THE INFLUENCE OF AWARDS, TRANSFORMATIONAL LEADERSHIP, COMMUNICATION, AND MOTIVATION ON THE PERFORMANCE OF BIREUEN DISTRICT REGIONAL DISASTER MANAGEMENT AGENCY EMPLOYEES

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ARTICLE INFO	ABSTRACT
   E-mail: chairulb06@gmail.com	This type of research is quantitative in nature, the place of this research is the Regional Disaster Management Agency of Bireuen Regency. In this study, the population consisted of 90 employees of the Bireuen District Regional Disaster Management Agency. The sampling technique used is saturated sampling. The analysis used is multiple linear regression. The results of the regression analysis obtained a t count value of 1.893 > t table 1.6629 this means that the award variable (X1) has a positive effect on employee performance variable (Y). Based on the results of the regression analysis, it was obtained that the t value was 3.437 > t table 1.6629, this means that the transformational leadership variable (X2) has a positive effect on employee performance variables (Y). Furthermore, the results of the regression analysis obtained a t value of 2.667 > t table 1.6629, this means that the communication variable (X3) has a positive effect on employee performance variables (Y). The results of the regression analysis obtained a t value of 2.648 > t table 1.6629 which means that the motivation variable (X4) has a positive effect on employee performance variables (Y). The Fcount value is 35.157> Ftable 2.48 with a significance value of 0.000 <0.05. From these results, it can be concluded that Reward (X1), Transformational Leadership (X2), Communication (X3) and Motivation (X4) simultaneously have a positive and significant effect on employee performance (Y). The R Square value from the analysis of the coefficient of determination is 0.623, meaning that employee performance can be explained by the variables Reward (X1), Transformational Leadership (X2), Communication (X3) and Motivation (X4) of 62.3%, while the remaining 37.7% can explained by other variables not examined in this study.

1. INTRODUCTION

In general, every organization will depend on the smooth running of its activities on the quality of leadership, this is because leaders can arrange employees to do their work in order to achieve organizational goals. Thus the Bireuen District Regional Disaster Management Agency requires a leader who can provide inspiration, motivation and can move his subordinates effectively and efficiently so that they can motivate their employees so that employee performance will increase.

Rewarding is an important factor because it motivates employees to work with full energy and they pay attention to the rules. Their performance will increase when their company rewards them with everything they deserve. Rewards play an important role in increasing motivation to improve employee performance (Ferdinand and Satibi 2021) because through appreciation the workforce will become individuals who prioritize quality and responsibility for the tasks assigned (Emita and Utomo 2019). Awards can improve the quality of employee performance. Rewards are closely related to increasing employee motivation, including employees who work in the retail business (Permatatiwi 2019). The reward system helps in reinforcing the key values of the organization as well as facilitating the achievement of organizational goals. Awards are intended as a company reward for the sacrifice of time, energy and thoughts that have been given to the company (Sutrisno et al. 2022) Awards are a form of business appreciation to get a professional workforce in accordance with the demands of the position required by

an organizing activity , planning, using, and maintaining the workforce in order to be able to carry out tasks effectively and efficiently.

An award is a form of remuneration given to an employee for work performance, both financial and non-financial. Appreciation is a way to increase employee work productivity and one's behavior so that it can accelerate the implementation of assigned work. One of the main functions of the award is to provide responsibility and work encouragement or motivation to employees (Bintoro and Daryanto 2017). The purpose of giving awards is to attract someone to join the company, to retain existing employees so they want to continue working at the company, to give more encouragement so that employees continue to excel. The dimensions used in this study are divided into two variables, namely financial and non-financial rewards. The dimensions for financial rewards consist of compensation and protection programs, while non-financial rewards consist of work and work environment. According to (Kadarisman 2015) indicators for measuring award variables are a) Salary, b) Incentives, c) Praise, d) Leave, e) Allowances.

The leadership style of a leader is one of the most important things in shaping employee creativity. For this reason, a transformational leadership style is needed to encourage employees to have high creativity. This is understandable considering that someone who applies transformational leadership is a leader who gives direct attention to his subordinates through enthusiasm, support, and motivation. Leaders with a transformational leadership style are described as a process in which leaders stimulate and encourage creativity, provide motivation, are directly involved in supporting and guiding employees to achieve organizational vision and goals (Bednall et al. 2018). A leader who has an inspirational motivation behaves in a way that motivates and inspires subordinates; creating communicated expectations, which subordinates want to meet; and demonstrate commitment to a shared vision. A leader with intellectual stimulation stimulates subordinates to be innovative, and subordinates are encouraged to provide ideas and suggestions (Megheirkouni 2017).

Transformational leadership is related to strong self-identification, the creation of a shared vision for the future and the relationship between leader and followers is based on something more than rewarding obedience. Transformational leaders define the need for change, create new visions, mobilize commitment to carry out the vision and transform followers both individually and in teams. Transformational leadership invokes the moral values of followers in its efforts to increase their awareness of ethical issues and to mobilize their energies and resources to reform institutions (Murvi 2015). There are several indicators of transformational leadership style according to (Kharis, Hakam, and Ruhana 2015) namely 1). Charisma, 2). Inspirational motivation, 3). Intellectual stimulation, 4). Individual attention.

Communication is needed to find out whether management within the organization has acted effectively or not. In an organization there are usually various ways of communication that need to be considered in the continuity of the organization's journey. Between the two parties between leaders and subordinates as well as between colleagues must establish reciprocal communication or what is commonly called two-way communication. Thus both superiors and subordinates must be able to understand correctly about communication with the aim of conveying information properly and smoothly so that employee performance can increase.

Given that employee motivation is very important in an organization, the organization must pay more attention to employees seriously in every task given to be done so that efforts to achieve organizational goals can be carried out properly. Employees with high motivation in carrying out work, then he always does work with high enthusiasm to complete the work assigned to him. Conversely, employees who have low motivation for work, they will not be enthusiastic in carrying out work, so they will give up quickly and will always experience various kinds of difficulties in completing their work.

According to (As' ad 2018) in carrying out work, employees cannot be separated from communicating with fellow workers, with leaders and with subordinates. Good communication can be the right means to improve employee performance. Through communication, employees can ask their leaders for instructions regarding the implementation of work. Through communication, employees can also cooperate with each other. Communication that is expected in the world of work is effective communication.

Communication is an interaction between employees and also part of the organizational culture that arises when an organization is formed through language or patterns of behavior, even the climate that exists in the organization because it becomes a real form or character that is highlighted to distinguish organizations from one another through a communication system.

Taking into account the background of the problem above, the researcher decided to take the research title "The Influence of Rewards, Transformational Leadership, Communication, and Motivation on the Performance of Employees of the Bireuen District Regional Disaster Management Agency".

2. METHOD

This type of research is quantitative in nature, the place of this research is the Regional Disaster Management Agency of Bireuen Regency. In this study, the population was 90 employees of the Bireuen District Regional Disaster Management Agency. The sampling technique used is saturated sampling. Saturated sampling technique is a sampling technique when all members of the population are used as samples. Since the number of employees at the Bireuen Regency Regional Disaster Management Agency was 90 people (less than 100 people), all employees were taken as research objects. The analysis used is multiple linear regression. Observation, documentation and questionnaires using a Likert scale are a data collection technique used in this study.

3. RESULT AND DISCUSSION

Result

The validity test of the research variable has a significant criterion > 0.5. The validity test in this study was carried out on 30 samples which were carried out outside the characteristics of the respondents. (Ramdhan 2021) states that the validity test is used as a measure of whether a questionnaire is worthy of being declared valid or not. Valid data is data that does not differ between the data reported by the researcher and the data that actually occurs in the research object.

Table 1. Validity Test Results

Variable	Total Correlation	Criteria Sig	Description
X1.1	,938	0,5	Valid
X1.2	,843	0,5	Valid
X1.3	,855	0,5	Valid
X1.4	,897	0,5	Valid
X1.5	,618	0,5	Valid
X2.1	,816	0,5	Valid
X2.2	,786	0,5	Valid
X2.3	,720	0,5	Valid
X2.4	,840	0,5	Valid
X2.5	,720	0,5	Valid
X3.1	,574	0,5	Valid
X3.2	,915	0,5	Valid
X3.3	,900	0,5	Valid
X3.4	,868	0,5	Valid
X3.5	,683	0,5	Valid
X4.1	,932	0,5	Valid
X4.2	,946	0,5	Valid
X4.3	,920	0,5	Valid
X4.4	,946	0,5	Valid
X4.5	,885	0,5	Valid
Y.1	,888	0,5	Valid
Y.2	,563	0,5	Valid
Y.3	,835	0,5	Valid
Y.4	,822	0,5	Valid
Y.5	,621	0,5	Valid

Arifin (2020) stated that a reliability test was carried out to find out the results of consistent measurements when measuring the same measuring instrument is carried out, an indicator in the questionnaire can be accepted if the alpha coefficient has a value > 0.6.

Table 2. Reliability Test Results

Variable	Croanbach Alpha (CA)	Description
Award	,813	Reliable
Transformational leadership	,801	Reliable
Communication	,803	Reliable

Motivation	,830	Reliable
Employee Performance	,793	Reliable

Table 1 and Table 2 show that all statement items are valid and reliable. The next test uses the classic assumption test with normality. The normality test for this study is contained in the One-Sample Kolmogorov-Smirnov Test table:

Table 3. One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		90
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.26842800
Most Extreme Differences	Absolute	.089
	Positive	.064
	Negative	-.089
Test Statistic		.089
Asymp. Sig. (2-tailed)		.078[c]

The following is a normality test using a p-plot graph. The results of the multicollinearity test in this study are contained in Table 4:

Table 4. Multicollinearity Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
1 (Constant)	.550	1.696			
Award	.170	.090	.194	.420	2.380
Transformational leadership	.341	.099	.351	.426	2.347
Communication	.207	.077	.210	.723	1.384
Motivation	.250	.094	.239	.542	1.844

Table 4 shows that the award variable has a VIF value < 10 (2.380 < 10) and a tolerance value > 0.1 (0.420 > 0.1), the transformational leadership variable has a VIF value < 10 (2.347 < 10) and a tolerance value > 0. 1 (0.426 > 0.1) and the communication variable has a VIF value < 10 (1.384 < 10) and a tolerance value > 0.1 (0.723 > 0.1), then the motivation variable has a VIF value < 10 (1.884 < 10) and tolerance value > 0.1 (0.542 > 0.1) so that it can be concluded that multicollinearity does not occur. The classical assumption test with the heteroscedasticity test with the glejser method in this study can be contained in Table 5:

Table 5. Multicollinearity Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
1 (Constant)	4.918	1.010		4.868	.000
Award	.022	.054	.064	.417	.678
Transformational leadership	-.090	.059	-.231	-1.521	.132
Communication	-.083	.046	-.210	-1.799	.076
Motivation	-.046	.056	-.110	-.815	.417

The significant value with the glejser method is known that the variable Reward (X1) is 0.678, Transformational Leadership (X2) is 0.132, Communication (X3) is 0.076 and Motivation (X4) is 0.417. This explains that there is no heteroscedasticity due to the significance value of the variables Reward (X1), Transformational Leadership (X2), Communication (X3) and Motivation (X4) because it is greater than 0.05. The results of the research analysis by testing multiple linear analysis can be contained in Table 6:

Table 6. Multiple Linear Analysis Results

	Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	.550	1.696			
	Award	.170	.090	.194	.420	2.380
	Transformational leadership	.341	.099	.351	.426	2.347
	Communication	.207	.077	.210	.723	1.384
	Motivation	.250	.094	.239	.542	1.844

Based on these values, the following multiple linear regression equations are obtained: Y=0.550+0.170X1+0.341X2 +0.207X3+0.250X4. Table 6 explains that the value of B in the award (B1) is 0.550. The value of Transformational Leadership (B2) is 0.170. The communication value (B3) is 0.207 and the motivation value (B4) is 0.250 and the constant value (a) is 0.550. The description of the multiple linear regression equation shows that the variables Reward (X1), Transformational Leadership (X2), Communication (X3) and Motivation (X4) have a positive direction coefficient on employee performance (Y).

To test the research hypothesis, the t test can be used. This test was carried out to analyze the effect of the independent variables namely Reward (X1), Transformational Leadership (X2), Communication (X3) and Motivation (X4) partially on the dependent variable, namely employee performance (Y). As for determining the ttable value, the following equation can be used: df = n-k-1 = 90-4-1 = 85. After being calculated using this equation, the ttable value is 1.6629. The results of the t test can be contained in Table 7:

Table 7. t test results (partial)

	Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	T	Sig.
1	(Constant)	.550	1.696		.325	.746
	Award	.170	.090	.194	1.893	.042
	Transformational leadership	.341	.099	.351	3.437	.001
	Communication	.207	.077	.210	2.677	.009
	Motivation	.250	.094	.239	2.648	.010

Based on this table, it can be seen that the results of the regression analysis obtained a t value of 1.893 > t table 1.6629. This means that the award variable (X1) has a positive effect on employee performance variable (Y). Then the significant value is 0.042 <0.05, which means the award variable (X1) has a significant effect on employee performance variable (Y). Based on the results of the regression analysis, it was obtained that the t value was 3.437 > t table 1.6629, this means that the transformational leadership variable (X2) has a positive effect on employee performance variables (Y). Then the significant value is 0.001 <0.05 which means that the transformational leadership variable (X2) has a significant effect on employee performance variables (Y). Furthermore, the results of the regression analysis obtained a t value of 2.667 > t table 1.6629, this means that the communication variable (X3) has a positive effect on employee performance variables (Y). Then the significant value is 0.009 <0.05, which means that the communication variable (X3) has a significant effect on the employee performance variable (Y). The results of the regression analysis obtained a t value of 2.648 > t table 1.6629 which means that the motivation variable (X4) has a positive effect on employee performance variables (Y). Then the significant value is 0.010 <0.05 which means the motivation variable (X4) has a significant effect on employee performance variables (Y).

The F test was carried out to test the independent variables namely Reward (X1), Transformational Leadership (X2), Communication (X3) and Motivation (X4) simultaneously having a significant relationship or not with the dependent variable, namely employee performance (Y). As for determining the value of Ftable, the following equation can be used: df = k; n – k = 4; 90- 4 = 4; 86. After calculating using this equation, Ftable = (4; 86) then the value of Ftable is 2.48. The results of the F test in this study can be contained in Table 8:

Table 8. F test results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	236.907	4	59.227	35.157	.000[b]
	Residual	143.193	85	1.685		
	Total	380.100	89			

Table 8 shows the Fcount value of 35.157> Ftable 2.48 with a significance value of 0.000 <0.05. From these results, it can be concluded that Reward (X1), Transformational Leadership (X2), Communication (X3) and Motivation (X4) simultaneously have a positive and significant effect on employee performance (Y). The coefficient of determination was carried out to analyze the contribution of the independent variables namely Reward (X1), Transformational Leadership (X2), Communication (X3) and Motivation (X4) to the dependent variable, namely employee performance (Y).

The R Square value from the analysis of the coefficient of determination is 0.623, meaning that employee performance can be explained by the variables Reward (X1), Transformational Leadership (X2), Communication (X3) and Motivation (X4) of 62.3%, while the remaining 37.7% can explained by other variables not examined in this study.

Discussion
The effect of appreciation on employee performance
The results of the study showed that the results of the regression analysis obtained a t value of 1.893 > t table 1.6629 which means that the award variable (X1) has a positive effect on employee performance variable (Y). Then the significant value is 0.042 <0.05, which means the award variable (X1) has a significant effect on employee performance variable (Y).

The effect of transformational leadership on employee performance
Based on the results of the regression analysis, it was obtained that the t value was 3.437 > t table 1.6629, this means that the transformational leadership variable (X2) has a positive effect on employee performance variables (Y). Then the significant value is 0.001 <0.05 which means that the transformational leadership variable (X2) has a significant effect on employee performance variables (Y). Effect of communication on employee performance. Furthermore, the results of the regression analysis obtained a t value of 2.667 > t table 1.6629, this means that the communication variable (X3) has a positive effect on employee performance variables (Y). Then the significant value is 0.009 <0.05, which means that the communication variable (X3) has a significant effect on the employee performance variable (Y).

The effect of motivation on employee performance
The results of the regression analysis obtained a t value of 2.648 > t table 1.6629 which means that the motivation variable (X4) has a positive effect on employee performance variables (Y). Then the significant value is 0.010 <0.05 which means the motivation variable (X4) has a significant effect on employee performance variables (Y). The Fcount value is 35.157> Ftable 2.48 with a significance value of 0.000 <0.05. From these results, it can be concluded that Reward (X1), Transformational Leadership (X2), Communication (X3) and Motivation (X4) simultaneously have a positive and significant effect on employee performance (Y).

The R Square value from the analysis of the coefficient of determination is 0.623, meaning that employee performance can be explained by the variables Reward (X1), Transformational Leadership (X2), Communication (X3) and Motivation (X4) of 62.3%, while the remaining 37.7% can explained by other variables not examined in this study.

4. CONCLUSION
Awards have a positive and significant effect on the performance of employees of the Bireuen Regency Regional Disaster Management Agency, Transformational Leadership has a positive and significant effect on the performance of employees of the Bireuen Regency Regional Disaster Management Agency, Communication has a positive and significant effect on the performance of employees of the Bireuen Regency Regional Disaster Management Agency, Motivation has a positive and significant effect significant effect on the performance of the employees of the Bireuen Regency Regional Disaster Management Agency, Awards, Transformational Leadership, Communication and Motivation simultaneously have a positive and significant effect on the performance of the employees of the Bireuen Regency Regional Disaster Management Agency.

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