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The Effect Of Incentives, Workload And Geographics On The Performance Of Covid-19 Vaccinators North Barito Regency Central Kalimantan

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ABSTRACT

This study aims to determine whether incentives, workload and geography have a significant effect simultaneously and/or partially and which of the independent variables has the most dominant effect on the performance of Covid-19 vaccinators. The scope of the study was Muara Teweh Regional Hospital and 17 health centers throughout North Barito Regency. Data analysis includes descriptive analysis, classical assumption test, multiple linear regression analysis test, F test, t test, and R2. The results of the study indicate that: 1) Incentives have a positive and significant effect on the performance of Covid-19 vaccinators; 2) Workload has a positive and significant effect on the performance of Covid-19 vaccinators; 3) Geography has a positive and significant effect on the performance of Covid-19 vaccinators; 4) There is a simultaneous influence between Incentives, workload and Geography on the performance of Covid-19 vaccinators with an F-count value of 30.381 and a significance value of 0.000; 5) The Incentive variable is the most dominant variable on Vaccinator Performance with the largest β (Beta) coefficient value, namely 0.474.

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INTRODUCTION

Vaccination is the most effective and efficient public health effort in preventing several dangerous infectious diseases. History has recorded the great role of vaccination in saving the world's population from illness, disability and even death due to Immunization-Preventable Diseases (PD3I). In an effort to overcome the COVID-19 pandemic, COVID-19 vaccination aims to reduce transmission/infection of COVID-19, reduce morbidity and mortality due to COVID-19, achieve group immunity in the community (herd immunity) and protect the community from COVID-19 so that they remain socially and economically productive (Ministry of Health RI, 2021).

The covid-19 vaccination coverage indicator used to measure vaccination achievement is 70% of the minimum target that must be achieved. Meanwhile, North Barito Regency's vaccination achievement in 2021 was still 69.48%, which has an impact on the delay in the implementation of vaccination for children aged 6-11 years.

In the planning of the 2021 Covid-19 budget, it was determined based on cases and activities in the previous year, so that the budget for Vaccination incentives was calculated based on the 2020 target, but because there were additional targets set by the Center and Province, the Vaccination incentives were reduced and not paid in the current year (2021), so they were budgeted in the following year (2022).

Meanwhile, another factor that affects achievement is the workload, where vaccinators also serve as officers who manage several programs at the health center, one of the vaccinators who is also the immunization manager or immunization officer (Jurim) for infants-toddlers or routine health center immunization. Of course, in addition to carrying out Covid-19 vaccinations, they also carry out routine immunizations for health center programs. There are also other vaccinators who are also managers of PTM, KIA/KB, P2PM programs and so on.

In addition to unfulfilled incentives and workload, geographical constraints also affect the achievement of Covid-19 vaccination in North Barito Regency, where some Health Centers have target villages with mountainous areas and riverbanks and are far away, so that there are several villages that are difficult to reach for the implementation of Covid-19 vaccination and cause the achievement in several health centers to be low.

The success of Covid-19 vaccination in order to form herd immunity is determined by achieving the minimum target that has been set, which is 70%, by continuing to carry out massive and continuous vaccination activities followed by the availability of vaccine logistics and community participation or involvement. Several factors that influence the performance of Covid-19 vaccination vaccinators in North Barito Regency, Central Kalimantan include incentives, workload and the geography of the target villages for vaccination.

Literatur Review

Human Resource Management

According to (Hasibuan, 2019:10) states "Human resource management is the science and art of managing relationships and roles of the workforce to effectively and efficiently help realize the goals of the company, employees, and society."

Vaccinator Performance

Vaccination performance is an activity that can be achieved by a person/immunization officer in working to provide Corona Virus Disease 2019 (COVID-19) vaccination services.

Incentive

Incentives are a means of motivation in the form of material, which is given as a stimulus or encouragement intentionally to workers so that they develop a great enthusiasm to increase their work productivity in the organization (Gorda, 2004).

Workload

According to Hart & Staveland in (Tanaka, 2011) that workload is something that arises from the interaction between the demands of the work environment tasks where it is used as a workplace, skills and perceptions of workers. Workload is sometimes defined operationally on factors such as task demands or efforts made to do the job.

Vaccination

Vaccination is the administration of a vaccine in order to actively create or increase a person's immunity to a disease, so that if at some point they are exposed to the disease they will not get sick or will only experience mild illness and will not become a source of transmission (Indonesian Ministry of Health, 2021).

METHODS

Research Object

According to Sugiyono (2016), "The research location is a scientific target to obtain data with a specific purpose and use about something objective". This research was conducted in North Barito Regency, Central Kalimantan.

Population and Sample

According to Sugiarto (2017: 136), population is a group of individuals who have unique characteristics that are of concern in a study (observation) in the scope to be studied. The population in this study was the entire Covid-19 Vaccination Team consisting of 5 people from the Muara Teweh Regional General Hospital plus 85 people from 17 health centers throughout North Barito Regency, 5 people each per health center, so that the total number was 90 people.

A sample is a part of the number and characteristics possessed by the population (Sugiyono, 2012: 81). The sample in this study was all members of the population used as samples, namely the Covid-19 Vaccination Team 5 people from the Muara Teweh Regional General Hospital and 85 people (5 people per health center) from 17 health centers throughout North Barito Regency totaling 90 people. The data determination technique in this study used primary data and secondary data according to the researcher's needs.

According to Sugiyono (2016), "data collection methods are scientific ways of collecting valid data with the aim of being able to prove, develop knowledge so that it can be used to solve problems". In this study, interviews, questionnaires and documentation were used. In this data processing sub-technique, the analysis methods that will be used to answer the problem formulation and research hypothesis are described. Data analysis methods are very dependent on the type of research and research method.

RESULTS AND DISCUSSION

Research Instrument Test

1. Validity Test

   Validity test aims to measure whether a questionnaire is valid or not, which can be seen by comparing r-count with r-table. A questionnaire is said to be valid if the value, Pearson Correlation (r-count) > r-table, then the question item is declared valid. However, if the Pearson Correlation value (r-count) < r-table item, then the question is declared invalid, with a significance value < 0.05. Based on result, it is stated that the calculation result of r-count > r-table through df = (N – 4), namely: 90 – 4 = 86 So that the r-table value is 0.268 with a significance value <0.05. This means that all statement items in the Incentive variable questionnaire are declared valid. Result of r-count > r-table through df = (N – 4), namely: 90 – 4 = 86. So that the r-table value is 0.268 with a significance value <0.05. This means that all statement items in the Workload variable questionnaire are declared valid. Results of the r-count calculation > r-table through df = (N – 4), namely: 90– 4 = 52. So the r-table value obtained is 0.268 with a significance value < 0.05. Result of r-count> r-table through df = (N – 4), namely: 90 – 4 = 86. So that the r-table value is 0.268 with a significance value <0.05. This means that all statement items in the vaccinator performance variable questionnaire are declared valid.

2. Reliability Test

   Reliability testing is carried out to see the extent to which the measurement results can be trusted and the results obtained with good measurement consistency. If the Cronbach Alpha value is > 0.60, then all variables in the study are declared reliable. Based on the test results, all question items on the competency, workload, geography and vaccinator performance variables are concluded to be valid, this is proven by the Cronbach Alpha value > 0.60.

Classical Assumption Test

This classical assumption test was conducted to determine the condition of the data in this study and determine the most appropriate analysis model to use.

1. Data Normality Test

   The normality test aims to test whether the regression model has a normal data distribution by looking at the results based on the Kolmgorov-Smirnov Test with a significance value greater than 0.05 (Sig. > 0.05), histogram graph and P-Plot of Regression Standardized Residual. The results of the normality test in this study are as follows:

Table a.1 Normality

		Unstandardized Residual
N		56
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	2.10555599
Most Extreme Differences	Absolute	.090
	Positive	.090
	Negative	-.085
Kolmogorov-Smirnov Z		.090
Asymp. Sig. (2-tailed)		.280

   Based on the results of the normality test in table 5.17 above, it shows that the significance value or Asymp. Sig. (2-tailed) is greater than 0.05, namely 0.280 (0.280 > 0.05). So it is concluded that the data tested in this study is normally distributed.

2. Multicollinearity Test

   Multicollinearity test is used to see whether the regression model has a correlation between independent variables or not. A good regression model should not have a correlation between independent variables or multicollinearity.

Table b.1 Multicollinearity

Model		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	2.263	4.265			
	INSENTIF	.328	.086	.374	.882	1.018
	BEBAN KERJA	.224	.082	.248	.879	1.021
	GEOGRAFIS	.211	.093	.227	.896	1.004

   Based on table 5.18 above, all variables have a tolerance value above 0.10 and a VIF value below 10. So it can be concluded that the regression model in this study does not have multicollinearity between independent variables.

3. Multiple Linear Regression Analysis

   Multiple linear regression analysis aims to calculate how much influence the independent variables have on the dependent variable. In this study, to determine the magnitude of the regression coefficient of the independent variables, namely incentives, workload and geography have a significant influence on the dependent variable, namely the performance of the Vaccinator.

Multiple Regression Analysis Table

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	2.283	4.365	
	INSENTIF	.428	.086	.474
	BEBAN KERJA	.274	.082	.348
	GEOGRAFIS	.211	.093	.227

Hypothesis Testing

1. Simultaneous Test (F Test)
   The F test is conducted to determine whether the Incentive (X1), Workload (X2) and Geographic (X3) variables are able to simultaneously or jointly influence Vaccinator Performance (Y). This test is conducted by comparing the F-calculation value with the F-table at an error/significance level of 5% (α=0.05).
   With decision-making criteria, namely:
   a. If F-count < F-table at α = 5%, then H 0 accepted
   b. If F-count > F-table at α = 5%, then H 1 accepted
2. Partial Test (T-Test)
   The t-test is used to partially measure how much influence the independent variable has on the dependent variable by comparing the calculated t-value with the t-table value at a significance level of 5% (α = 0.05). With the decision-making criteria, namely:
   a. If t-count < t-table at α = 5%, then H 0 accepted
   b. If t-count > t-table at α = 5%, then H 1 is accepted Formula to find the value t-table:

t-table = α ; n – k
= 0.05 ; 90 – 4
= 0.05 ; 86
t-table = 2.007
Information:
α = Significance (0.05 %)
n = Number of respondents k = Number variable

Partial Test Table

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.283	4.365		.694	.737
	Insentif	.428	.086	.474	4.116	.002
	Beban Kerja	.274	.082	.348	3.821	.007
	Geografis	.211	.093	.227	2.215	.011

3. Dominance Test

Table 5.23 Dominant Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.283	4.365		.694	.737
	Insentif	.428	.086	.474	4.116	.002
	Beban Kerja	.274	.082	.348	3.821	.007
	Geografis	.211	.093	.227	2.215	.011

Dependent Variable: Vaccinator Performance
(Source: processed data from SPSS version 25.0)

Based on the results of the table above, to find out which variable is dominant among

the independent variables (X) against the dependent variable (Y), it is done by looking at the ranking of the standardized regression coefficient β (Beta) or Standardized of Coeffcients Beta of each significant independent variable. The variable with the largest β (Beta) coefficient is one of the independent variables that has a dominant influence on the dependent variable. From the results above, it can be seen that the most dominant independent variable influencing the dependent variable is the Incentive variable which has the largest β (Beta) coefficient value of 0.474 compared to other independent variables. So Incentives are the most dominant variable in influencing Vaccinator Performance in North Barito Regency.

Interpretation of Research Results

The Influence of Incentives on the Performance of Vaccinators in North Barito Regency

Based on the results of this study, it shows that Intensive has a positive and significant influence on the Performance of Vaccinators in North Barito Regency as indicated by the t-count result of 4.116 with a significance value of 0.002 and a positive coefficient value of 0.428; then the Ha hypothesis is accepted and H0 is rejected. This shows that incentives have a positive and significant influence on the performance of Covid-19 vaccinators in North Barito Regency. The results of the study showed that the Incentive variable obtained the highest value so that incentives became the most dominant variable in influencing the performance of Vaccinators. Thus, the better the incentives given to the implementers, the more the performance of Vaccinators in North Barito Regency will increase. Incentives reviewed from the target achievement can improve the performance of Vaccinators because based on the results of vaccination coverage, it is known that only a small number of Vaccinators receive high incentives that are in accordance with the results of their vaccination achievements. The lack of incentives and other rewards in work results in Vaccinators being less responsible in completing their work, so that the work results obtained are not optimal. The problem if the lack of incentives given to the implementing elements of vaccination that occurred in North Barito Regency resulted in the performance produced by the Vaccinators being less than good and the Covid-19 vaccination coverage was not achieved. Thus, the performance of the Vaccinators in providing services to the community/public is considered less than optimal. Incentives are a combination of awards and rewards for Vaccinators in fulfilling what is required by their work so that they are able to achieve optimal results. The importance of determining Incentives in improving the performance of vaccinators has a very strong and very influential relationship, because good performance improvements depend on the compensation received by the Vaccinators. Increasing incentives for vaccinators must continue to be carried out with greater attention to the value of suitability, fairness and available budget ceilings, so that they are in accordance with the description of existing regulations. Because if the incentives given to the North Barito Regency Vaccinators increase, in accordance with agency standards, then the Vaccinators will have work motivation, can be reliable, the Vaccinators have initiative and creativity in doing their jobs and the Vaccinators are able to work according to national targets so that it will result in vaccination coverage reaching the target. The efforts made are by providing incentives in the form of bonuses or rewards to Vaccinators for teams that succeed in achieving the target according to the target. High incentives and bonuses will provide encouragement in providing the best service to the

community. The statement above is in accordance with Harsono's theory (2004) who states that incentives are any compensation system where the amount given depends on the results achieved, which means offering something to workers to achieve better results. From the explanation above, it can be concluded that in order to produce the performance of Vaccinators as implementing elements of Vaccination, by providing incentives that are in accordance with the available standards and ceilings as well as providing bonuses or rewards, high vaccination coverage will be achieved and the performance of Vaccinators will increase. This study is also supported by research conducted by Aidil Makmur (2018) The Influence of Incentives, Workload and Rewards on Job Satisfaction and Its Impact on Nurse Performance in the Aceh People's Health Insurance System (JKRA) at the Meuraxa Regional General Hospital, Banda Aceh City, which states that incentives have a positive and significant effect on nurse performance.

The Effect of Workload on Vaccination Performance

The results of this study indicate that workload has a positive and significant effect on the performance of vaccinators implementing vaccinators. This is proven by the results of the t-count value of 3.821 with a significance value of 0.006 and a coefficient value that has a positive value of 0.274; then the hypothesis H1 is accepted and H0 is rejected. This shows that Workload has a positive and significant influence on the performance of Vaccinators. Thus, the more and higher the workload of Vaccinators, the more the performance of Vaccinators will decrease. This is in accordance with Tarwaka's theory, 2011, that excessive workload will cause physical fatigue or mental fatigue, whereas too little workload where the work occurs due to repetitive movements will cause boredom and a feeling of monotony, resulting in a lack of attention and negative impacts. The negative impact of excess workload according to Tarwaka (2011) is a workload that does not match the capabilities of the workforce. The negative impact is a decrease in work quality, customer complaints, which will increase the level of absenteeism (skipping work). Complaints from leaders arise because of work results, namely because the vaccination achievements received are not in accordance with expectations, such as low achievements, many people have not been vaccinated. Too much workload can also cause employees to be too tired or sick, resulting in decreased work quality due to physical fatigue and decreased concentration, self-control, work accuracy so that the work results are not in accordance with standards. This will have a negative impact on the smooth running of the Vaccination Team because the absenteeism rate is too high, so it can affect the overall performance of the Vaccination Team. This research is also supported by research conducted by Kadek Ferrania Paramitadewi (2018) entitled The Influence of Workload and Compensation on the Performance of Employees of the Tabanan Regency Regional Government Secretariat.

Geographical Influence on Vaccinator Performance

The results of the study indicate that there is a Geographical influence on the performance of Vaccinators. This is evidenced by the t-count value of 2.215 with a significance value of 0.11 and a coefficient value that has a positive value of 0.211; then the hypothesis H1 is accepted and H0 is rejected. This shows that the Geography of vaccination targets has a positive and significant influence on the performance of Vaccinators. It is known that the vaccination targets in North Barito Regency are mostly in the Barito Riverbank area.

Thus it can be interpreted that the easier and closer/more accessible the geographical location, the better the performance of the Vaccinator. With a supportive geographical location, the better the performance of the Vaccinator. A vaccinator who works well will have an impact on improving the performance of the Vaccinator. A geographical location that is close, easy to reach, comfortable, conducive, and the availability of supporting work facilities and working conditions will lead the Vaccinator to work well and can foster high work enthusiasm so that it will produce high performance. So that there is no vaccination coverage that is not in accordance with the target, the accumulation of tasks that are reduced and handed over to other colleagues and the availability of more complete work facilities to support the activities of the Vaccinator. Likewise, geographically distant and difficult terrain and lack of facilities will have a negative impact and reduce the level of performance, because the Vaccinator in carrying out his duties will experience interference, so that he is less enthusiastic and less devoted to his energy and thoughts on his duties. When the Vaccinator works in a comfortable and conducive work environment and the facilities are good, the Vaccinator will tend to work better. This shows that the performance of the Vaccinator can be improved with a safe, easily accessible and facilitated geographical location. The statement above is in accordance with Alexander's theory (1963) in Suparman (2007) who said that geography is the study of the influence of the natural environment on human activities. Example: geography studies the form of settlements that extend due to following the river flow, where the average community of North Barito Regency lives in the riverbank area, so it will be difficult for the Vaccination Team to carry out vaccination activities in the area, considering that the transportation used is a river with some of its rapids. From the explanation above, it can be concluded that having good geography will result in good vaccinator performance. Conversely, if the geographical location of work is less supportive, it will result in less than optimal performance. This research is supported by research conducted by Kusumayanti et, al (2014) entitled The Influence of Productive Assets, Third Party Funds and Geographical Location on LPD Operational Performance in Tabanan District, which states that geographical location has a significant simultaneous influence on operational performance.

The Influence of Intensity, Workload and Geography on the Performance of Vaccinators in North Barito Regency, Central Kalimantan.

The results of this study indicate that there is a simultaneous influence between Intensive, Workload and Geography on Vaccinator Performance in North Barito Regency. This is evidenced by the results of the F-count value of 30.381 with a significance value of 0.000; then the hypothesis H1 is accepted and H0 is rejected. Intensity, workload and geography simultaneously also have a positive and significant influence on the performance of vaccinators. Intensity, workload and geography all have a positive influence on the performance of vaccinators. Intensity that does not match the job will affect the performance of vaccinators. Workload that does not match a person's abilities can cause the work targets set by the organization to not be achieved. This is because vaccinators tend to get tired of working with targets that are too high and feel unmotivated with the high workload so that some of the work targets set are not achieved which is also caused by the mismatch between the intensity and the workload received. Vaccinators will be better and more active in working

if they are placed in the appropriate workload, get targets that match their abilities and vaccination targets are in easy geography and get access and facilities in the operation of their activities. This indicates that incentives, workload and geographical location have an impact on the decline or increase in the performance of the Covid-19 vaccination vaccinators in North Barito Regency. The mismatch between incentives and workload with vaccination targets causes the set achievement targets not to be met, which will affect public services. The adjustment and availability of budget ceilings for incentives must be given more attention in accordance with the achievements and budget ceilings available, so that incentives can be paid according to the deadline and achievements. The workload given to the Covid-19 vaccination vaccinators in North Barito Regency, in some health centers there are overloaded and the target achievement is too high, so that vaccinators tend to feel exhausted in working. The targets set by the Center do not match the targets in the field. Starting from the occurrence of late arrivals at the office and in handling tasks. This indicates that employee performance is not optimal due to employee discipline. Performance improvement is an important thing desired by an organization and the employees themselves. The organization wants optimal employee performance for the sake of improving work results and organizational profits. While for employees it is important for self-development and job promotion. If the Vaccinator gets good incentives and is in accordance with the results of his achievements, has an appropriate and standard workload and feels comfortable in working accompanied by a geographical location that is easy to reach and terrain that is not too difficult and remote, it will help improve the performance of the Vaccinator in achieving the target according to the target. From the results of the research that has been conducted, it shows that the variables of incentives, workload and geography have an influence on the performance of the Vaccinator. Good performance is an important thing that the Vaccinator must have because it will have an impact on the process of implementing and completing tasks given by the organization so that goals and expectations can be achieved properly.

CONCLUSION

Based on the results of the research analysis and discussion above, several conclusions can be drawn as follows: The variables of Incentive, Workload and Geographical Location of Work have a positive and significant effect simultaneously on the performance of Vaccinators, with the value of F-count > F-table, namely (30.381 > 2.783), then the hypothesis H1 is accepted and H0 is rejected. So it can be concluded that the independent variables of Incentive, Workload and Geographical simultaneously have a significant effect on the Performance of Vaccinators. The Incentive variable has a positive and significant effect on vaccinator performance, with a t-count value > t-table, namely (4.116 > 2.007) and the significance value obtained is (0.002 < 0.05), so the H1 hypothesis is accepted and H0 is rejected. The Workload variable has a significant effect on the performance of vaccinators, with a t-count value > t-table, namely (3.821 > 2.007) and the significance value obtained is (0.007 < 0.05), then the H1 hypothesis is accepted and H0 is rejected. This means that partially the Workload variable has a significant effect on Vaccinator Performance. The Geographical Location variable has a positive and significant effect on the performance of Vaccinators in North Barito Regency, with a t-count value > t-table, namely (2.215 > 2.007) and the significance value obtained is

(0.011 < 0.05), then the H1 hypothesis is accepted and H0 is rejected. This means that partially the Geographical variable has a significant effect on Vaccinator Performance. The Incentive variable has the largest β (Beta) coefficient value, which is 0.474 compared to other independent variables. So Incentives are the most dominant variable in influencing Vaccinator Performance.

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