

Training and Rewards for Performance Improvement through Personnel Motivation

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Abstract

In this modern era, modern organizations or companies are obliged to promote modern science. In this case, it is Human Resource Management; of all sciences, HR management is the central science in running a current organization or company. HRM is one of the sciences that puts forward a humanist approach; HRM is a tool for achieving organizational or corporate goals through human or personnel management of modern organizations or companies. This study tries to analyze human resources in the Regional Police Unit (POLDA) of South Sulawesi Province; with this research, it is hoped to identify the effect and significant rewards, training and development, and personnel performance on personnel motivation. Because analyzing the data taken will produce good decisions. With this research, it is hoped that it can contribute thoughts or knowledge to the POLDA of South Sulawesi Province. And hopefully, this research can improve performance and motivation for POLDA personnel with proper data management.

Keywords:

Training, Rewards, Motivation, Performance Improvement, Indonesia

1. Introduction

In the era of 4.0, it competes very fiercely in both the service and goods sectors. Problems in the business world are getting more complex, and companies are forced to develop more in all sectors, both human resources and other sectors. Human Resources (HR) is a crucial problem in an organization or company. Through sound, reliable, and skilled human resources, the production process and so on will inevitably run according to the rules, and we can be sure that the company goals will be fulfilled.

An organization or company to achieve its goals, one aspect that plays an essential role in the performance of its human resources (HR). An organization or company takes several ways to improve its employees' performance, for

example, through education, training, giving appropriate appreciation, creating a conducive and motivating work atmosphere.

In improving personnel or human resources of BRIMOB members, the rights that personnel must have are compliance, awareness, and high enthusiasm for doing their work and with a professional spirit. This is important for the progress of the BRIMOB Unit itself.

In this case, increasing government officials' use, police officers are improving public services through their duties and functions, following development requirements concerning the police officers mentioned above, functioning as parts of the government, and civil servants are constantly forced to know. Skilled are ability and community service, desire to work, discipline, morale, quality, work motivation, and a role model for the community environment. However, with the right motivation, employees will be motivated to do their best in carrying out their duties because they believe that the organization's success will impact the achievement of goals with employees or personnel's accomplishments (Siagian, 2012; Nuraini et al., 2019; Umanailo, 2020, 2019).

Hasibuan (2006) explains that performance is something that employees get in fulfilling the workload assigned to them based on their ability, experience, and seriousness. Simamora (2004) states that performance fulfills specific job requirements, which can be directly reflected in the results. Dessler (2009) states that appreciation is defined as all payments or rewards to employees for their work, perhaps in cash (salaries, salaries, incentives, bonuses) and possibly in the form of deferred / indirect money (leave, organizational expenses). It can also be in the form of cash (salary, salary, incentive, bonus) and possibly in the state of deferred / indirect money (leave, organizational expenses). Forms of Reward (flexible working hours, prestigious offices, more complicated work). Another factor in achieving organizational goals is that the organization must improve employee skills through training programs.

Also, Dessler (2009) explains that training is a system of teaching new and old employees for their work needs. Companies must consider the reward factor and prepare to improve employee performance, but the organization must look at the motivational side.

Employee performance in an organization or company can be measured by several theories in HR management's scientific development. Organizational performance is influenced by several factors, including work motivation, training, and rewards borne by staff. Routine is essential to study because measuring an organization's success can be seen from the performance and implementation of its activities. The performance of its employees influences the progress of an agent.

When observing the South Sulawesi Regional Police staff, most team members are less motivated by management policies to improve their performance. However, it is known that motivation plays an essential role in ensuring the staff's morale and enthusiasm in carrying out their activities and duties. Team with solid desire will have the energy boost in carrying out their duties. Motivation means encouragement, confidence, and inspiration to me

2. Literature Review

Training is a learning method in implementing work results that are by the applicable requirements. (Captureasia, 2009). Quality training must-have characteristics, including understanding, knowledge, and teaching skills. The object is a person or group of people, the process of learning and practicing follows the flow so that it becomes a habit or culture where changes are seen, only how work is improved. The description shows that when employees or members of the organization receive maximum training according to the main task, the employee's performance will increase, which in turn. Organizational goals will be achieved. Research by Saber et al. (2013) found that training had a significant effect on achievement motivation in learning for BA students at Shahid Bahonar Kerman University and Kerman University of Health Sciences (Iran).

Awards or rewards are all things given to a person or work unit whose achievements have been achieved by achieving predetermined work targets or exceeding the employer's expectations. This can be in the form of wages, salaries, or bonuses (cash rewards), or it can be with holidays, insurance, and others (Non-cash tips). The results of Liya Susanti's research (2009) found that bonuses will have a significant effect on motivation to learn Accounting in class XI Muhammadiyah II Karanganyar in 2007/2008. Abhinva Dhindsa (2013), the study results show that Reward has a positive effect on the Need for Achievement.

Employees' knowledge and skills are needed to achieve the goals of an organization or company. A leader, supported by existing resources, is required to create employees who have complete knowledge and skills. Suryoadi's research results (2013) show that training significantly affects employee performance points at PT. Bank Muamalat Indonesia, Semarang branch. Dwi Haris (2007), the study results found that movement had a positive influence on the performance of production employees at Cv. Arjuna Flora Batu.

Simamora (2004) states that the Reward is divided into two extrinsic and intrinsic. The tips that arise from a worker while irrelevant are rewards that come from outside oneself in the form of a conducive work atmosphere, work facilities, and others. Various studies show the relationship between bonuses or rewards and employee performance shows a linear correlation. Employee performance will be maximized when the award or prize at the company runs according to the rules. The better the reward or reward, the better the employee's performance.

Researchers Mawoli and Abdulsalam (2012) argue that motivation has a positive effect on employee performance. Employee motivation is the primary driver of performance (Stringer, 2002; Wirawan, 2008; Mu'adi et al., 2020; Nawawi et al., 2020).

3. Methods

In this study, scientists' research method is a quantitative approach with a survey method, namely, by focusing on hypothesis testing. In this approach, data is obtained in various ways, including observation, distribution of questionnaires or direct interviews, data that can be analyzed accurately, and conclusions from conclusions can be generalized. The site of this investigation has been carried out at the South Sulawesi Regional Police Medical Office. This research was conducted for three months and started from June 9 to September 8, 2019, where the residents of this study included all South Sulawesi police personnel, totaling 216 personnel.

4. Results

4.1. Coefficient of Determination

Suppose the coefficient of determination is at zero and one. The small R² value has the independent variable's value to explain the dependent variable's minimal variance. The coefficient of determination of this study is presented as follows:

Table 1. Results of Testing the Coefficient of Determination for Models 1 and 2
 Model Summary

Model	R	R Square	Adjusted Square	R	Std Error Of The Estimate
1	.759 ^a	.425	.205		2.420
2	.822 ^a	.403	.275		2.962

Source: Primary Data Processed 2019

The value that determines the coefficient of determination in this study is R square's value (R²). This is because the R square value is not susceptible to added value to the independent variable. If another independent variable is added, the R square value will not increase as long as it does not affect the dependent variable.

4.2. Path Analysis Equation

The following is the value of the data test using the SPSSV 20H software. The path analysis equation is obtained as follows:

Table 2. Results of Path Analysis 1

Coefficients						
Model		Unstandardized Coefficients		SCoefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.974	2.974		4.027	.000
	Mindset Change Training X1	.240	.090	.158	2.555	.002
	Reward.X2	.304	.118	.003	3.034	.003

a. Dependent Variable: Motivation Personnel. Y1

Source: Primary Data Processed 2019

The p1 value if the training (X1) increases and other variables remain constant, the motivation will increase. The significance value means that training has a significant effect on basis.

Value of p2 = if Reward (X2) increases and other variables are constant, motivation will increase. The significance value means that Reward has a significant effect on basis.

Table 3. Result of path analysis 2

Coefficients						
Model		Unstandardized Coefficients		S Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.470	3.933		4.697	.000
	Mindset Change Training X1	.370	.112	.329	3.314	.001
	Reward.X2	.124	.084	.144	2.860	.002
	Motivation Personnel. Y1	.374	.121	.258	2.597	.002
a. Dependent Variable: Performance Y2						

Source: Primary Data Processed 2019

Training (X1) and Reward (X2), and motivation (Y1) are defined as = 0. The value of increased performance has increased by 18.470. P3 value if the training (X1) and other factors/variables do not change/remain. The training significance value has a significant effect on improving performance. The value of p4 Reward (X2) increases. Other factors/variables do not change/remain, so an increase in performance will increase the significance value of Reward has a significant effect on improving performance. The p5 value of motivation (Y1) rises, and other factors/variables do not change/remain. Reason has a significant effect on improving performance

4.3. Hypothesis test

In examining the effect of mindset changing training and rewards on performance through the motivational factors of the South Sulawesi Police Mobile Brigade Unit personnel, the results can be seen in the table below:

Table 4. Hypothesis Test Results

Hypothesis	(Direct Effect)	Sig.	(Indirect Effect)
Line 1 X1 Against Y1 (p1)	0,240	0,002	
X2 against Y1 (P1)	0,304	0,003	
Line 2 X1 Against Y2 (P3)	0,370	0,001	
X2 Against Y2 (p4)	0,124	0,002	
Y1 Against Y2 (P5)	0,374	0,002	
X1 Against Y2 through Y1 (p6)			0,240 X 0,374 = 0,089
X2 Against Y2 through Y1 (P7)			0,304 X 0,374 = 0,113

Source: Primary Data Processed 2019

Based on Table 4, the hypothesis test in this study is explained: Effect of direct training (X1) on motivation (Y1); In looking at the immediate effects of training changes, which are contaminated with incentives, one can look at a factor score of 0.240 and a positive value. Significance level = 0.002 <0.050, so it can be concluded that training has a positive and significant effect on the motivation factor. The hypothesis that can be taken is that the H1 assumption is approved; Direct effect of Reward (X2) on motivation (Y1). In determining the direct impact of the incentive reward, a factor of 0.304 and a positive value can be expected. Significance level = 0.003 <0.050, so it can be concluded that training has a positive and significant impact on motivation, and the hypothesis that can be taken is hypothesis H2 is approved; Direct impact of training (X1) on progress (Y2). A factor of 0.370 and positive values can be expected to determine the direct effect of training on improved performance. Significance level = 0.001 <0.050, it is concluded that exercise has a positive and significant impact on improving performance, the hypothesis that can be taken is the third hypothesis H3 is approved; Direct effect of Reward (X2) on progress (Y2). To know the direct effect of Reward on improved performance, one can expect a factor value of 0.124 and a positive value. Significance level = 0.002 <0.050, so it has a positive and significant impact on increasing the results so that the fourth hypothesis, H4, is accepted; Direct Impact of Motivation (Y1) on Performance Progress (Y2). A factor of 0.374 and a positive value can be expected to determine the incentive's direct effect to improve performance. Significance level = 0.002 <0.050, so motivation has a positive and significant impact on performance improvement so that the fifth hypothesis about H5 is approved.

Indirect effect of Rewards (X2) on increased performance (Y2) through motivation (Y1). In getting the value of Rewards' indirect effect to improving performance through motivation, it is found in the value of the multiplication of the coefficient value between the impact of Rewards on the basis and the effect of stimulation on performance improvement; When viewed from the single test, the t value of Rewards' indirect effect on improving performance through South Sulawesi Police Mobile Brigade Personnel's motivation is 1.927. This value is smaller than the t table. Thus, hypothesis 7 states that Rewards do not positively and significantly improve performance through the South Sulawesi Police Mobile Brigade Unit P7's motivation.

5. Discussion

From the results of the above research, it can be concluded that training has a significant impact on employee motivation. This training is a way to change a life. What is gained and what is done comes from thinking. It must have a positive mindset because having a positive attitude can affect our lives, environment, and people. Thus, it can be concluded that there is a significant influence between the two variables, which means that the training on the staff of the South Sulawesi regional police team is in line with the staff's expectations of increasing staff incentives.

From the results of the above research, it can be concluded that appreciation has a significant impact on employee motivation. According to Gitosudarmo (2000: 226), one of the award's main objectives is to encourage organizational members. The purpose of this declaration is that the reward or reward system designed by the agency aims to stimulate enthusiasm in the staff's work to increase their success at work. Based on the results above, employees' work interests will be shaped by the two benefits that come from wages, benefits, bonuses, rewards, personal improvement, achievement, and self-control. There can be a significant difference between the two, which means providing incentives for staff in the South Sulawesi regional police medical department in line with staff expectations to increase labor incentives. This study is similar to research conducted by Pahlavi (2012), which found a positive effect of Reward on work motivation, so this research is in line with the study results by Pahlavi (2012), where tips have a significant impact on employee incentives.

From the above studies, it can be concluded that training in mind change significantly impacts staff performance, which is in line with the views expressed. (Bryan Lowes 2006: 661). Mental change training is an essential method in improving skills and work outcomes/productivity. An example is the Special Detachment AT Polri 88 project's success. Catching and chasing terrorist actors, and limiting the space for terrorists to move, is an example of the effect of job training. Another conclusion from the above understanding is that it is impossible to carry out the things or tasks of the 88-terror handling detachment if it is not supported by training and development. Training and job development had a significant impact on personnel performance outcomes.

From the above studies, it can be concluded that awards have a significant impact on staff performance. This is in line with Omar's (2007: 127) thinking that prizes are gifts from the organization to employees based on their performance. The agency receives staff as a form of gratitude for what is given to the company. In general, the aim is to reward staff by improving staff performance so that organizational goals can be achieved and rewarding staff. These contributions are valued for encouraging staff performance improvement. Employee success can affect the presence of remuneration both in terms of wages, benefits, bonuses, increases between individuals in the form of praise, promotions, achievements in the form of fun and pride, and self-control. Based on the research results, there is a significant impact between the two variables, which means that staff's performance in the medical department of the South Sulawesi police is in line with the press's expectations.

6. Conclusion

The conclusions are as follows: the better the training and rewards affect the motivation of the personnel, the better the cause of the personnel, on the other hand, if the training and rewards get worse, the cause of the personnel will also get worse; the better the training and tips have an effect on improving performance, the better the performance improvement, this is the opposite of the above inversely proportional; the better the motivation has an impact on improving performance, the better the performance increase, this is the opposite of the above inversely proportional; Training and Rewards have no effect on improving performance through the motivation of the South Sulawesi Police Mobile Brigade Unit.

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