0.421	0.783	0.394
X1.4	0.667	0.738	0.508
X2.1	0.441	0.465	0.862
X2.2	0.420	0.390	0.864
X2.3	0.492	0.574	0.851
X2.4	0.369	0.363	0.855
X2.5	0.569	0.508	0.736
Y1	0.846	0.633	0.528
Y2	0.913	0.651	0.495
Y3	0.793	0.573	0.489
Y4	0.787	0.555	0.292
Y5	0.796	0.539	0.517

Source: research result

From the results of the estimation of cross loading in table 4, it shows that the loading value of each indicator item is related to the construct of the cross-loading value. With that it can be concluded that all constructs or latent variables already have better discriminant validity than indicators in other blocks

Table 5. Heterotrait-Monotrait Ratio (HTMT)

Latent Variable	Employee Performance (Y)	Motivation (X1)	Training (X2)
Employee Performance (Y)			
Motivation (X1)	0.810		
Training (X2)	0.612	0.630	

Source: research result

The value of the Heterotrait-Monotrait Ratio in Table 5 is not above 1, so it can be said that the research model formed from the four variables above is valid

Table 6. Latent Variable

Latent Variable	Employee Performance (Y)	Motivation (X1)	Training (X2)
Employee Performance (Y)	1.000	0.715	0.566
Motivation (X1)	0.715	1.000	0.566
Training (X2)	0.566	0.566	1.000

Source: research result

Based on Table 5, it can be seen that the AVE root value of each construct is greater than the correlation value between constructs or latent variables. The AVE root value for the employee performance variable (Y) is 1.000 greater than the correlation value with the motivation variable (X1), which is 0.715, and training (X2), which is 0.566, and so is the case for other variables

Table 6. Composite Reliability and Cronbach's Alpha Values

Latent Variable	Cronbach's Alpha	Composite Reliability
Employee Performance (Y)	0.885	0.916
Motivation (X1)	0.827	0.884
Training (X2)	0.892	0.920

Source: research result

The construct reliability test was measured by two criteria, namely composite reliability and Cronbach alpha. Composite reliability is done to see the consistency of each variable. Composite reliability and Cronbach alpha values can be seen in Table 6.

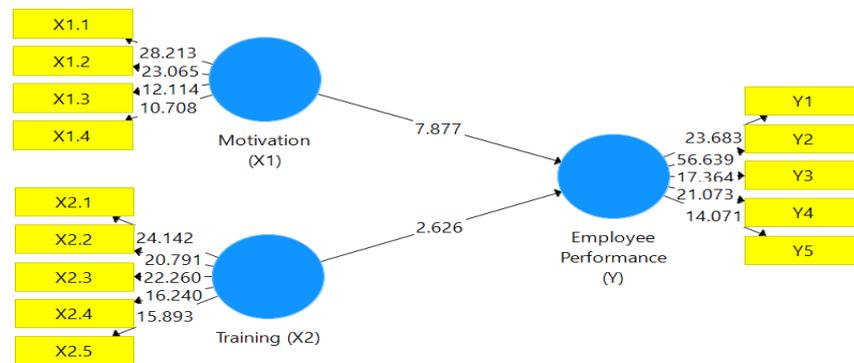


Figure 3. Final Results

#### 4. CONCLUSION

Employee performance is influenced by motivation, instruction, and, most significantly, the leader's degree of motivation. In order to obtain benefits like raising employee commitment, boosting organizational productivity, and enhancing employee performance, motivation and training are crucial mental control tool that must be satisfied. Factors affecting employee performance at the Pidie District Regional Disaster Management Agency (BPBD) are motivational variables (salary, working conditions, opportunities for advancement, task success) and training variables (improving skills, useful materials, training variations, employee qualifications, and trainer qualifications). This research has limitations that can be opportunities for further research. Accommodation of other aspects related to the SEM model will further enrich the SEM model so that performance influences, such as job analysis and career development, can be identified. This will be useful in order to improve employee performance

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