Factors Affecting Performance Limited AP FEA Coordinating National Family Planning Makassar

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The purpose of this study was to Determine the Factors Influencing Performance Against Power Extension of the National Family Planning Coordinating Board Makassar. The population in this study is the Power Extension of the National Family Planning Coordinating Board Makassar with a sample size of 90 people. Data collection methods in this study were questionnaires, interviews, and documentation. Methods of analysis of data using descriptive method and quantitative method with multiple linear regression analysis were used to measure the Influence of Education and Training, Motivation and Incentive Performance Against Power Extension of the National Family Planning Coordinating Board Makassar. Based on F test of independent variables (education and training, motivation and incentives) jointly have the positive and significant influence on the dependent variable (performance FEA). Through testing the correlation coefficient (R) was Obtained that level of correlation or relationship between education and training, motivation and incentives to the performance of extension workers is a high correlation is equal to 78.1 percent. While the remaining 21.9% is influenced by other factors. And Incentives is the most dominant performance factor Influencing Extension Workers National Family Planning Coordinating Board Makassar. Keywords: education and training, motivation, incentives and performance

Abstract*: Factors Influencing Performance Against Power Extension of the National Family Planning Coordinating Board Makassar. The purpose of this study was to determine the Factors Influencing Performance Against Power Extension of the National Family Planning Coordinating Board Makassar. The population in this study is Power Extension of the National Family Planning Coordinating Board Makassar with a sample size of 90 people. In data collection methods in this study were questionnaires, interviews, and documentation. Methods of data analysis using descriptive and quantitative methods is by multiple linear regression analysis were used to measure Effect of Education and Training, Motivation and Incentive Performance Against Power Extension of the National Family Planning Coordinating Board Makassar. Based on F test of independent variables (education and training, motivation and incentives) jointly have the positive and significant effect on the dependent variable (performance FEA). Through testing the correlation coefficient (R) is obtained that level of correlation or relationship between education and training, motivation and incentives to performance relationship FEA is high at 78.1 percent. While the remaining 21.9% is influenced by other factors. And Incentives is the most dominant factor influencing performance Extension Workers of the National Family Planning Coordinating Board Makassar.*

I. Preliminary

One of the basic capital of national development is the Human Resources (HR), therefore qualified human resources must always be directed and developed to achieve the expected goals. HR can be seen from the aspect of quantity and quality aspects. HR within the organization acting as executor component work and also as a partner that determines the development of the organization.

Performance of employees in an organization needs to be improved through a variety of efforts made by the organization itself as well as the efforts of employees as individuals. Improved performance is a requirement of every employee to support the objectives to be achieved by the employees themselves within the organization. The low quality of human resources is a fundamental problem that can inhibit the development and growth of national economy. Structuring of human resources should be pursued gradually.

Changes in science and technology / science and technology that is fast, intense competition, as well as ongoing organizational restructuring, generating a new notion that to be able to overcome all these challenges is required of individuals who have similar skills required for the job, and expertise - expertise which is supporting the work of other diverse skills beyond those required. So with the knowledge and skills vary, a p egawai expected to be completely competent in his work. Therefore, p Education and training required for employees to be able to adjust to developments and changes.

Law of the Republic of Indonesia number 43 of 1999 on Employment guarantee improved quality and relevance, the expansion of equitable access, and governance and accountability ba c k. This will be realized when conducted education and training to face the challenges in accordance with the demands for changes in local, national, and global, all of which are performed by leads to empowerment and improving the quality of employees as directed, planned, and sustainable.

According to data obtained from the National Family Planning Coordinating Board (BKKBN) of Makassar on Family Planning Extension performance tends to decline, marked by the emergence of several cases below:

1. Number of family planning extension 105 people distributed in 14 District in Jeneponto only about 50% were found active in the Work Area of Family Planning Counseling during working hours / time of the visit.
2. Depositing work plan extension family planning inconsistent. Supposedly in January each year is already full is received by the Head of Division of the National Family Planning Coordinating Board (BKKBN) of Makassar but in fact only 13 people were put up in 2014.
3. Attendance counselor family planning regular meetings each month tends to decrease. In accordance with an average attendance are present only 20 s / d 30 people so what is the problem in the field are rarely monitored accurately.

See the above problems is really quite complex. That requires a regulatory or management systems and resource extension adequate family planning that can accommodate all kinds of conflicts and problems in an effort to improve its performance.

One government agency that is actively involved in regional development is the National Family Planning Coordinating Board (BKKBN) Makassar. BKKBN Makassar City has a relatively heavy duty, especially in the educational efforts of family planning programs in the city of Makassar. In order to realize the tasks and responsibilities, it needs the support of qualified human resources and has a relatively high performance. Family planning program (KB) is one program that aims to improve the quality of family.

PKB high energy performance, usually characterized by the ability to work and work motivation tall one. Therefore, it is necessary to investigate the significant *Factors Influencing Performance Against Power Extension of the National Family Planning Coordinating Board Makassar,* so that later can be used as a material consideration in setting policies to improve the power performance P enyuluh F amily B erencana.

II.   Literature Review

Free enterprise has become the demands of all the people around the world. Existence of Human Resource Management (HRM) is very important for companies to manage, organize, administer and use of human resources so that it can function productively, effectively and efficiently to achieve the company's goals (Veithzal Rival, 2009: 2).

Human Resources is one asset (wealth) which the company plays an important role in achieving the objectives of the company / organization. Armstrong (2009: 4) states that the practice of human resource management (HRM) in relation to all aspects of how people work and are managed within the organization. This includes activities such as HR strategy, HR management, corporate social responsibility, knowledge management, organizational development, sources of HR (human resource planning, recruitment and selection, and talent management), performance management, learning and development, management remuneration, employee relations, employee welfare, health and safety, as well as the provision of employee services. HR practices have a strong conceptual basis, drawn from the behavioral sciences and of strategic management, human capital, and not through Home Visits industrial relations theory.

Because of the important role of HR in the implementation and achievement of the goals of the organization, resource management human must consider several aspects such as aspects of *staffing,* training and development, motivation and maintenance are in more detail mentioned by De Cenzo and Robbins (Yuniarsih and Suwatno, 2008: 4), which states that: *"Human resources management is the part of the organization that is concerned with the "people" aspect of human resources or management position, Including recruiting, screening, training, rewarding, and appraising* ".

Performance is the result of the work or the work produced by each employee to assist enterprises in achieving and realizing the objectives of the enterprise. Basically, the performance of a person is individualized for each of the employees have different levels of ability. Employee performance is more directed at the level of employee job performance.

Performance According to *Gomes et al.,* (2001: 243) is a condition that must be known and informed of certain parties to determine the level of achievement of an organization linked to the vision and mission assigned to an organization and mengetahuidampak positive and negative on operational policies that been predetermined. Assessment of performance is about an employee's performance and accountability. In a globally competitive world, companies demand high performance.

According to Dessler (2001: 2) that there are several reasons for assessing the performance, namely: First, provide information about the assessment can be done promotions and wage freeze; Secondly, the assessment gives an opportunity for you and your subordinates to review the behavior associated with the work of subordinates. Furthermore, Sikula *in* Anwar (2000: 69) explains that performance appraisal is a systematic evaluation of the employee's job and the potential that can be developed to be compliant assessment work that can be developed for a given assessment work according to standards set by an organization.

Based on some opinions mentioned above, it can be concluded that the performance assessment is the process of organizational activities that provide an assessment of the implementation of individual work deng assess the employer's contribution to the organization of work in accordance with the continuity of the implementation of the working time. So the employee performance evaluation is the assessment of the leadership to ensure that the employee has worked according to the standard time and working methods that give appropriate satisfaction ratings given work performance.

Training can be considered as activities to empower employees to be able to have the expertise and capability in performing their duties. The training process is to add insight, growing love, and to train communication skills through dialogue and contain elements of similarity which is expected to lead to motivation, requires a certain teaching methods of teachers. The training method can take the form of lectures, demonstrations, and discussions which aims to provide an understanding of knowledge, understanding and comprehension application analysis, synthesis and evaluation (Shah, 2002: 202).

Methods of education and training is a systematic way to provide a description widely and can condition the provision of education and training to develop the cognitive, affective and psychomotor tasks and labor to work Siswanto (2006: 214).

Employees are human resources for national development has a strategic role, both in the organization of the life of the country and in order to smooth and successful development. Employee development efforts is necessary, that is through provision of opportunity for employees to participate in various educational and training courses, both technically functional as well as structural and formal academic education, both undergraduate (S1) and postgraduate (S2). In accordance with the Indonesian Government Regulation No. 101 of 2000 on Education and Training Employee Position, education and training.

Motivation is "giving urges individuals to act that causes people to behave in a certain way which leads to the goal" (Ivan Aries and Imam Ghozali, 2006: 126). Motivation is one goal of keeping employees motivated to work according to reference work and responsibilities given so that the goal can be achieved with good company. Moreover, it also contained elements Unur efforts, the efforts of qualified and directed as well as consistent with the organization's objectives to be achieved.

Motiv can be interpreted as an internal condition (readiness and alertness). Which originated from the word "motive" was, the motivation can be defined as the driving force that has been active at certain moments, especially when the need to achieve the goal strongly felt urgent.

From the description above can be in sipulkan that motivation etymologically is the impetus or locomotion that is the driving force who are in oneself to do an act to achieve a goal.

Performance will be towards the Instrumentality, namely barupa belief that someone good performance will be given remuneration in kind. Individuals, consisting of expectations of conviction that one's efforts will affect the performance. Performance will be towards the Instrumentality, which formed the belief that someone good performance will be given remuneration in kind. Individuals will assess reward explicitly or implicitly that will form a perception of reward in itself.

Incentives as a means of motivation that encourage employees to work with an optimal capacity, which is intended as an extra income outside the salary or wages that have been determined. The incentive is intended to meet the needs of employees and their families. Term incentive system is generally used to describe plans for the payment of wages are linked directly or indirectly with the varying standards of employee performance or profitability of the organization.

According to Anwar King Mangkunegara (2002: 89), suggests that: "The incentive is a form of motivation that is expressed in the form of money on the basis of high performance and also a sense of recognition of the organization towards the employee's performance and contributions to the organization (company)."

According to T. Hani Handoko (2002: 176), suggests that: "Incentives are a stimulant that is offered to the employees to perform the work according to or higher than the standards that have been set".

So according to the opinions of the above experts can authors conclude, that incentive is a boost to a person in order to work properly and be more able to reach the level of higher performance so that it can raise morale and motivation of an employee, so someone can function properly if there is a motivation in itself, the problem is how also create morale and motivation, because even if the motivation is formed if not accompanied by his passion then still the employee will not be able to work as expected.

It is clear that sufficient incentive will encourage the spirit and morale of employees, so that employees will continue to maintain and improve their work there will ultimately increase profits itself in achieving the goals and objectives set, so that agencies and employees are expected to be solid in build unity towards the company's progress /instance.

So the incentive is a means of motivation that can stimulate or encourage employees to arise within them greater enthusiasm to excel for improved performance.

III.   Conceptual Framework And Research Hypotheses

Before creating or building a conceptual framework in this study, first explained the thinking model framework that is intended to provide the basis of deductive and inductive thinking process through the study of theoretical studies and empirical studies. Based on the background described in penduhuluan, this study aims to how the Factors Influencing Performance Against Power P enyuluh F amily B erencana in Makassar.

The conceptual framework aimed at addressing in general about the variables in this study is composed of the Education and Training as a variable (X_1), Motivation as a variable (X_2), and Insenttif as a variable (X_3) while the performance as a variable (Y).

For more details of this conceptual framework are as follows:
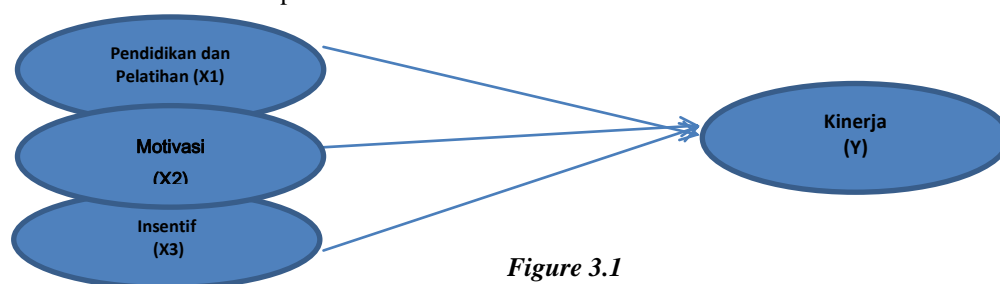
Figure 3.1
Conceptual Framework Research

B. Research Hypothesis

The hypothesis is a temporary answer to the formulation of research problems (Sugiyono, 2008: 51). The hypothesis of this study are as follows:

1. Education and training factor positive and significant impact on the performance of employees in the power P enyuluh F amily B erencana in Makassar.
2. Motivation Factor positive and significant effect on the performance of employees in the power P enyuluh F amily B erencana in Makassar.
3. Incentives factor positive and significant effect on the performance of employees in the power P enyuluh F amily B erencana in Makassar.
4. Factors Incentive dominant influence on employee performance on a power P enyuluh F amily B erencana in Makassar.

IV.   Research Methods

However in this study did not rule out using the methods that are used in qualitative research, for the use of those means is deemed by the authors are able to maximize the search data and analyze it. While this type of research is quantitative descriptive that describes and analyzes the performance Power P enyuluh F amily B erencana in Makassar.

Types and Sources of Data
1.   Type of data
As the data needed in the research fatherly analyzed are as follows:
a.   Quantitative data, ie data obtained and presented in the form of figures obtained from the books, documents and other references relevant to the study examined.
b.   Qualitative data, ie data in the form of information or captions yng information obtained and presented in the form of non-digits.
2.   Data source
Sources of data required in this study come from:
a.   Primary data, ie data obtained from the research directly in the field or it can also be said that the primary data collecting these data is carried out by researcher, both from the results of questionnaire respondents who selected or dri interviews directly in the field.
b.   Secondary data, ie data obtained indirectly or pass through intermediaries. Secondary data obtained through the library data from a wide variety of good reading in the form of books, journals, magazines, articles, and

various research results related to research and study the various organizations dokumem- documents relevant to research problems.

Data collection technique
Data collection techniques used in this study are as follows:
1. Observation
The collection of data by direct observation on the object of research.
2. Interview
The collection of data in the form of question and answer verbally face to face with the respondent.
3. questionnaires
Questionnaires are a number of written questions that are used to obtain information from respondents ..
4. Documentation
The collection of data is written in the form of journals, books, reading materials related to research problems.

Population and Sample
Population is the whole object of the research that has certain qualities and characteristics are determined by researchers to learn and then drawn conclusions (Sugiyono, 2008). The population in this study are Power Extension Office F amily B erencana in Makassar amounted to 145 civil servants.

The sample is part of the population that will be the object of the study sample in this study is Power Extension Office F amily B erencana in Makassar. The sample size in the study was obtained by using the following formula (Slovin):

$$n = N$$
$$1 + N (e^2)$$

Information :
n $\qquad$ = Number of samples
N $\qquad$ = Total population
e $\qquad$ = Percent leeway inaccuracy due to making mistakes until that can be tolerated.

$$= 145$$
$$1 + 145 (0,05^2)$$

$$= 145$$
$$1 + (145 (0,05^2))$$

$$= 145$$
$$1 + 0.5625$$

$$= 105$$

So the sample in this study is the number 105 People Power Extension Office F amily B erencana in Makassar.

Table 4.1 Distribution Questionnaires were returned

No.	Information	amount
1	Damaged / missing	15
2	questionnaires returned	90
	total respondents	105

Data analysis method
In the analysis of the data used concept analysis process using a concept developed by Ghozali (2005: 160).

To test the effect of variable can be used multiple regression analysis line ar:
with:
Y $\qquad$ = Employee Performance
X_1 $\qquad$ = Education and Training
X_2 $\qquad$ = Motivation
X_3 $\qquad$ = Incentives
bo $\qquad$ = Constant regression
b_1, b_2, b_3 $\qquad$ = The regression coefficient
ε $\qquad$ = Error term

To test the hypothesis as follows:
1. Validity to show the extent of the measuring instrument mengukul thing to be measured, once calculated, the correlation value is obtained and compared with a critical number r correlation table. If the correlation value obtained is larger than the value of r criticism correlation table, then Ho is rejected and Ha accepted. Comparing the correlation number obtained with the correlation table critique numbers r value. When the value of r> r table, then the question is valid or significant in this study, the correlation table critique figure for the value of r is r (N-2; α). Test Validity performed using *SPSS 21*.

2. The reliability test is an index indicating the extent to which the gauges can be trusted or relied upon. Reliability testing technique used is by *Cronbac. Cronbach* technique used to find the instrument reliability scores range between values, eg, 0-10 or 0-1000 or form skal 1-3,1-5 or 1-7 and so on. According Singgih (2000), states that Croanbach Alpha coefficient is between 0 and 1. The closer the figure 1.0, the better the consistency of the instrument under test. Cronbach Alpha coefficients votes beradasrkan the following rules:

$_{Alpha}$ *r> 0.9 = perfect,* $_{Alpha}$ *r> 0.8 = good,* $_{Alpha}$ *r> 0.7 =* acceptable, $_{Alpha}$ *r> 0.6 =* questionable, $_{Alpha}$ *r> 0.5 =* bad, $_{Alpha}$ *r <0 , 5 =* unacceptable. The reliability test menngunakan *SPSS 21.*

3. T test (partial) was used to test the parameters of the regression coefficient of each independent variable partially. This means that the t test can determine whether the independent variables individually have a significant impact on the response variable.

Examiners are:

H_o: $b_i = 0$ (factor X_i is not influenced Y)

H_i; $b_i = 0$ $_{(i}$ X factor influencing Y), if a facto r X have an influence on Y, if the value of $_t$ is greater t $_{table}$ or calculated probability value is smaller than α (α = 5%). The influence here means that there is resistance to H_o. Sedagkan reverse if $_{the\ t}$ value is smaller t $_{table}$ or a probability value is bigger than α (α = 5%), then menunujukkan factor X has no effect on Y.

t $_{count>}$ t $_{table}$ or P value <α; Reject H_o

$_t$ <t $_{table}$ or P value> α; Accept H_o

4. F test (simultaneous test) used to download Guji simultaneously fitness model apaka factors that affect the performance of employees. A factor X will affect Y is greater than F $_{table,}$ then at least one X affects Y. Whereas if F $_{count}$ is smaller than F $_{table,}$ then none X dipastikantidak affecting Y. If further elaborated:

$_{Htiung}$ F <F $_{table}$ then H_o accepted, meaning that the X factor together did not significantly affect Y.

F $_{count>}$ F $_{table}$ then H_o rejected, meaning that at least one X factor that significantly affect Y.

5. To see the closeness of the relationship between independent variables *(Independent Variable)* on the dependent variable *(dependent variable)* is explained by the correlation coefficient (R) if the value of R> 0.5 means the relationship is strong, R = 0.5 means that the relationship was and R <0.5 means the relationship is weak.

6. To estimate the percentage dependence dependent variable *(dependent variable)* and the constant interskep described by the coefficient of determination (R $^{2)}$ or *(R-square)* and if influence Interskept issued then R ^{2} to R ^{2} correlated *(Adj. R-Square).* Rated R ^{2} coefficient of determination that indicates how much the dependent variable changes caused by changes in the independent variables together.

Operational definition

Related variables *(dependent variable)* in this research is employee performance (Y) and as vriabel free *(independent variable)* is education and training $_{(X1),}$ motivation (X $_2$) and incentives (X $_3$). The operational definition of each of these studies is the formulation of the problem and the proposed hypothesis, the variables that were analyzed can be identified as follows:

1.   Education & Training as an independent variable (X $_1$)

Gomes (2003: 89) education and training is any attempt to fix perfomansi worker to a particular job being its responsibility, or the work that has to do with his job. Education and training can be measured by modifying the instrument developed by Aiben et.al in Fuad Mas'ud (2004: 128) using a scale of 5 levels of 1 liekrt strongly agree to strongly agree 5. The indicators are:

1) Evaluation criteria
2) Preliminary tests (pratest)
3) Employees are trained or developed
4) Full test (post-test)
5) Transfer or promotion and follow-up.

2. Motivation as the independent variable (X $_2$)

Motivation is a boost in self employees who need to be met for these employees can solve the self to the environment. Measured using a Likert scale with a grouping of five categories, namely: (i) 5 = Strongly agree, (ii) 4 = Agree, (iii) 3 = Just agree, (iv) 2 = disagree, (v) 1 = Strongly agree.

Indicators of motivation as follows:

a. Decent wages
b. Security in work
c. Good cooperation relations

d. Reward high performance
e. Autonomy in the execution of work

3. Incentives as an independent variable (X_2)
An additional incentive remuneration granted to certain employees whose performance above standard achievement. Are as follows:
a. Good performance
b. Long work / life of FEA
c. FEA needs
d. Justice and Eligibility
e. Job evaluation
Measured using a Likert scale with a grouping of five categories, namely: (i) 5 = Strongly agree, (ii) 4 = Agree, (iii) 3 = Just agree, (iv) 2 = disagree, (v) 1 = Strongly agree.

4. employee performance as the dependent variable (Y)
Employee performance is the result of work of employees in terms of both quality and quantity based on the standard of work that has been determined. Soedjono (2005) in Mariam (2009) mentions 6 (Six) criteria that can be used to measure the performance of individual employees. All six of these criteria researchers set as the following indicators:
a. Quality, is the result of the work carried out near-perfect or meet the standards expected of the job.
b. Quantity, is the amount produced or the number of activities that can be completed.
c. Timeliness, which can be completed at a predetermined time and maximize the time available for other activities.
d. Effectiveness, is the maximum utilization of existing resources in the organization to improve service quality
e. Independence, is able to carry out the work without help or supervision.
   Measured using a Likert scale with a grouping of five categories, namely: (i) 5 = Strongly agree, (ii) 4 = Agree, (iii) 3 = Just agree, (iv) 2 = disagree, (v) 1 = Strongly agree.

V.   Results And Discussion

Testing Instrument Research
        Testing instrument in studies that used questionnaires needed to determine whether the measurement tools can be used or not in the data collection process. In this test the validity of the process is carried out and realibitas answers from the questionnaire. By doing the testing process this data, expected results obtained with the hypothesis appropriate to the expected.

1.   Validity and Test The reliability
        According Sugiyono (2007: 233), *corrected item total correlation* is a correlation between the total score of the item, so open to interpretation by consulting the critical value of r-table, if r arithmetic> r- critical value *tables product* moment the instrument is declared invalid.
        From the table reliability test with Cronbach Alpha method can be seen that the value of the coefficient of reliability count when compared with the results of a calculation coefficient table turns R arithmetic> R table. Because the coefficient of reliability of testing outweigh the reliability coefficient table it can be concluded that the instrument proved to be reliable. From the data processing on reliability testing were obtained coefficient of reliability *(Cronbach's Alpha)* for the variable of 0.740 Performance, Education and Training .787 variables, variables and variable Motivation Incentive 0.688 0.787.

Hypothesis testing
        Based on the classic assumption test including normality test, multicollinearity test, and test heterokedastisitas showed that the estimated regression qualified classical assumptions so that the expected results will be good in analyzing the effect of independent variables on the dependent variable. Tests on the results obtained regression testing conducted simultaneously using F-test and partial test by using t-test.
Based on the results of the ANOVA analysis, the first hypothesis of research that states that the factors which consists of education and training, motivation and incentive to the performance of extension workers at the National Family Planning Coordinating Board Makassar acceptable.
Effect of Education and Training Extension of the Power Performance at the National Family Planning Coordinating Board Makassar.
Results of hypothesis testing has proven there is influence between education and training on the performance of labor educator at the National Family Planning Coordinating Board Makassar . Through calculations that have

been done obtained values have t $_{count}$ 2.600 with a significance level (0.011 <value α of 0.05), this means that education and training partially positive effect on the performance of labor educator at the National Family Planning Coordinating Board Makassar Meaning that the better the work environment, the performance of t enaga counselors at the National Family Planning Coordinating Board Makassar the better.

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Methods of education and training is a systematic way to provide a description widely and can condition the provision of education and training to develop the cognitive, affective and psychomotor tasks and labor to work Siswanto (2006).

Effect of Motivation on the Performance Extension Workers at the National Family Planning Coordinating Board Makassar

Results of hypothesis testing has proven there is influence between motivation towards performance power extension to the National Family Planning Coordinating Board Makassar . Through calculations that have been done obtained by value t $_{arithmetic}$ amounted to 2,984 has a significance level of 0.004 is smaller than the value α of 0.05. This means that the motivation partially positive effect on the performance of labor educator at the National Family Planning Coordinating Board Makassar .

The fact that the award to compensate FEA good will mend orong motivation to work and to earn a decent line of work will make FEA spirit to work in order to improve the performance of power extension to the National Family Planning Coordinating Board Makassar .

Effect of Incentives Against Performance Extension Workers at the National Family Planning Coordinating Board Makassar .

Results of hypothesis testing has proven there is the influence of incentives on performance of labor educator at Family Planning Coordinating Board Na tional Makassar . Through the results of calculations which states that the value t $_{arithmetic}$ amounted to 9586 values obtained have 0,000 significance level of α is 0.05, this means that incentives partially positive and significant impact on k inerja labor educator at the National Family Planning Coordinating Board Makassar , which means that with an increase in variable incentive there will be an increase in the performance of labor educator at the National Family Planning Coordinating Board Makassar . The fact that the provision of incentives organization see the old work or employment of FEA these incentives is the basis for an extension officers are to encourage in order to carry out and finish the job so well that it will produce the performance you need and the amount of incentive disusaikan needs and results the work of extension workers in order to improve the performance of power extension to the National Family Planning Coordinating Board Makassar . So Pember i an incentive is sara n a motivation that could meran g his or m endorong employee a g ar in self they arise se m angat y ang l ebih great achievement for pe n ingkatan performance.

Effect of Education and Training, Motivation and Incentive Against Performance Power counselors at the National Family Planning Coordinating Board Makassar

Based on the multiple linear regression equation mentioned above, it can diinterpresentasikan that the constant (b $_0$) obtained from the value of 0238 which states that the magnitude of the performance of labor educator at Family Planning Coordinating Board of the National Makassar consisting of Education and Training, Motivation and Incentive Power counselors Coordination Board National family Planning Makassar .

The amount of the contribution of education and work environment variables, incentives and job placement of employees on the performance of labor educator at the National Family Planning Coordinating Board Makassar and can be seen from the determination coefficient is 0,781 or by 78.1 percent.

VI.   Conclusions And Suggestions

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Based on the analysis and discussion of the results of the study, the researcher mensimpulkan as follows:

1. The results showed that the variables of education and training, motivation and incentives simultaneously a significant positive effect on the performance of labor educator at Family Planning Coordinating Board of the National Makassar .
2. Factors most dominant influence on the performance of labor educator at Family Planning Coordinating Board of the National Makassar is an incentive . By giving incentives to employees on a regular basis then

it can help speed up the completion of the work due to be diligent, creative and can create new things in resolving tuags and tanggng he replied.

3. From the calculation results of multiple regression determination coefficient R^2 (R Square) shows that all independent variables simultaneously positive and significant impact. While the correlation coefficient indicates a very strong relationship between the independent variables with the dependent variable.

4. Simultaneously and partially work motivation, incentives and organizational culture have a significant effect on the performance of labor educator at Family Planning Coordinating Board of the National Makassar .

Suggestion

Based on the conclusions drawn then the advice that can be given is as follows:

5. The National Family Planning Coordinating Board Makassar constantly upgrading the performance of extension workers through the conduct education and training, motivation and incentives .

6. Always hold trainings in order to improve the performance of extension workers from doing workshops, training and competency training so as to realize the performance improvements FEA.

7. Incentives should be continuous so as to further boost morale and k in Gov on labor educator at Family Planning Coordinating Board of the National Makassar .

8. Employee motivation should be owned by every performance labor educator at Family Planning Coordinating Board of the National Makassar in order to create maximum performance and can improve the performance of employees.