



THE RELATIONSHIP OF WORK REWARD TO SUPPORTING FACTORS FOR THE PRODUCTIVITY OF HONEY WORKERS

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ABSTRACT

Rewards are given to encourage someone to act more actively to increase or improve their performance. Rewards are the most important management tool to achieve the desired goals of a business. The International Labor Organization Statistics (ILOSTAT) releases data on labor productivity in Indonesia with growth rates, namely in 2014 (3.31%), 2015 (4.10%), 2016 (3.71%), 2017 (1, 97%), in 2018 (3.05%), and in 2019 (93.68%). From this data, progress in labor productivity in Indonesia tends to be low in percentage and fluctuates every year. In Takoma itself, the performance of workers is hampered by weather and seasonal factors. Therefore, workers are not productive at work. The success of a business is closely related to the quality of the human resources it has, because human resources have an important role as actors, movers and determinants of organizational work results based on the company's operational activities, both in quality and quantity. In this case, social disparities often occur within the organization which results in a lack of effectiveness in the performance of workers. Basically, companies expect capable human resources, but the most important thing is the desire to work hard and achieve optimal work results. On the island of Sumatra, one of the honeys that can be found is honey in Takoma, which is located in Pamatang Sidamanik District, Simalungun Regency, North Sumatra Province. The Pamatang Sidamanik area is the best place to produce tea, coffee and honey. Takoma is an abbreviation of Taro, Coffee, Honey which is made in Sait Buttu Saribu Village. The aim of this research is to determine the role of rewards in increasing the productivity of honey workers in Sait Buttu Saribu Village. This research uses a quantitative methodology with a cross sectional design. The population in this study were honey workers in Sait Buttu Saribu Village, totaling 16 respondents. From the total population obtained, the sample that the researcher took was the total of that population, because the researcher used a total sampling technique. Primary data collected directly by researchers through questionnaires from previous research. The results of the bivariate statistical test using Chi Square show that the average p-value is 0.000 (<0.05), meaning that there is a significant relationship between the reward variable and the worker productivity variable. It is hoped that business owners will pay attention and provide more rewards to increase worker productivity.

Keywords: honey farmers; reward; work productivity

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INTRODUCTION

Humans are the most valuable resource and the only one that has the ability to move other resources, human resources are considered as company assets. In the early stages of achieving organizational goals, efforts are made to maintain quality human resources because it is employees who have the ability, motivation, and passion to achieve organizational goals. Companies not only expect talented and skilled employees, but the most important thing is

that employees should be passionate about working and strive to achieve their best level of productivity. Therefore, the organization must know how to increase the productivity of its employees. (Rahmah & Sari, 2023) Indonesia, a tropical country, is very rich in honey. Forest honey and cultivated honey are two different types of honey found in Indonesia. Apis Dorsata bees nest in trees 20-30 meters high and look for nectar from various types of trees in the forest (Nugroho et al., 2020). These bees search for nectar from various tree sources in the forest. There are between 100 and 200 nests in one tree. Livestock beehives are located on the territory already created by farmers, consisting mainly of cardboard boxes (A. Dewi et al., 2020).

Apis Cerana, Apis Trigona, Apis Indica, and Apis Melifera bees are sources of animal feed. Growing livestock honey from trees depends on the season of its fruits and flowers. In 2020, Java Island was the largest honey producer in Indonesia. Sumatra, Kalimantan, and Sulawesi followed suit (Sholihah et al., 2021). On the island of Sumatra, one of the honey that can be found is honey in Takoma, which is located in Pamatang Sidamanik District, Simalungun Regency, North Sumatra Province. The Pamatang Sidamanik area is the best place to produce tea, coffee, and honey. Takoma stands for Taro, Coffee, Honey made in Sait Buttu Saribu Village (Mora et al., 2020). Trigona Propolis Honey, Aliandra Nectar Cerana Honey, Bee Polen Honey, Acacia Nectar Melifera Honey, and Cerana Hive Honey are some types of honey produced by local communities and can be purchased for sale. Takoma is a honey breeding place that was established in 2019 (Saputri & Absori, 2022). The owner of this business provides a production building for research and a café that provides processed honey drinks and is added with a bathing pool that sources water from natural springs. Over time, what was originally just a honey breeding garden is now an agrotourism location. The maximum honey production yield has reached 5.7 kg and the lowest is 300 grams during famine. So far no major accidents have ever happened to honey workers, who have ever had only minor accidents such as sprained feet and stung by bees (Sutapa et al., 2020).

Productivity is a comparison between output and input results and is often interpreted as the ability of a person or group of people to produce goods or services with the main purpose of increasing employee productivity is so that employees both at the lower and upper levels are able to become efficient, effective, and productive employees, (Taufiqur Rahman & Verdani, 2020) Employee work productivity must be increased because it is very important to achieve company goals, therefore it is necessary to give Reward. Reward is a way to strengthen workers' feelings at work, boost their morale, and make their work look as expected (Saulina Coal & Abadi, 2022). Psychological contracts have many benefits, and bonuses can also affect employee discipline, which can increase their productivity. (Rahmah & Sari, 2023) In other words, the people who support a company, whether at the top, middle, or bottom level, are not solely responsible for its success. Basically, companies expect capable human resources, but the most important thing is the desire to work hard and achieve optimal work results. If the employee works professionally and according to his skills and expertise, the company will achieve its goals and develop quickly. (Andreyan et al., 2020)

Reward or rewards are given to encourage someone to act more actively to improve or improve their performance. Reward is one of the most important management tools to encourage its employees to act to achieve their goals and objectives. Gift Reward can significantly affect the productivity of company employees because it can provide worker satisfaction directly or indirectly. (Alldy Rantotanio & Sumartik, 2022) The company prioritizes productivity because it regulates the costs and materials used to make fertilizers and the products produced. Production must be especially observed, since mistakes can lead

to losses and even bankruptcy of the company. To avoid this, businesses should hire experienced employees who can manage between expenses and profits from the products sold. Based on the statement above, researchers are interested in conducting a study entitled "The Relationship of Work Reward to Supporting Factors of Work Productivity of Honey Farmers in Sait Buttu Saribu Village". This study aims to determine that reward is a supporting factor for work productivity in honey farmers in Sait Buttu Saribu Village.

METHOD

This study used a cross-sectional design and quantitative approach. The research location is located in Sait Buttu Saribu Village, precisely in Takoma where there is a Honey Gallery owned by a private business. My research involved 16 honey workers from Sait Buttu Saribu Village, the population of the study site. Because researchers use the total sampling method, the number of populations taken as samples is the total number of those populations. Primary data were collected directly by researchers through questionnaires sent directly to honey farmers at honey farms in Sait Buttu Saribu village. For data analysis, using univariate and bivariate tests using chi square.

RESULTS

Table 1.
Characteristics of Respondents

Variable	f	%
Age		
May 43, 2012; For the Strength of Thee, 54; Min. 27; Max 63		
Gender		
Man	15	93,8
Woman	1	6,3
Length of Work		
>8jam Ker	3	18.8
8hours Working	12	75.0
<8jam Ker	1	6.3

Table 1, it can be seen that the average respondent is 43 years old with most of them being male with a percentage of 93.8%. During the working period, most respondents worked in 8 hours of work.

Table 2.
Distribution of Work Reward Frequency and Work Productivity

Variable	f	%
Reward		
Low	10	62,5%
Tall	6	37,5%
Work productivity		
Low	10	62,5%
Tall	6	37,5%

Table 2 above, it was found that *the reward* was mostly in the low category with a percentage of 62.5% and work productivity was mostly in the low category as well with a percentage of 62.5%.

Table 3.
The Relationship of Work Reward to the Productivity of Honey Workers

Reward	Productivity			P
	Low	Tall	Total	
Low	10	0	10	0.000
Tall	0	6	6	
Total	10	6	16	

Table 3, the results obtained, that the provision of *rewards* has a significant relationship with the P-value result of 0.000. Where, giving low *rewards* will affect one's work productivity

DISCUSSION

There are several factors that affect worker productivity, such as age, gender, length of work and provision reward on workers (Alldy Rantotanio & Sumartik, 2022; Farizky et al., 2023; Muhtar et al., 2023; Rahma & Cut Devi Maulidasari, 2021; Wiradyatmica, 2023). According to (Handika et al., 2017) states that, a person is productive working when he is 15 to 64 years old. Where, aged 15 to 64 years physical ability and productivity as well as enthusiasm for work are still high. In the results of this study also found that, the average worker aged 43 years was in the productive category. In addition, gender also affects the level of work productivity, where the male gender has a level of work productivity compared to women. Because, men have more responsibilities than women (Sali, 2020). The results of this study also obtained high results in men compared to women. The length of service also affects the quality of work of millionaires (Pramono, 2020). Where, the length of work that is less (<8 hours) will reduce worker productivity. Conversely, when a person's length of work is at 8 o'clock will be able to improve the quality of worker productivity (Lantang & Kirana, 2022).

In the results, the relationship between rewarding worker productivity has significant results with a pvalue result of <0.05. That is, when workers are provided Reward will increase the productivity of these employees. In line with previous research conducted by (Rosemberg & Li, 2018) which states that there is a unidirectional influence between Reward and work productivity, i.e. the better Reward given by the company, the higher the employee's work productivity, and vice versa if Reward What is given by the company is not appropriate, it will reduce employee work productivity. Research (Rahma & Cut Devi Maulidasi, 2021) is also relevant to what is done by researchers, that the results of testing with the SPSS program obtained variables Reward (X1) has a positive and statistically significant influence on employee performance productivity (Y) at the West Aceh Land Office (BPN).

Reward One form of appreciation for certain achievements, given intentionally or unintentionally to employees in exchange for their potential or contribution to good work, rewards are given to employees who have positive values. Human resource management is an activity that regulates how to procure labor, develop, compensate, maintain and separate labor through management processes in order to achieve organizational goals (Alldy Rantotanio & Sumartik, 2022). The theory used in this study is the Expectancy Theory of Motivation or expectancy theory. Expectancy theory is the strength of a tendency to act in a certain way depending on the strength of an expectation that the action will be followed by an outcome. Expectancy Theory of Motivation or this expectancy theory is a theory from Vroom in 1964 which states that the power that motivates a person to work hard in doing his job depends on the interrelationship between what is wanted and needed from the results of the work (Dhewy and Adnyani, 2022).

Business premises can acquire, retain, and hire satisfied workers with a good reward system (Kuncoro, 2023). Awards are intended to encourage employees to participate more in improvements and improvements. High-quality human resources are essential for businesses facing this more competitive and open competition, especially in terms of employee productivity (Son, 2023). The ability to produce goods and services that have an impact on a person's standard of living is called productivity. Therefore, awards are meant to grab, retain, and encourage workers to be more productive (R. C. Devi, 2022). The results produced by rewards are mutually beneficial results for workers and businesses. One of the factors that

affect work productivity is the level of worker satisfaction. Worker satisfaction is an emotional condition in which there is a balance between the value of compensation expected by employees and the value of compensation provided by the company or organization where the employee works (Tracking 2021). Factors that affect the level of satisfaction or dissatisfaction in work include the type of worker, relationships with colleagues, benefits provided, and treatment received (Agustini, 2020). By understanding how employees perform their duties, management can know the needs and preferences of employees and the actions to be taken. Optimal work performance can be achieved if the activities of an enterprise are directed to meet the work needs of the company. However, if the company's workers do not perform to the best of their ability, the profits they gain will not be significant (Allddy Rantotanio & Sumartik, 2022).

On research (Allddy Rantotanio & Sumartik, 2022) Has results that show that the rewards given by the company can affect employee job satisfaction, because the forms of rewards desired by employees have been fulfilled, both from basic salary, benefits, then interpersonal rewards. The form of reward desired by the employee for example, the results of the questionnaire show that the employee gave a good response, giving an illustration that the trust of superiors fosters a sense of employee involvement to complete the task responsibly and the Company has provided appropriate rewards that have been carried out (SEDEWA & DANA, 2023).

CONCLUSION

The conclusion of the study is that there is a relationship between work reward and factors supporting the productivity of honey workers in Sait Buttu Saribu. So, it can be said that in order to increase one's work productivity, every company must compensate its employees for work. So, by providing work rewards, employees will be more dynamic at work and focus on better results than before. In addition, employee benefits can also be used as a measuring tool to achieve labor productivity, because a person will really want to work even better when they see that the rewards will be comparable to the work they did before. Therefore, increased work productivity will definitely help the business progress so that the business can achieve its goals. It is expected that business owners can pay attention to giving rewards and provide more rewards to increase the productivity of workers.

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