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# 1 Appreciation and Self-Actualization of Employee Performance at the Governance Secretariat, Jember District

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## 1 Abstract

The research with the title Of Award and Self-Actualization of Its Relationship to Employee Performance of The Regional Governance Section of Jember District aims to analyze the effect of appreciation and self-actualization on employee work performance at the Secretariat of the Regional Government Secretariat of Jember Regency partially and simultaneously. The number of samples used in the study was 35 people with census sampling techniques. The data collection methods used in this study used questionnaires, interviews, and library studies. The analysis used includes validity test, reliability test, multiple linear regression analysis, multicollinearity test, heteroskedasticity test, partial test normality test, simultaneous test and determination coefficient test. From the results of multiple linear regression analysis using the partial test states that there is a positive and significant influence between the reward variables on work performance. The results of the partial test also stated that there was a positive and significant influence among the variables of self-actualization on work performance. The results of multiple linear regression analysis using the simultaneous test state that there is a positive and significant influence between reward variables and self-actualization on work performance.

**Keywords:** Appreciation, Self-Actualization and Work Performance

## 1. Introduction

### 1.1 Background

Human resources hereinafter referred to as HR, is one of the most vital things for a company in running its business. HR is also an important investment for the company so that the business it manages can run well as expected. The selection of the right human resources (according to the job specifications needed by the company) and quality is very much needed by a company because it concerns the company's future development (Imam Abrori, 2021: 113). Thus the company will be able to develop and win every existing business competition. Therefore, maintaining a continuous and harmonious relationship with employees is very important.

The important thing that needs to be considered in maintaining relationships with employees is continuous performance appraisal. Nawawi (2003:36), essentially an employee performance appraisal which is a Human Resources (HR) management activity which is a process of observing the implementation of work by a worker who has protected human rights. While work performance itself is a result of work achieved by a person in carrying out tasks that are distinguished from him based on skills, experience, sincerity and time (Hasibuan: 2001). In the next turn, the results of the employee performance appraisal can be used as information for managers as reference material in making human resource management strategy decisions.

According to Adhani (2013) there are 5 basic human needs that form a hierarchy of needs,

namely physiological needs, security needs, social needs, esteem needs, and self-actualization needs. Of the five needs that can increase the motivation of a worker to continue to excel, namely appreciation and self-actualization needs.

One of the triggers for the emergence of motivation in employees is by giving awards to employees. This is evidenced by the research of Arif Triyanto and Sudarwati (2014) and Mansur Fahmi and S.B. Handayani (2020) which shows that awards have a positive and significant effect on employee work motivation. Awards or rewards are rewards, prizes, awards or rewards that aim to make someone more active in their efforts to improve or improve the performance that has been achieved (Nugroho, 2006:5). In addition to rewards, self-actualization is also a factor that can motivate employees to continue to excel. The fulfillment of the need for self-actualization is the highest level of need from Maslow's theory. When someone has fulfilled the 4 needs below, that person will need self-actualization where he is recognized as someone who has an important contribution to a company. The need for self-actualization will lead to individual satisfaction.

Secretariat of Regional Governance, Jember Regency whose address is at Jalan. Sudarman No.1, Jember is an institution that is considered capable and financially successful and is able to provide and fulfill the basic needs and security needs of its employees such as wages or salaries according to the UMR, high security and 24 hours in the office complex, giving bonuses to employees who will work overtime. past normal business hours. It is also not difficult to socialize with fellow employees, the head of the section (Kabag), the security section in the office. (Source: Bpk. Ervan Setaiwan SSTP. M.M, Head of the Regional Administration of Jember Regency). With the fulfillment of these basic needs, the author intends to examine the level of higher needs according to Maslow's hierarchy of needs theory, namely self-esteem and self-actualization for employees of the District Administration. Jember. Based on this, the author intends to examine the effect of rewards and self-actualization on employee performance at the Secretariat of Regional Governance, Jember Regency.

### 2.1 Problem Formulation

The formulation of the problem in scientific writing is intended so that the writing is directed and does not expand on other subjects. Based on the background of the problem above, the main problem in this study is whether there is an influence between appreciation and self-actualization on the work performance of the employees of the Jember Regency Regional Government Administration partially or simultaneously?

### 2.2 Research Objectives

The purpose of this study was to analyze and determine the effect of self-esteem and self-actualization variables on the work performance of employees of the Jember Regency Regional Administration, either partially or simultaneously.

## 2. Literature Review

### 2.1 Award or Reward

Quoted from Adhitomo Wirawan et al (2018) Reward is an important element to motivate employees to contribute to the best innovative ideas for better business functions and improve company performance both financially and non-financially. A good reward system is a system that is able to ensure the satisfaction of the company's employees which in turn allows the

company to acquire, maintain, and employ a number of people who with various positive attitudes and behaviors work productively for the benefit of the company.

According to Mahmudi (2013: 187), the reward indicators are as follows:

1. Salary and bonuses, salary, in this case, includes basic salary and additional financial compensation in the form of bonuses.
2. Welfare, Welfare can be measured in value such as health benefits, old-age benefits, holiday allowances.
3. Career Development, is a prospect in the future.
4. Psychological and social rewards, this is more difficult to measure the financial value, but the value of this award is important for employees to feel accepted and appreciated for their work.

### *2.2 Self-Actualization*

Actualization is the process of becoming oneself and developing unique psychological traits and potentials, Maslow in (Arinato, 2009). Actualization will be helped or hindered by life experiences and by learning especially in childhood. Actualization will change in line with the development of one's life. When reaching a certain age (adolescence) a person will experience a shift in actualization from physiological to psychological.

So the prerequisite for achieving actualization is satisfying four lower-level needs, namely physiological needs, security needs, belonging and love needs, esteem needs. These needs must be at least partially satisfied in this order before the need for actualization arises.

According to Robbins and Coulter (2010:110) the indicators of self-actualization needs are as follows:

1. The need for growth is the need to know and understand something, to grow and develop with the respect of others.
2. The need for achieving one's potential is a person's need to develop the potential, abilities, and talents that exist within him to the fullest.
3. Self-fulfillment needs, namely the need to fulfill one's existence by maximizing the use of abilities and potentials that exist within him.
4. Need for encouragement, namely the encouragement within the individual to maintain his existence in accordance with his potential.

### *2.3 Performance*

According to Mangkunegara (2005:67), performance is: The results of work in quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. According to Anwar Prabu Mangkunegara (2010:75), namely:

1. Quality.  
It is how well an employee does what he or she should be doing.
2. Quantity  
Is how long an employee works in one day in the work environment.
3. Task execution  
Is the extent to which employees can complete their work accurately.
4. Responsibility  
Is an awareness of the obligations that must be fulfilled by employees to the company.

### 3. Research Method

#### 3.1 Population and Sample

The population in this study were all members or employees of the Secretariat of Regional Governance, Jember Regency totaling 35 members or employees. Due to the population in this study, the population is not too large, so it was determined that the sample of this study was all employees, both ordinary employees and the head of the section as many as 35 employees.

#### 3.2 Data Collection Techniques

The data collection technique used in this research is by using questionnaires, interviews, and literature studies.

### 4. Findings and Discussions

#### 4.1 Validity and Reliability Test Results

Based on table 1, it is known that the correlation of each question score with the total score shows significant results or less than  $\alpha = 0.05$ , so it can be concluded that all question items are declared valid.

Table 1. Validity test results

Statement	Sig (2-tailed)		$\alpha$	Description
<b>Award</b>				
x1.1	0,000	<	0,05	valid
x1.2	0,000	<	0,05	valid
x1.3	0,000	<	0,05	valid
x1.4	0,000	<	0,05	valid
<b>Self-actualization</b>				
x2.1	0,000	<	0,05	valid
x2.2	0,016	<	0,05	valid
x2.3	0,000	<	0,05	valid
x2.4	0,000	<	0,05	valid
<b>Work performance</b>				
y1.1	0,000	<	0,05	Valid
y1.2	0,000	<	0,05	Valid

y1.3	0,000	<	0,05	Valid
y1.4	0,000	<	0,05	valid

Source: SPSS 25 Test Results

Based on table 2, the results of the reliability test show Cronbach's Alpha values of 0.673, 0.694, and 0.792 > 0.60, so the data obtained can be declared reliable or feasible as a tool in data collection.

Table 2. Reliability test results

Variabel	Cronbach's Alpha	Cutt off	N of Item	Keterangan
X1	0,673	> 0,6	4	Reliabel
X2	0,694	> 0,6	4	Reliabel
Y	0,792	> 0,6	4	Reliabel

Source: SPSS 25 Test Results

#### 4.2 Partial Test (t Test) and Simultant Test (F Test) Results

Table 3. Partial test (t test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,051	1,246		,247	,007
	x1	,401	,201	,318	2,994	,034
	x2	,654	,201	,518	3,254	,003

Source: SPSS 25 Test Results

The award variable (X1) has a t-count value of 2.994 > t-table 2.037 and a significance of 0.034 < 0.05, then Ho is rejected and Ha is accepted, which means that partially the award variable has a positive and significant effect on employee performance. t count is positive, so if there is an increase in the award variable, it will increase the work performance of employees at the Secretariat of Regional Government of Jember Regency. The self-actualization variable (X2) has a t value of 3.254 > 2.037 and a significance of 0.003 < 0.05, then Ho is rejected and Ha is accepted, which means that partially the self-actualization variable has a positive and significant effect on employee work performance. t count is positive, so if there is an increase in the self-actualization variable, it will increase the work performance of employees at the Secretariat of Regional Government of Jember Regency.



Table 4. F . test results

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	46,940	2	23,470	24,542	,000 <sup>b</sup>
	Residual	30,603	32	,956		
	Total	77,543	34			

Source: SPSS 25 Test Results

Based on the results of multiple linear regression analysis (in this case to test the effect simultaneously) the results obtained, namely that F count > F table (24,542 > 3.295) and significance (0.000 < 0.05), then H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, meaning that the variable free, namely appreciation and self-actualization together have a positive and significant effect on the work performance of the employees of the Regional Government of Jember Regency.

#### 4.3 Coefficient of Determination (R<sup>2</sup>)

Table 5. Coefficient of determination test results (R<sup>2</sup>)

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,778 <sup>a</sup>	,605	,581	,978

a. Predictors: (Constant), x<sub>2</sub>, x<sub>1</sub>

b. Dependent Variable: y

Source: SPSS 25 Test Results

Based on the value of the coefficient of multiple determination, the results of the analysis show that the percentage contribution of the influence of the variable reward and self-actualization on the work performance of the employees of the Jember Regency Regional Governance Secretariat can be seen from the value of R Square (R<sup>2</sup>) showing 0.605 or 60.5% and the rest 39.5% is influenced or explained by other factors that are not included in this research model, such as work culture, leadership, work motivation, individual characteristics, work spirit, job rotation, job satisfaction and organizational climate.

#### 4.4 Discussions

The results of multiple linear regression test show that the award variable has a positive effect on the work performance of the employees of the Jember Regency Regional Governance Secretariat and the results of partial hypothesis testing prove the effect of the award on work performance has a t count value of 2,994 > t table 2,037 and a significance of 0,034 < 0,05,

then  $H_0$  is rejected and  $H_a$  is accepted, which means that partially the award variable has a positive and significant effect on the work performance of the employees of the Jember District Administration Secretariat. The results of this study support the findings of Bambang Cahyono (2015), Ryan Saputra (2016), and Amalia Farida (2019) which state that awards have a significant positive effect on employee performance.

The results of multiple linear regression test show that the self-actualization variable has a positive effect on the work performance of the employees of the Jember Regency Regional Governance Secretariat and the results of partial hypothesis testing prove that the effect of appreciation on work performance has a t value of  $3.254 > 2.037$  and a significance of  $0.003 < 0.05$ , then  $H_0$  is rejected and  $H_a$  is accepted, which means that partially the self-actualization variable has a positive and significant effect on the work performance of the employees of the Jember District Administration Secretariat.

The results of this study support the findings of Rejil Seri Utami and Maria Magdalena (2019), Gabriel K. Rais, Adolfina, Greis M. Sendow (2018), and Muhammad Sultan Nadar (2016) which state that self-actualization has a significant positive effect on achievement employee work.

### Acknowledgments

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