THE INFLUENCE OF WORK MOTIVATION BY THE HEAD OF SERVICE ON EMPLOYEE PERFORMANCE IN THE POPULATION CONTROL AND FAMILY PLANNING SERVICE (DPPKB) SUKABUMI

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ABSTRACT
Work motivation by the Head of Service on Employee Performance in the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency is significant. Based on the results of research and discussion conducted by researchers, it seems that there are still deficiencies in the presentation and writing of data. For future research, it is expected to look for other factors that influence employee performance and be able to analyze other, broader subjects. The area for taking respondents in this study was limited to certain locations, so that further research is expected to expand the area of research. So that it can obtain representative results from various other regions. Employees at the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency are one of the most valuable assets of the Sukabumi Regency government, therefore it is necessary to pay attention to the development of human resource capabilities (HR) so that in carrying out their duties they have good performance, so that the services provided to the community can work better. The aims of this study are 1) To find out the work motivation techniques carried out by the Head of Service at the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency; 2) To find out the performance of employees at the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency; 3) To find out how much influence the motivation of the Head of Service has on the performance of employees of the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency. In this study, researchers will use quantitative research methods with a descriptive approach. In this study using descriptive statistics. The population in this study were employees of the Population Control and Family Planning Office (DPPKB) of Sukabumi Regency.

Keywords: *Work Motivation; The Head Of Service; Employee Performance*

A. INTRODUCTION

Employees at the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency are one of the most valuable assets of the Sukabumi Regency government, therefore it is necessary to pay attention to the development of human resource capabilities (HR) so that in carrying out their duties they have good performance, so that the services provided society can work better.

As one of the line elements in government organizations in Sukabumi district, the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency is required and obliged to provide the best service for the community. Employees of the Population and Family Planning Control Service (DPPKB) of Sukabumi Regency are encouraged to achieve their performance targets and have good work effectiveness.

In order to move human resources in accordance with what is desired by the organization, it must be understood that the motivation of the people working in the organization is that this motivation determines the behavior of working people, or in other words, in other words, behavior is a simple reflection of motivation. For this reason, in order for human behavior to be in accordance with organizational goals, there must be a combination of their motivation and organizational demands.

On June 24 2021 PJ. The Secretary of Sukabumi Regency paid a visit to the Office of the Population Control and Family Planning Service (DPPKB). The visit aims to increase the discipline and performance of employees within the Population Control and Family Planning Service (DPPKB) so that they can motivate employees to be able to carry out all programs as well as possible, employees must be adaptive and open to developments in information technology and be able to make the most of it for the sake of achieved good performance. The importance of human resources who have dedication, enthusiasm and professionalism in carrying out their main tasks and functions (Jurnal Sukabumi, 2021).

Low work motivation will lead to low performance. Low employee performance is unlikely to achieve good results if there is no motivation, because motivation itself is a necessity in an effort to achieve company goals. Meanwhile, employees who have high work motivation make themselves feel happy and get their own satisfaction in their work, an employee will make more efforts to get maximum results with high enthusiasm, and always try to develop their duties and themselves (Anoraga, 2009).

Performance cannot be separated from work motivation, an accurate description of this relationship is that work motivation can produce maximum performance. Work motivation is indeed needed by an employee to be able to achieve a high performance even though by its nature the amount of performance itself is very relative or different from one person to another (Brahmasari & Suprayetno, 2008).

Based on the results of preliminary observations, the problems that occur in the Population Control and Family Planning Office (DPPKB) of Sukabumi

Regency, among others:

Not optimal motive or encouragement of the head of the Office in motivating his employees. The Head of the Population Control and Family Planning Office (DPPKB) of Sukabumi District carries out employee competency development. Employee competence here certainly affects the quality of employee work. In terms of employee competency development, DPPKB of Sukabumi District has Learning from Experience, Structured Learning, and Learning from others programs.

Judging from its implementation, DPPKB Sukabumi District has not implemented the entire employee competency development program which can be seen from the following table:

Table 1. Employee Competency Development Data

Program	Total Number of Employees	Number of Employees who Followed Competency Development	Realization
Structured Learning	91	39	42,85%
Learning from Others	91	52	57,14%
Learning from Experience	91	-	-

Source: DPPKB Kabupaten Sukabumi, 2022

Based on table 1 DPPKB Sukabumi District has not been fully optimal in the employee competency development program. Especially seen from the Learning from Experience program (Learning from Experience) has not been realized at all. The programs that have been realized in Structured Learning are technical guidance and outbound. While programs that have been realized in Learning from Others are Coaching and Mentoring skills, namely methods of developing expertise, skills and knowledge to be able to improve achievement and productivity at work, Bechmarking, namely comparisons with other agencies, Job shadowing or programs where employees observe and work with other employees who are more senior or employees in different fields to gain experience about the field they are engaged in.

The results of the work have not met the predetermined targets. This can be seen from the results of the average assessment of work target achievements that still cannot provide maximum results. Employee performance goals are performance plans and targets made by employees and then must be achieved within a certain period of time. These targets have been determined, known, and approved by the leaders of the employees concerned based on their respective main duties and functions. In fact, the average results of the assessment of work target achievement still cannot provide maximum results, it can be seen from table 1.2:

Table 2. Average Assessment of Work Target Achievement of DPPKB Sukabumi District

Description	Score Acquisition
SKP Values	**85,10**
Service Orientation	82,14
Integrity	82,08
Commitment	82,22
Discipline	81,58
Cooperation	81,64
Leadership	82,13

Source: DPPKB Kabupaten Sukabumi, 2022

It can be seen from table 2 that the realization of the achievement of work targets obtained a value of 85.10 with a description of the work results there are still minor errors (Guidelines for Preparation and Assessment of Work Targets for Civil Servants, 2022: 11). The quantity of work at the Population Control and Family Planning Office (DPPKB) of Sukabumi Regency is very important, because the achievements achieved by employees are needed to complete the task because the implementation of work must be in accordance with the main tasks and functions, so that the work assigned will be realized with good cooperation.

Employees have not carried out work in accordance with agreed standards. In this case, it is related to the timeliness of employees of the Population Control and Family Planning Office (DPPKB) of Sukabumi Regency which is considered less than optimal. The following is data on employees who were late in August 2022 - October 2022 as follows:

Table 3. Data on Employees Late Entering the Office August 2022 - October 2022

Month	Number of Employees	Lateness	% Lateness
August 2022	91 employee	27 employee	29,67%
September 2022	91 employee	28 employee	30,77%
October 2022	91 employee	32 employee	35,16%
Average			**31,87%**

Source: DPPKB Kabupaten Sukabumi, Processed by researchers, 2022

Based on the data above, the employee tardiness rate is still above 25%, on average 31.87% of employees are still often late coming to the office. Not all employees understand their respective duties and functions so that direction from the leadership is needed. This makes work late. Employees should come to work at. 07.15 and go home at. 16.00 WIB, but there are employees who only arrive at the office at 08.00 to 09.00 and go home at 14.00. 14.00. This affects the accuracy of task completion and the level of discipline of employees. High work motivation will be able to improve employee performance to be better and more effective so that the organization will achieve its goals.

Goni et al., (2021) revealed that something drives or moves us to behave in a certain way. That's what stimulates a person to move forward. This is reinforced Prabasari & Netra (2013) said that motivation has an effect on improving employee performance, meaning that increasing employee motivation can be done by giving awards to employees who excel. The performance of an organization is strongly influenced by employee motivation. From the explanation of the theory above, it can be seen that work motivation has a relationship to the performance of employees in the organization to achieve predetermined organizational goals. If work motivation is considered very good, it will be able to improve employee performance to be better and more effective so that the organization will achieve its goals. Arianto (2012) motivation has a positive and significant effect on employee performance. However, based on the results of research conducted by Hidayat (2021), it shows that motivation does not affect employee performance.

Based on the description above, the researcher is interested in conducting research with the research title "The Effect of Work Motivation by the Head of Service on Employee Performance at the Population Control and Family Planning Office (DPPKB) of Sukabumi Regency".

B. LITERATURE REVIEW
Work Motivation
According to Samsudin (2015:281), "motivation is the process of influencing or encouraging from outside to a person or group of workers so that they want to carry out something that is determined".

According to Sunyoto (2015:7), "the measurement of work motivation is as follows:
1. Need for achievement
   Relates to the difficulty of people to choose the tasks that are carried out. Those with a low need for achievement may choose easy tasks, to minimize the risk of failure, or tasks with high difficulty, so that failure will not be embarrassing. Those with a high need for achievement tend to choose tasks of moderate difficulty, where they will feel challenged but still achievable. Those with a high need for achievement are characterized by a tendency to seek challenges and a high level of independence.
2. Need for affiliation
   The need for affiliation is the desire for friendly and familiar interpersonal relationships. Individuals reflect the desire to have close, cooperative and friendly relationships with others. Individuals who have high affiliation needs are generally successful in jobs that require high social interaction.
3. Need for power.
   The need for power is the need to make other people behave in a way that those people without being forced would not behave or a form of expression of the individual to control and influence others."

Employee Performance
According to Mangkunegara (2015:47), performance is "the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him".

There are seven performance indicators according to Wibowo (2016), "namely:

1. Purpose, purpose is a different situation that is actively sought by an individual or organization to achieve. A goal is a better situation to be achieved in the future. It is done like that so that performance achieves goals, to achieve goals it requires individual, group and organizational performance. Individual and organizational work is successful if it can achieve the desired goals.
2. Standard, tells when a goal can be completed. Standards are a measure of whether the desired goal can be achieved. Without standards, it cannot be known when a goal is achieved.
3. Feedback, feedback reports progress, both quality and quantity, in achieving the goal defined by the standard. Feedback is especially important when we consider the actual goal. With feedback an evaluation of performance is made and as a result performance improvements can be made.
4. Tools or means, which are resources that can be used to help complete objectives successfully. Without tools and means specific work tasks cannot be performed and objectives cannot be completed.
5. Competence, is the ability possessed by a person to carry out the work given to him/her properly. Competence allows a person to perform work-related tasks required to achieve goals.
6. Motive, motive is the reason or impetus for someone to do something. Managers facilitate motivation to employees with monetary incentives, provide recognition, set challenging goals, set affordable standards, ask for feedback, provide freedom to do work including time to do work, provide the necessary resources and eliminate actions that result in disintention.
7. Opportunity, workers need to get the chance or opportunity to show their work performance. There are two factors that contribute to the lack of opportunities to achieve, namely the availability of time and the ability to fulfill the requirements."

Hypothesis
1. Research Hypothesis
   Work motivation by the Head of Service affects employee performance at the Population Control and Family Planning Office (DPPKB) of Sukabumi Regency.
2. Statistical Hypothesis
   $H_0 = 0$ If work motivation by the Head of Service affects employee performance at the Population Control and Family Planning Office (DPPKB) of Sukabumi District.
   $H0 \neq 0$ If work motivation by the Head of Service has no effect on employee performance at the Population Control and Family Planning Office (DPPKB) of Sukabumi District.

C. METHOD

This research uses a human resource management approach, discussing in particular the analysis of work motivation by the Head of Service on employee

performance at the Population Control and Family Planning Office (DPPKB) of Sukabumi District.

In this study, researchers will use quantitative research methods with a descriptive approach. The population in this study were employees of the Sukabumi District Population Control and Family Planning Office (DPPKB), with a population of 91 employees, and the number of samples in this study were 74 samples.

In this study, researchers used data collection techniques, namely observation, interviews, questionnaires, literature studies. data analysis used in this study is validity test, reliability test, correlation coefficient, coefficient of determination, regression analysis, and hypothesis testing.

D. EXPLANATION
Research result
Analysis of Respondents' Answers regarding Work Motivation Variables (X)

The researcher will explain the respondents' responses regarding the variables of work motivation in the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency which were obtained from the results of the questionnaire processing. There are 9 indicators of the work motivation variable used, namely as follows:

Table 4 Cumulative answers of respondents regarding work motivation

No	Indicator	Score
1.	I am serious about achieving the target given	282
2.	I want to add insight to improve work performance.	297
3.	I received appreciation from the leadership for the work achievements achieved.	279
4.	I work hard because of the opportunity given by the leadership to occupy a certain position	284
5.	I get the opportunity to participate in setting goals to be achieved by superiors.	281
6.	I get a position in accordance with the work achieved.	273
7.	I am open to undergo good cooperation with other people or colleagues.	293
8.	I like close interaction with colleagues in order to achieve the targets given.	296
9.	I need to cooperate and get closer to other parties at work.	285
	TOTAL	**2570**

Source: Results of Data Processing through Questionnaires, 2023

The table above shows the score for the answers to the work motivation variable as many as 2570 with the highest total score being 297 which lies in the indicator of wanting to add insight in order to improve work performance. This shows that employees have a high interest in continuing to learn and improve their

knowledge to achieve better performance. This also shows that employees have a proactive attitude in improving the quality of their work and are a valuable asset for the company.

While the lowest score is found in the indicator of getting a position in accordance with the work results achieved with a score of 273. This shows that employees may focus less on their careers and prioritize other factors in their work motivation. However, companies can still improve scores on this indicator by providing clear career opportunities and recognizing good performance.

From all the results of the questionnaire answers, it can be seen that the work motivation of the head of the service on the performance of employees at the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency is as follows:

1. Very Low Total Score
   9 items x 74 respondents x score value 1 = 666
2. Low Total Score
   items x 74 respondents x score value 2 = 1,332
3. Total Score Sufficient
   9 items x 74 respondents x score value 3 = 1,998
4. Total High Score
   9 items x 74 respondents x score value 4 = 2,664
5. Very High Total Score
   9 items x 74 respondents x a score of 5 = 3,330

Overall the results of the calculation of the validity variable (X) based on the respondents' answers get 2,570 points, then use the following calculation formula to determine the level of validity of the variable (X):

$$\frac{Achieved\ score}{Expected\ score} x100\%$$

$$\frac{2.570}{3.330} x100\%$$

$$= 77,2\%$$

Based on the calculation of the formula above, it can be seen that the value of the variable Motivation (X) is 2570, and is confirmed by a percentage scale of 70.97% which is included in the high standard. So, work motivation by the Head of Service at the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency has gone well.

Analysis of Respondents' Answers regarding Employee Performance Variables (Y) at the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency

The researcher will explain the respondents' responses regarding the Employee Performance variable at the Population Control and Family Planning Office (DPPKB) of Sukabumi Regency obtained from the results of the questionnaire processing. There are 14 indicators of employee performance variables used, which are as follows:

Table 5. Cumulative answers of respondents regarding Employee Performance

No	Indicator	Score
1	The results of my work according to the targets that have been set.	280
2	I was able to realize the goals set by the DPPKB of Sukabumi Regency	297
3	I complete work according to established work procedures or standards	294
4	I will carry out work according to agreed standards	288
5	I report progress in job accomplishments	290
6	Leaders measure the performance of their employees clearly	290
7	Existing tools or facilities can support in completing the work	310
8	I will work well if the facilities provided are as needed	279
9	I am authorized to make decisions in the implementation of work	282
10	I have good ability at work	299
11	Leaders provide encouragement to get the job done better	309
12	Leaders always give rewards to employees who have good performance	279
13	I was given the opportunity to attend training such as seminars	287
14	I have the opportunity to get a higher position	262
	TOTAL	**4.046**

Source: Results of Data Processing through Questionnaires, 2023

The table shows that the answer scores for employee performance variables are measured through predetermined indicators, and from this score it can be seen that the indicator with the highest score is the tool or means that can support the completion of the work with a score of 4,046. This shows that employees are quite satisfied with the tools or facilities available to support them in completing their work. However, in item 14 which relates to having the opportunity to get a higher position, the score obtained is 262 which is the lowest score of all the indicators measured. This shows that employees feel dissatisfied with the opportunities available to be promoted or appointed to a higher position in the organization.

From all the results of the questionnaire answers, it can be seen that the performance of employees (Y) at the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency is as follows:

1. Very Low Total Score

    14 items x 74 respondents x score value 1 = 1,036

2. Low Total Score

    14 items x 74 respondents x score value 2 = 2,072

3. Total Score Sufficient
    14 items x 74 respondents x score value 3 = 3,108
4. Total High Score
    14 items x 74 respondents x score value 4 = 4,144
5. Very High Total Score
    14 items x 74 respondents x score value of 5 = 5,180
    Overall the results of the calculation of the validity variable (X) based on the respondents' answers get 4,046 points, then use the following calculation formula to determine the level of validity of the variable (X):

$$\frac{Achieved\ score}{Expected\ score} x100\%$$
$$\frac{4.046}{5.180} x100\%$$
$$= 78,1\%$$

Based on the calculation of the formula and the results of the continuous line above, it can be seen that the score variable (Y) obtains a score of 4,046 which is strengthened by a percentage scale of 78.1% which is included in the high standard. Thus, the performance of employees at the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency is considered to be good.

Validity Test of Work Motivation Variable (X) on Employee Performance (Y) at the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency

The validity test is used to measure whether the questionnaire is valid or not by using each item (ie item score) from the statement item analysis test tool. After being distributed, the next stage of testing the data is validity testing, first the data will be collected, then SPSS 26 will be used to test the validity to facilitate research.

Test the Validity of the Work Motivation Variable Instrument (X)

The method used to assess the validity of the questionnaire is product moment correlation or using bevariate Pearson.

Table 6 Calculation Results of Work Motivation Validity Test

Item	r_{xy}	r_{Table}	Description
1	0,839	1,9929	Valid
2	0,725	1,9929	Valid
3	0,137	1,9929	Valid
4	0,291	1,9929	Valid
5	0,689	1,9929	Valid
6	0,383	1,9929	Valid
7	0,655	1,9929	Valid
8	0,664	1,9929	Valid
9	0,770	1,9929	Valid

Source: Results of Data Processing through Questionnaires, 2023

From the table it can be seen that by comparing the calculated r value with the table r value, the variable. In this study df can be calculated, degrees of freedom (df) = n-k, where n is the number of samples and k is the number of constructs. For example (df) = 74-2 = 72 (α is 0.1), then the r table value is 1.9929. So that r arithmetic > r table means that the statement is valid.

Test the Instrument Validity of Employee Performance Variables (Y)

Table 7 Calculation Results of Employee Performance Validity Test (Y)

Item	r_{xy}	r_{Table}	Description
1	0,621	1,9929	Valid
2	0,523	1,9929	Valid
3	0,644	1,9929	Valid
4	0,751	1,9929	Valid
5	0,241	1,9929	Valid
6	0,745	1,9929	Valid
7	0,559	1,9929	Valid
8	0,682	1,9929	Valid
9	0,278	1,9929	Valid
10	0,758	1,9929	Valid
11	0,436	1,9929	Valid
12	0,682	1,9929	Valid
13	0,376	1,9929	Valid
14	0,307	1,9929	Valid

Source: Results of Data Processing through Questionnaires, 2023

From the table it can be seen that it can be considered valid, by comparing the calculated r value with the r table value. In this study df can be calculated, the degree of freedom (df) = n-k, n is the number of samples and k is the number of constructs. So (df) = 74-2 = 72 with an alpha of 0.1, we get r Table 1.9929. So that r count > r Table then the statement is valid.

Work Motivation Variable Reliability Test (X) on Employee Performance (Y) at the Population Control and Family Planning Service (DPPKB) Sukabumi Regency

The reliability test is used to measure the questionnaire as a structural variable or indicator. In this test, all statements that are declared valid will be tested for reliability to prove the accuracy of the instrument in measuring the structure, so that the structure can be trusted. To measure reliability using statistical tests is Cronbach Alpha (α). A variable is said to be reliable if it has a Cronbach Alpha of more than 0.600.

Table 8 Research Variable Reliability Test Results

Variable	Reliability Coefficient	Cronbach Alpha	Description
X	0,757	0,600	Reliabilitas
Y	0,824	0,600	Reliabilitas

Source: Results of Data Processing through Questionnaires, 2023

Based on the table above, it can be seen that the research variables are reliable, because all the total Cronbach alpha values are greater than 0.6. So it can be concluded that the items of the research instrument are reliable and are at a strong relationship level (corresponding to the coefficient interval of 0.60-0.79). So that the items of the research instrument can be used in further data analysis measurements.

Analysis of Work Motivation by the Head of Service on Employee Performance at the Population Control and Family Planning Office (DPPKB) of Sukabumi District

Work motivation by the Head of Service on Employee Performance at the Population Control and Family Planning Office (DPPKB) of Sukabumi Regency can be analyzed according to the Pearson product moment correlation formula, as follows:

Product Moment Correlation Analysis

Product moment correlation is used to determine the relationship between the independent variable (X) and the dependent variable (Y). Based on previous testing (namely validity and reliability tests), the next step is to analyze the correlation coefficient used to measure the Work Motivation variable (X) and the Employee Performance variable (Y) using the product-moment correlation formula. Advantages and disadvantages of the relationship. In this study, researchers will use SPSS 26 software to use statistical calculations, so the calculation results are as follows:

Table 9. Results of Correlation Coefficient Analysis of Work Motivation Variables with Employee Performance

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.845[a]	.714	.710	2.795

a. Predictors: (Constant), Motivasi Kerja

Source: Research data, statistical calculations, 2023

Based on Table 4 above, if the correlation coefficient between the work motivation variable (X) and the employee performance variable (Y) approaches or reaches 1, then there is a perfect positive correlation between the two variables studied. So it can be seen in the correlation coefficient interpretation table below:

Table 10. Guidelines for providing interpretation of the correlation coefficient

Coefficient Interval	Relationship Level
0,00 – 0,199	Very Low
0,20 – 0,399	Low
0,40 – 0,599	High
0,60 – 0,799	Strong
0,80 – 1,000	Very Strong

Source: (Sugiyono, 2016: 214)

Based on the explanation table above, the correlation coefficient analysis in this study found a relationship graph of 0.845 which is a very strong relationship level category. Thus it can be concluded that the relationship between the variables Work motivation and Employee Performance is very strong.

Coefficient of Determination Analysis

The coefficient of determination analysis aims to measure how much work motivation contributes to employee performance. To see it, use the following formula:

Kd = r² x 100%

Description:

Kd: The coefficient of determination

r : Product Moment correlation coefficient

With the value of r = 0.845, the calculation of the coefficient of determination analysis is as follows:

KD = r² x 100%

KD = 0.845² x 100%

KD = 0.845 X 100%

KD = 71.4%

Based on the above calculations, the coefficient of determination is 71.4%, so it can be explained that at the Population Control and Family Planning Office (DPPKB) of Sukabumi Regency which has a strong level of influence, work motivation on employee performance is 71.4%, the level of impact is moderate, and the remaining 28.6% is non-variable.

Simple Linear Regression Analysis

Simple linear regression analysis aims to predict the value of the level of influence between the Work Motivation variable (X) and the Employee Performance variable (Y). For this study, researchers will use SPSS 26 software to simplify calculations. The following are the results of the calculation of simple linear regression analysis:

Table 11. Simple Linear Regression Analysis Results
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.548	3.162		3.968	.000
	Work Motivation	1.213	.091	.845	13.394	.000

a. Dependent Variable: Employee Performance
Source: Results of Data Processing through Questionnaires, 2023

As can be seen from the output table above, the coefficient value of the regression equation is used as follows:
Linear Regression Equation Formula:

Y = a + Bx

Y = 12.548 + 1,213

The linear regression equation above can be interpreted that, the validity variable regression coefficient is 1.213, which means that every 1 (one) point increase in the work motivation variable, employee performance will increase by 1.213 times.

So, the regression coefficient of the work motivation variable has a positive sign (1.213) which means that work motivation is in the same direction as the employee performance variable. Or work motivation has a positive influence on employee performance.

Test t (Partial Test)

Perform the t test to see if the hypothesis in the study is accepted. From the correlation analysis, it can be seen that there is a relationship between the variable Work motivation (X) and Employee Performance (Y). As for more accurate hypothesis testing, researchers conducted the following further testing through hypothesis testing:

Table 12. Coefficient Results for the t Test
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.548	3.162		3.968	.000
	Work Motivation	1.213	.091	.845	13.394	.000

a. Dependent Variable: Employee Performance
Source: Results of Data Processing through Questionnaires, 2023

Based on table 12 above, it is obtained t count 13.394 with a significance level of 0.000. This means that the t value obtained is 13.394 with a probability of 0.000 with a t table of 1.99. The t test results are related to the hypothesis

proposed in this study, namely:

$H_0 = 0$ If work motivation by the Head of Service affects employee performance at the Population Control and Family Planning Office (DPPKB) of Sukabumi Regency.

H0 ≠ 0 If work motivation by the Head of Service has no effect on employee performance at the Population Control and Family Planning Office (DPPKB) of Sukabumi Regency.

For the calculation results of hypothesis testing, the following approach was obtained:

1. If t count is smaller (<) than t table then H0 is accepted and H1 is rejected, it means that there is no effect.
2. If t count is greater (>) than t table then H1 is accepted, it means that there is an influence.

Real level = 5%, degree of freedom (df) = n - 1 = 74 - 1 = 73 (t_table 1.99)

The calculation of t_count of 13.394 means 13.394> 1.99, so it can prove what researchers do in data processing, researchers accept Ha and reject Ho.

Based on the results of the t-test calculation, it can be seen that work motivation by the Head of Service on Employee Performance at the Population Control and Family Planning Office (DPPKB) of Sukabumi Regency is significant.

Discussion

In this research, the theory used is the theory of work motivation according to Sunyoto (2015:7), which consists of 3 dimensions and employee performance according to Wibowo (2016), which consists of 7 dimensions. First, the influence of work motivation by the head of the Sukabumi Regency service on the dimension of work motivation obtained a score of 2570 or the equivalent of 77.2%. The highest score obtained on this dimension is the indicator of wanting to add insight to improve work performance. This shows that employees have a proactive attitude in improving the quality of their work and are a valuable asset for the company. While the lowest score is found in the indicator of getting a position that is in accordance with the work results achieved with a score of 273. This shows that employees may focus less on their careers and prioritize other factors in their work motivation.

Second, the performance of employees at the Population and Family Planning Control Service (DPPKB) of Sukabumi Regency, the dimensions of employee performance obtained a score of 4,046 or the equivalent of 78.1%. Obtaining the highest score on this dimension is an indicator of existing tools or facilities that can support the completion of work with a score of 310. This indicates that employees are quite satisfied with the tools available to support them in completing their work. While the lowest score is found on the indicator of having the opportunity to get a higher position, the score obtained is 262. This shows that employees feel dissatisfied with the opportunities available to be promoted or appointed to a higher position in the organization.

From the two dimensions of work motivation and employee performance variables, a determination coefficient of 71.4% is obtained, so that it can be

explained that in the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency, which has a strong level of influence, work motivation on employee performance is 71.4% , the level of impact is moderate, and the remaining 28.6% is non-variable.

E. CONCLUSION

Based on the results of the research and data analysis conducted in this study Work motivation by the Head of Service on Employee Performance in the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency, the researchers can conclude as follows:

1. The variable of work motivation is 2570 with the highest total score of 297 which lies in the indicator of wanting to add insight to improve work performance. This shows that employees have a high interest in continuing to learn and improve their knowledge to achieve better performance. This also shows that employees have a proactive attitude in improving the quality of their work and are a valuable asset for the company

2. The answer score for employee performance variables is measured through predetermined indicators, and from this score it can be seen that the indicator that has the highest score is the existing tools or facilities that can support the completion of the work with a score of 4,046. This shows that employees are quite satisfied with the tools or facilities available to support them in completing their work

3. Work motivation by the Head of Service on Employee Performance in the Population Control and Family Planning Service (DPPKB) of Sukabumi Regency is significant.

Based on the results of research and discussion conducted by researchers, it seems that there are still deficiencies in the presentation and writing of data. For further research, it is expected to look for other factors that influence employee performance and be able to analyze other, broader subjects. The area for taking respondents in this study was limited to certain locations, so that further research is expected to expand the area of research. So that it can obtain representative results from various other regions.

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