The Influence of Performance Allowances on Employee Work Motivation at the Office of the Ministry of Religion of East Tanjung Jabung Regency

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\textbf{ABSTRACT}

The author is interested in conducting this research because based on the observations of researchers that occurred at the Office of the Ministry of Religion of East Tanjung Jabung Regency, the employees still lack high work motivation, it can be seen that there are still some employees who arrive late and return late after lunch break. This study aims to determine and analyze the effect of performance allowances on employee motivation in the Office of the Ministry of Religion of East Tanjung Jabung Regency. In this study, researchers used quantitative methods with research instruments using questionnaires, namely by distributing statements by direct interviews and using the Google form. In this study, researchers used Stratified Sampling samples (level sampling). Stratified Sampling is a sampling procedure in which the target population is separated into unique and homogeneous segments (strata), and then a simple random sample is selected from each segment (stratum). With a population (N) of employees in the Office of the Ministry of Religion of East Tanjung Jabung Regency, namely as many as 34 employees. Data were analyzed using descriptive statistics, validity test, reliability test and simple regression test (t test) using the Microsoft Excel 2007 application and the SPSS version 25 application for windows. The results of this study indicate that performance allowances have an influence on work motivation and the magnitude of the effect of performance allowances on employee work motivation in the Office of the Ministry of Religion of East Tanjung Jabung Regency is 3.7%.

INTRODUCTION

Every organization has an interest in the best and maximum performance that can be produced by a series of methods that apply in that organization. HR stands for human resources, where humans are a very important aspect in a company or organization. Human resources are the most important resource in playing a very strategic and decisive role. Besides its important role as a manager, HR also plays a role as a determinant of success in the organization to achieve goals. This must be supported by effective management of Human Resources so that the organization can achieve its maximum. One of the main problems in
human resource management is how to find the best way to increase employee motivation. Human Resource Management is the process of humanly utilizing human beings as workers, so that their physical and psychological potential can function optimally for the achievement of organizational goals.

Work motivation of an employee is a complicated thing, because motivation involves individual factors and factors originating from the organization. Included in the factors that are individual in nature are needs, goals, attitudes and abilities. While those belonging to the factors originating from the organization include payment of salaries and payment of benefits, job security, fellow workers, supervision, praise, and the work itself.

Performance allowance is one of the external factors that influence efforts to improve employee performance. Performance allowances are one of the implementations of providing appropriate compensation or rewards for performance or work achievements. In other words, performance allowances are awards in the form of additional income given to employees for their performance with the aim of increasing employee morale. Performance allowances are income given to employees based on work performance in the form of money other than basic salary, position allowances and other nationally applicable benefits determined by the government.

The term performance allowance is not new among Civil Servants (PNS). Performance Allowances are benefits given to employees within the Ministry of Religion whose implementation is in accordance with Presidential Regulation Number 130 of 2028 concerning Employee Performance Allowances within the Ministry of Religion.

With regard to receiving performance benefits and work motivation, there are still many employees who lack discipline such as arriving late, sleeping and leaving the office during working hours. Even though, as we know, the main purpose of giving performance allowances is to act as a booster for civil servants, including civil servants at the Ministry of Religion, to become more disciplined and more active at work and to be able to achieve common targets and goals.

The purpose of this study was to find out whether performance allowances affect work motivation and to find out how much influence performance allowances have on employee motivation at the Office of the Ministry of Religion of East Tanjung Jabung Regency. The benefits of this research are as a contribution of input and ideas for the Ministry of Religion of East Tanjung Jabung Regency in increasing high work motivation and creating a conducive work environment.

METHOD

The type of research used in this study is a type of quantitative research using a descriptive approach. According to Sugiyono Quantitative research is a research method based on the philosophy of positivism, used to examine certain populations or samples, data collection uses research instruments, data analysis is quantitative/statistical in nature, with the aim of testing established hypotheses (Sugiyono, 2014). The focus in this study is the effect of performance allowances on employee motivation in the Office of the Ministry of Religion of East Tanjung Jabung Regency with a population of 34 employees and data sources obtained from primary data and secondary data.

The sampling technique used is stratified sampling. Stratified Sampling is a sampling procedure in which the target population is separated into unique and homogeneous segments (strata), and then a simple random sample is selected from each segment (stratum). Selected samples from various strata were combined into one sample.

The research instrument is a measuring tool used in research, namely a tool used to measure observed phenomena (variables). Before compiling research instruments,
researchers should first determine the type of data needed for analysis. This research uses instruments that are intended to produce accurate data using a Likert scale. This study uses instruments that are intended to produce accurate data using a Likert scale. Likert scales allow respondents to select items on a five to seven point scale depending on the amount of agreement on the item. The Likert scale consists of a series of statements about the attitude of respondents to the object under study. Each question has 5 points, from the Agree and Disagree scales. Data collection was carried out through observation, distributing questionnaires and documentation.

Data analysis is the process of grouping or organizing and sorting data so that it will get an overview or answer to the research objectives. The steps in data analysis in this study are as follows:

1. **Descriptive Statistics**
   Decriptive Statistics are statistics that are used to analyze data by describing or describing the data that has been collected as it is without intending to make general conclusions or generalizations. Research conducted on populations (without being sampled) will obviously use descriptive statistics in the analysis. However, if the research is conducted on a sample, then the analysis can use descriptive and inferential statistics. Descriptive statistics can be used when the researcher only wants to describe sample data, and does not want to make conclusions that apply to the population from which the sample is taken.

2. **Normality Test**
   The normality test is a data distribution test to be analyzed, whether the distribution is under the normal curve or not. The approach used for normality is using the one-sample columnogrov-smirnov test method.

3. **Heteroscedasticity test**
   According to Ghozali in Elisa Desy, the heteroscedasticity test is used to test whether in the regression model there is an inequality of residual variance from one observation to another.

4. **Multicollinearity**
   Multicollinearity test to determine whether the independent variables in a study have the same elements. Independent variables are not allowed to contain the same aspects, indicators or dimensions, so the regression coefficients obtained will be biased or not significant. The multicollinearity test in the regression model can be determined based on the Tolerance value and the Variance Inflation Factor (VIF) value. The decision making criterion using the Tolerance value is if the Tolerance value is > 0.10 then the independent variables tested do not have symptoms of multicollinearity, whereas if <0.10 then multicollinearity occurs. The decision making uses the VIF value, namely if the VIF value <10 then the independent variable does not have multicollinearity, whereas if VIF > 10 then the independent variable is declared to have multicollinearity.

5. **Partial Test (T Test)**
   Partial test (t test) is used to test the hypothesis of the effect of individual independent variables on the dependent variable. The t test is a statistical test used to test the truth or falsity of the null hypothesis.

6. **Determination Coefficient Test (R2)**
   The coefficient of determination or R2 is a value to measure the contribution (share) of several variables X to the variation (rise and fall) of Y. The value of the coefficient of determination can be measured by R-Square (one independent variable or simple regression is used) or Adjusted R-Square (more than one independent variable or multiple linear regression)
FINDINGS AND DISCUSSION

1. Performance Allowances

According to Rivai put forward several definitions of performance, namely: "Performance is a set of results achieved and refers to the act of achieving and implementing a job requested". Meanwhile, according to Sutrisno, performance is "the work that has been achieved by a person from his work behavior in carrying out work activities. According to Edison, performance is the result of a process that refers to and is measured over a certain period of time based on predetermined conditions or agreements. According to the Regulation of the Minister of Religion of the Republic of Indonesia No. 11 of 2019 concerning Provision of Employee Performance Allowances at the Ministry of Religion, performance allowances are allowances given to employees at the Office of the Ministry of Religion whose implementation is in accordance with Presidential Regulation No. 130 of 2018 concerning Employee Performance Allowances at the Office of the Ministry of Religion.

According to Hasibuan stated that "allowances are deviant gifts given to workers or representative meetings as a component of their registration in the organization. Examples of benefits are health care coverage, extra security, organization paid travel, annuity plans, and other benefits related to work connections. Allowances are elements of remuneration given directly to individual employees in rupiah values that can be known with certainty. Providing benefits to these employees to raise/increase the morale and enthusiasm of employees/employees in this case which includes allowances are commissions, work accident benefits, health benefits, old age allowances, rice allowances, wife child benefits, position allowances and other benefits that are lawful according to Constitution. Provision of performance allowances in a fair and proper manner in accordance with the weight of work and responsibility to trigger productivity and ensure employee welfare. Ministries/Institutions that have received performance allowances must have structured performance through the implementation of Employee Performance Targets.

Giving performance allowances in an organization has the following objectives:

a. Improving employee and organizational performance.
b. Improving employee welfare.
c. Improving the quality of public services.
d. Reducing the occurrence of irregularities and violations of laws and regulations, norms, moral ethics of civil servants.
e. Creating an efficient, effective, transparent, clean and accountable bureaucracy.

The provision of Civil Servant Performance Allowances is based on the following principles:

a. Based on performance and merit (performance & merit based).
b. All levels (leadership and staff) can

c. Understand the performance-based allowance policy and view the policy as fair, transparent and accountable.
d. Giving performance allowances must be able to motivate civil servants to perform high and show their best abilities in carrying out each task they carry out.
e. Flexible to provide individual awards differently based on the level of contribution made by each employee.

2. Work Motivation

Herzberg's theory is known as the "two-factor model" of motivation, namely motivational factors and hygiene or "maintenance" factors. Motivational factors are things...
that encourage achievement that are intrinsic in nature, meaning that they come from within a person, while what is meant by hygiene or maintenance factors are factors that are extrinsic in nature, meaning that they come from outside a person, for example from an organization, but also determine behavior of a person in his work life. According to Herzberg, those classified as motivational factors include one's job, success achieved, opportunities for growth, advancement in career and recognition of others.

Malayu SP Hasibuan, Motivation is a stimulant (want) and driving force of one's willingness to work. Each motive has a specific goal to be achieved. Meanwhile, motivation questions how to direct the power and potential of subordinates, so that they want to work together productively to achieve and realize the goals that have been determined. Inside manager motivating employees based solely on estimates and guided by human needs only.

Factors Influencing Work Motivation

Saydan in Sayuti cited by Gustisyah, Raika, mentions that a person's work motivation in carrying out his work is influenced by several factors, namely internal factors that come from psychological processes within a person and external factors that come from outside oneself (environment factors).

1. Internal factors
   a. Personal Maturity
      Selfish and indulgent people are often insensitive to the motivation to receive gifts and thus have difficulty cooperating with motivation in the workplace. Thus, a person's innate habits, values, and attitudes that have developed since childhood greatly affect his motivation.
   b. Level of education
      Employees with higher education are usually more motivated because they already have broader insights compared to employees who are less educated. Likewise, if the level of education possessed is not used optimally, or is not properly assessed by managers, this can make employees less motivated to work.
   c. Personal Wishes and Expectations
      One wants to work hard, if personal desires come true
   d. Need
      Needs are usually in parallel with motivation, the greater a person's need to be fulfilled, the greater the employee's motivation to work hard.
   e. Fatigue and Boredom
      Fatigue and boredom factors affect passion and enthusiasm for work which in turn will also affect work motivation
   f. Job satisfaction
      Job satisfaction has a strong correlation with the level of one's work motivation. Employees who are satisfied with their jobs will be highly motivated and committed to their jobs. The level of employee satisfaction can be reflected in high work productivity, low absenteeism, ability to work overtime, low turnover, and several other positive indicators that lead to increased company performance.

2. External factors
   a. Working Office Conditions
      The work office is the entire work facility and infrastructure around workers that can affect the performance of the work itself. The work office includes the
workplace, work facilities and equipment, cleanliness, lighting, calm, including the age welfare relationship in that place.

b. Adequate compensation
Adequate compensation is the most powerful incentive tool for companies to encourage employees to do a good job.

c. Good supervision
Raika Gustisyah quoted Mathis and Jackson who said that the job of a supervisor is to provide inspiration, encouragement and impetus for other people (employees) to act. These encouragements are given to remind the person or employee that they are passionate and can get the desired results from that person. Therefore, superiors are required to know or understand the nature and characteristics of subordinates which are motivation-based needs, and superiors' understanding of behavior and actions that are limited by this motivation will influence subordinates to act according to their wishes, organization.

d. There is a Career Guarantee (Award for achievement)
Career is a series of work-related positions occupied by a person throughout his life. Employees pursue careers to be able to meet individual needs in depth. Everyone will be willing to work hard by sacrificing what is in them for the company, if the person concerned feels there is a clear career guarantee in doing the job. This will be realized if the company can provide career guarantees for the future, whether in the form of promotions, ranks, as well as guaranteed opportunities and placements to be able to develop the potential that exists in these employees.

e. Status and Responsibilities
Status or position in a certain position is the dream and hope of every employee at work. Someone who occupies a position will feel trusted, given greater responsibility and authority to carry out their activities. So this status and position is a stimulus or encouragement to fulfill the need for a sense of achievement in daily tasks.

f. Flexible Regulations
Gustisyah quoted Wahjosumidjo as saying that Raika believed that existing company systems and regulations could affect employee motivation, these regulations were protective and clearly informed would further trigger employee motivation at work:

Finding
1. Descriptive Statistics
The data collection method was carried out by distributing questionnaires to 34 respondents who were civil servants at the Office of the Ministry of Religion of East Tanjung Jabung Regency. The following is employee characteristic data:

<table>
<thead>
<tr>
<th>Gender</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>24</td>
<td>70,6</td>
<td>70,6</td>
<td>70,6</td>
</tr>
<tr>
<td>Woman</td>
<td>10</td>
<td>29,4</td>
<td>29,4</td>
<td>100,0</td>
</tr>
<tr>
<td>Total</td>
<td>34</td>
<td>100,0</td>
<td>100,0</td>
<td></td>
</tr>
</tbody>
</table>

(Source: Results of SPSS Version 25 data processing)
Based on the table data, it can be concluded that the number of respondents based on gender is 24, 24 people with a percentage of 70.6% and 10 people are women with a percentage of 29.4%.

<table>
<thead>
<tr>
<th>Age</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>21-30 Years</td>
<td>1</td>
<td>2.94</td>
<td>2.9</td>
<td>2.9</td>
</tr>
<tr>
<td>31-40 Years</td>
<td>7</td>
<td>20.59</td>
<td>20.6</td>
<td>23.5</td>
</tr>
<tr>
<td>41-50 Years</td>
<td>20</td>
<td>58.82</td>
<td>58.8</td>
<td>82.4</td>
</tr>
<tr>
<td>51-60 Years</td>
<td>6</td>
<td>17.65</td>
<td>17.6</td>
<td>100.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>34</strong></td>
<td><strong>100.0</strong></td>
<td><strong>100.0</strong></td>
<td></td>
</tr>
</tbody>
</table>

(Source: Results of SPSS Version 25 data processing)

Based on the table data above, it can be concluded that the number of respondents aged 21-30 years was 1 person with a percentage of 2.94%, aged 31-40 years was 7 people with a percentage of 20.59%, aged 41-50 years was 20 people with a percentage 58.82% and the last age 51-60 amounted to 6 people with a percentage of 17.65%.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade 6</td>
<td>1</td>
<td>2.9</td>
<td>2.9</td>
<td>2.9</td>
</tr>
<tr>
<td>Grade 7</td>
<td>6</td>
<td>17.6</td>
<td>17.6</td>
<td>20.6</td>
</tr>
<tr>
<td>Grade 8</td>
<td>4</td>
<td>11.8</td>
<td>11.8</td>
<td>32.4</td>
</tr>
<tr>
<td>Grade 9</td>
<td>15</td>
<td>44.1</td>
<td>44.1</td>
<td>76.5</td>
</tr>
<tr>
<td>Grade 11</td>
<td>7</td>
<td>20.6</td>
<td>20.6</td>
<td>97.1</td>
</tr>
<tr>
<td>Grade 13</td>
<td>1</td>
<td>2.9</td>
<td>2.9</td>
<td>100.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>34</strong></td>
<td><strong>100.0</strong></td>
<td><strong>100.0</strong></td>
<td></td>
</tr>
</tbody>
</table>

(Source: Results of SPSS Version 25 data processing)

Based on the table data above, it can be concluded that grade 6 employees are 1 person with a percentage of 2.9%, grade 7 is 6 people with a percentage of 17.6%, grade 8 is 4 people with a percentage of 11.8 people, grade 9 is 15 people with a percentage of 44.1%, grade 11 with a total of 7 people with a percentage of 20.6% and grade 13 totaling 1 person with a percentage of 2.9%.

<table>
<thead>
<tr>
<th>Class</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group II</td>
<td>1</td>
<td>2.9</td>
<td>2.9</td>
<td>2.9</td>
</tr>
<tr>
<td>Group III</td>
<td>23</td>
<td>67.6</td>
<td>67.6</td>
<td>70.6</td>
</tr>
<tr>
<td>Group IV</td>
<td>10</td>
<td>29.4</td>
<td>29.4</td>
<td>100.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>34</strong></td>
<td><strong>100.0</strong></td>
<td><strong>100.0</strong></td>
<td></td>
</tr>
</tbody>
</table>

(Source: Results of SPSS Version 25 data processing)
Based on the table data above, it can be concluded that group II employees are 1 person with a percentage of 2.9%, group III are 23 people with a percentage of 67.6% and group IV are 10 people with a percentage of 29.4%.

<table>
<thead>
<tr>
<th>Education</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>SMA</td>
<td>1</td>
<td>2.9</td>
<td>2.9</td>
<td>2.9</td>
</tr>
<tr>
<td>S1</td>
<td>24</td>
<td>70.6</td>
<td>70.6</td>
<td>73.5</td>
</tr>
<tr>
<td>S2</td>
<td>9</td>
<td>26.5</td>
<td>26.5</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>34</td>
<td>100.0</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

(Source: Results of SPSS Version 25 data processing)

2. Classical Assumption Test
   a. Normality Test
      The normality test aims to determine whether each variable is normally distributed or not. Testing is done by using the P-P Plot graph. The data is said to be normal if the points spread around the line and follow the diagonal line or spread not far from the diagonal line.
      The results of the normality test performed using SPSS can be seen in the image below:

      (Source: Results of SPSS Version 25 data processing)

   b. Heteroscedasticity Test
      This test is to test whether in a regression model there is an inequality of variance and residuals from an observation. To detect whether there is heteroscedasticity or not, you can use the Scatterplot graphical method, which is output by the SPSS program. It is said that
there is no Heteroscedasticity if the picture shows that the points are spread randomly and are spread either above or below the number 0. The results can be seen in the picture below:

![Figure 4.4 Heteroscedasticity](source)

(c) Multicollinearity Test

The multicollinearity test tests whether the regression model finds a correlation between the independent variables. Multicollinearity test can be done by looking at VIF (Variance Inflation Factors) and tolerance values.

<table>
<thead>
<tr>
<th>Tabel 4.12. Multicollinearity Test</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Coefficients</strong>&lt;sup&gt;a&lt;/sup&gt;</td>
</tr>
<tr>
<td>Model</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>(Constant)</td>
</tr>
<tr>
<td>Performance Allowance</td>
</tr>
</tbody>
</table>

Based on the table above, it can be seen that the tolerance value in the performance allowance variable table (X) is greater than 0.10. Then the VIF value of the performance allowance variable is less than 10, so it can be concluded that there is no multicollinearity between the independent variables.
3. Hypothesis Testing

a. T Test (Partial Test)

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
<td>Tolerance</td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>92,582</td>
<td>21,553</td>
<td>4,296</td>
<td>,000</td>
</tr>
<tr>
<td></td>
<td>Performance Allowance</td>
<td>.307</td>
<td>.276</td>
<td>.193</td>
<td>1,115</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Work motivation

(Source: Results of SPSS Version 25 data processing)

Based on the table above, it can be seen that the tcount of the Performance Allowance coefficient is 1.115, while the ttable can be calculated on the t-test using \( \alpha = 0.05 \) and \( df = 1.693 \). From these results it can be seen that the Performance Allowance variable has a significance value of \( > 0.05 \), namely \( 0.273 > 0.05 \), which means it is not significant and \( t_{\text{count}} < t_{\text{table}} \), it can be concluded that \( H_0 \) is accepted and \( H_a \) is rejected so that it can be concluded again that the performance allowance variable has no effect on work motivation of employees of the Office of the Ministry of Religion of East Tanjung Jabung Regency.

4. Coefficient of Determination (R\(^2\))

The \( R^2 \) test is used to measure how much influence the independent variable Performance Allowance (X) has on the dependent variable, namely Work Motivation (Y). The value of the coefficient of determination can be measured by R-Square.

Table 4.15 Coefficient of Determination (R\(^2\))

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.193(^a)</td>
<td>.037</td>
<td>.007</td>
<td>10,77620</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Performance Allowance

b. Dependent Variable: Work motivation

(Source: Results of SPSS Version 25 data processing)

Based on the table above, it shows the results of the coefficient of determination test that the R-Square column shows that the total percentage of variation in the dependent variable explained by the variable is 0.037 or 3.7%. In this case it can be concluded that the influence of the independent variable (performance allowance) on the dependent variable (work motivation) is 3.7% while the rest (100% -3.7% = 96.3%) is influenced by other factors not examined in this study.

Discussion

This study aims to determine the effect of performance allowances on employee motivation in the office of the Ministry of Religion of East Tanjung Jabung Regency. The discussion in this study is as follows:
Based on the results of the partial test (T test) that can be obtained tcount on the Performance Allowance variable (X) of 1.115. this means t-count 1.115 < t-table 1.693 with a significance level of 0.273 > 0.05. From these results it is stated that Ho is accepted and Ha is rejected, which means that there is no effect of performance allowances on work motivation. besides that there is a determination value of 0.037 or 3.7% and the remaining 96.3% is influenced by other factors not examined in this study.

The results of this study are not in accordance with the theory that has been expressed by Rivai who stated that performance is a set of results achieved and refers to the act of achieving and implementing a job requested. And Herzberg’s theory is known as the "two-factor model" of motivation, namely motivational factors and hygiene or "maintenance" factors. Motivational factors are things that encourage achievement that are intrinsic in nature, which means they come from within a person, while what is meant by hygiene or maintenance factors are factors that are extrinsic in nature, meaning they come from outside a person, for example from an organization, but also determine behavior of a person in his work life. According to Herzberg, those classified as motivational factors include one’s job, success achieved, growth opportunities, advancement in career and recognition of others.

**CONCLUSION**

From the discussion that has been carried out regarding "Performance allowances on employee motivation at the office of the ministry of religion in the East Tanjung Jabung Regency" the following conclusions can be drawn:

1. In this study, the results were obtained that there was no significant effect of the Performance Allowance Variable (X) on the Work Motivation of employees at the office of the ministry of religion, East Tanjung Jabung Regency.
2. The performance allowance variable simultaneously has no significant effect on employee motivation at the Office of the Ministry of Religion of East Tanjung Jabung Regency. With an influence of 3.7% and 96.3% influenced by other factors.

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