

The Influence of Self-Actualization Needs, Awards, and Social Needs on The Work Achievements of Rantauprat State Court Officers

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Abstract

This study aims to analyze the influence of self-actualization needs, appreciation and social needs on work performance of rantauprapat district court employees. In this study, the population was 40 employees of the Rantauprapat District Court. Due to the number of employees of the Rantauprapat District Court, as many as 40 people (less than 100 people), then all employees are taken as objects of research. The analytical method used in this research is multiple linear regression. The results of the regression analysis obtained the t count value of $2.112 > t$ table 1.6883, this means that the self-actualization needs variable (X1) has a positive effect on the work performance variable (Y). Then the significant value is $0.042 < 0.05$, which means that the variable of self-actualization needs (X1) has a significant effect on the work performance variable (Y). Based on the results of the regression analysis, the t-count value was $2.131 > t$ table 1.6883. This means that the award variable (X2) has a positive effect on the work performance variable (Y). Then the significant value is $0.040 < 0.05$, which means the award variable (X2) has a significant effect on the work performance variable (Y). The results of the regression analysis obtained the t-count value of $3.774 > t$ table 1.6883, this means that the social needs variable (X3) has a positive effect on the work performance variable (Y). Then the significant value is $0.001 < 0.05$, which means that the social needs variable (X3) has a significant effect on the work performance variable (Y). The Fcount value is $37.995 > F$ table 2.86 with a significance value of $0.000 < 0.05$. From these results, it can be concluded that self-actualization needs (X1), appreciation (X2) and social needs (X3) simultaneously have a positive and significant effect on work performance (Y). The value of R Square from the analysis of the coefficient of determination is 0.760, meaning that work performance can be explained by the job rotation variable (X1), and experience (X2) by 76%,

Keywords: self-actualization, appreciation, social needs, job performance.

1. Introduction

At present, various problems with the resources of the state civil apparatus in the central and regional governments have long emerged. However, policymakers ignore this. In some conditions, politicians tend not to pay attention to the suitability of the competence of the position with the apparatus that occupies it (Asbari et al., 2019). A successful organization is an organization that effectively and efficiently combines its resources to implement its strategies. Human resource planning will be carried out properly and correctly if the planner knows what and how human resources are. Human resources or man power (HR) is an integrated ability of the thinking power and physical power of each individual. Humans are the first and main element in every activity carried out. Reliable or sophisticated equipment without the active role of HR, means nothing. The important thing in an organization is to socialize its employees into the organizational culture so that they can become productive and effective employees.

The problem with Rantauprapat District Court Employees is that there are still employees who have not been able to adapt to the office atmosphere and other co-workers, there are still employees who have not been able to work together between employees so that this self-actualization phenomenon is still present in Rantauprapat District Court Employees. In this case, of course, greatly hampers employee performance because the self-actualization needs of Rantauprapat District Court employees are still not good. This is because there is still not a comfortable working atmosphere for employees and the leadership is still unable to unite or unite one employee with another so that the self-actualization needs of each employee are still not good.

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The reward system helps in reinforcing the key values of the organization and facilitates the achievement of organizational goals. The award is intended as a reward for the company for the sacrifice of time, effort, and thought that they have given to the company (Sutrisno, 2019). The award is a form of appreciation for efforts to obtain a professional workforce in accordance with the demands of the position which requires an activity of organizing, planning, using, and maintaining the workforce in order to be able to carry out tasks effectively and efficiently. Fahmi (2016) explains about the award or better known as compensation is the provision of remuneration paid to each individual employee as an appreciation for the work performance that has been achieved, both in the form of material and non-material. At the Rantauprapat District Court, the leadership was still unable to give awards to outstanding employees. This is because there is no budget to reward employees who have excelled. Of course, in terms of giving awards, employees are increasingly motivated to do their jobs diligently so as to produce good work performance. This is because employees at the Rantauprapat District Court have received salaries and allowances from the state. Therefore, the leadership at the Rantauprapat District Court does not give awards to employees who have excelled in their respective fields of work. This certainly has an impact on the work performance and performance of employees. The more awards given by the leadership to employees, the more performance will increase and create good work performance for the employees of the Rantauprapat District Court.

Humans in this living world will definitely need people, so humans are said to be social creatures. Employees who work at There are still Rantauprapat District Courts that do not have a good relationship between employees and other employees due to certain problems, employees are also still unable to create a cohesive atmosphere at the Rantauprapat District Court. Therefore, the social needs of the Rantauprapat District Court employees are still not good so that it affects the work performance of the employees.

Of course the need for self-actualization, appreciation and social needs greatly affect the work performance of each employee. Rantauprapat District Court employees, namely there are still employees who have not been able to adapt to the office atmosphere and other co-workers, there are still employees who have not been able to work together between employees so that this self-actualization phenomenon is still present in Rantauprapat District Court Employees. The leadership at the Rantauprapat District Court also has not yet given awards to its employees and Employees who work at There are still Rantauprapat District Courts that do not have a good relationship between employees and other employees due to certain problems, employees are also still unable to create a cohesive atmosphere at the Rantauprapat District Court. Of course, these problems also greatly affect the good and bad work performance of Rantauprapat District Court employees.

2. Literature Review

2.1. Self-actualization needs

(Chiu, 2021) states that the need for self-actualization is a person's need to be able to become what he wants according to his potential. for instance a musician must play music, a professor must teach, and so on. Maslow said that "What a man can be, he must be". Self-actualization is the process of becoming oneself and developing unique talents, traits and psychological potentials (Augustinus & Halim, 2018). (Indar Rachmawati et al., 2020) explains a person's ability to self-regulate so that it is free from various kinds of pressure is the notion of self-actualization. Opinion (Chiu, 2021) states that the indicators of self-actualization needs are 1. The need for growth (growth need), 2. The need for achieving one's potential (achieving one's potential), 3. The need for self-fulfillment (self-fulfillment), 4. The need for encouragement.

2.2. Awards

The award is a form of remuneration given to an employee for the work done, both financial and non-financial. Rewards are a way to increase employee productivity and one's behavior so that they can accelerate the implementation of assigned works (Pohan, 2022). One of the main functions of rewards is to provide responsibility and work encouragement or motivation to employees (Ahakwa et al., 2021). The purpose of the award is to attract someone to want to join the company, to keep the existing employees willing to work at the company, to give more encouragement so that the employees continue to excel. The dimensions used in this study are divided into two variables, namely financial and non-financial rewards. The dimensions for financial rewards consist of compensation and protection programs, while for non-financial rewards consist of work and work environment. According to (Karmila & Kadarusman, 2020) the indicators to measure the award variable are: a) Salary, b) Incentives c) Compliments d) Leave e) allowances.

2.3. Social Needs

Theoretically, social needs are the need for love, friendship, the role of belonging and acceptance in groups, social kinship, while in practice are formal groups, organizational sponsored activities, commemorative events (Chrisnathaniel et al., 2020). The indicators of social needs used in this study include: the need to feel accepted by others in the environment where they live and work, the need to feel respected because every human being feels important, the need to feel included (Pangarso & Susanti, 2016).

2.4. Work Performance

Job performance is defined as the ability to meet job requirements (Sutrisno, 2019). Employee performance is an important factor in organizational studies that determines the organization has an advantage over other organizations. The importance of work performance also applies to settings within an organization, with increasingly fierce competition between these organizations, (Waeraas and Solbakk 2016). The indicators of work performance according to (Siagian & Khair, 2018) consists of: 1) Work Results, 2) Job Knowledge, 3) Initiatives, 4) Mental Accidents, 5) Attitudes, 6) Time Discipline.

3. Methods

This type of research is quantitative, the place of this research is the Rantauprapat District Court, Labuhanbatu Regency, North Sumatra. Data collection techniques used in the study were observation, documentation and questionnaires using a Likert scale. In this study, the population was 30 employees of the Rantauprapat District Court. The sampling technique used is saturated sampling. Saturated sampling technique is a sampling technique when all members of the population are used as samples. Due to the number of employees of the Rantauprapat District Court, as many as 30 people (less than 100 people), then all employees are taken as objects of research. The analytical method used in this research is Hypothesis Testing.

4. Result and Discussions

4.1. Validity Test Result

The validity test of the research variables has significant criteria > 0.367 . The validity test in this study was carried out on 40 samples which were carried out outside the characteristics of the respondents, namely the Rantauprapat District Court which was located at Sisingamangaraja Street No. 58 Bakaran Batu Village, Rantau Selatan District, Asahan Regency, North Sumatra 21211. Ghazali (2018) stated that the validity test was used as a measure of a proper questionnaire declared valid or not. Valid data is data that does not differ between data reported by researchers and data that actually occurs in the object of research. The validity test result shown in Table 1.

(Syah et al., 2021) suggests that the reliability test is carried out to find out that the results of the measurement are consistent if the same measuring instrument is measured, an indicator in the questionnaire can be accepted if the alpha coefficient has a value > 0.6 . The results of the reliability test of this study can be contained in Table 2.

4.2. Reliability Test

The results of the reliability tests conducted on this research instrument can be seen in the table 2.

Table 1 and Table 2 show that all statement items are valid and reliable. The next test uses the classical assumption test with normality. The normality test of this study is contained in Table 3.

4.3. Normality Test

Normality test with Kolmogorov-Smirnov showed a significance value of 0.109. Asymp results. Sig. (2-tailed) $>$ from a significance level of 0.05. The results of this test prove that the research test with the normality test has a good normal distribution value.

Table 1. Validity Test Result

Variable Indicator Items	Total Correlation	Sig Criteria	Information
X1.1	.742	0.367	Valid
X1.2	.735	0.367	Valid
X1.3	.909	0.367	Valid
X1.4	.894	0.367	Valid
X2.1	.931	0.367	Valid
X2.2	.918	0.367	Valid
X2.3	.863	0.367	Valid
X2.4	.867	0.367	Valid
X2.5	.865	0.367	Valid
X3.1	.838	0.367	Valid
X3.2	.644	0.367	Valid
X3.3	.847	0.367	Valid
Y.1	.843	0.367	Valid
Y.2	.937	0.367	Valid
Y.3	.632	0.367	Valid
Y.4	.871	0.367	Valid
Y.5	.673	0.367	Valid
Y.6	.520	0.367	Valid

Source: primary data processed by researchers (2022).

Table 2. Reliability Test Result

Variable	Cronbach Alpha (CA)	Information
Self-Actualization Needs	.834	Reliable
Award	.824	Reliable
Social Needs	.813	Reliable
Work performance	.790	Reliable

Source: primary data processed by researchers (2022).

Table 2. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		30
Normal Parameters, b	mean	.0000000
	Std. Deviation	2.47457226
Most Extreme Differences	Absolute	.145
	Positive	.080
	negative	-.145
Test Statistics		.145
asympt. Sig. (2-tailed)		.109c

Source: primary data processed by researchers (2022).

4.4. Multicollinearity Test

Multicollinearity test aims to test how the regression model found a correlation between independent variables. Based on table 3 the magnitude of the tolerance value obtained the results of all variables does not exceed 1, it is concluded that this model meets the multicollinearity requirements because the tolerance value of all variables does not exceed 1. Meanwhile, the VIF value of each variable shows a VIF value < 10 so that this multiple regression model meets the multicollinearity assumption.

Table 4. Multicollinearity Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
1 (Constant)	1.177	2.111			
Self-Actualization Needs	.419	.199	.313	.303	3.302
Award	.442	.208	.354	.242	4.140
Social Needs	.583	.154	.376	.674	1.484

Source: primary data processed by researchers (2022).

Table 4 shows that the variable of self-actualization needs has a VIF value < 10 (3.302 < 10) and a value oftolerance> 0.1 (0.303 > 0.1), the award variable has a VIF value < 10 (4.140 < 10) and a tolerance value > 0.1 (0.242 > 0.1) and the social needs variable has a VIF value < 10 (1.484 < 10) and tolerance value > 0.1 (0.703 > 0.1), then the commitment variable has a VIF value < 10 (2.086 < 10) and a tolerance value > 0.1 (0.674 > 0.1) so it can be concluded that there is no multicollinearity . Classical assumption testing with heteroscedasticity test in this study can be contained in Figure 1:

4.5. Heterokedastisity Test Results

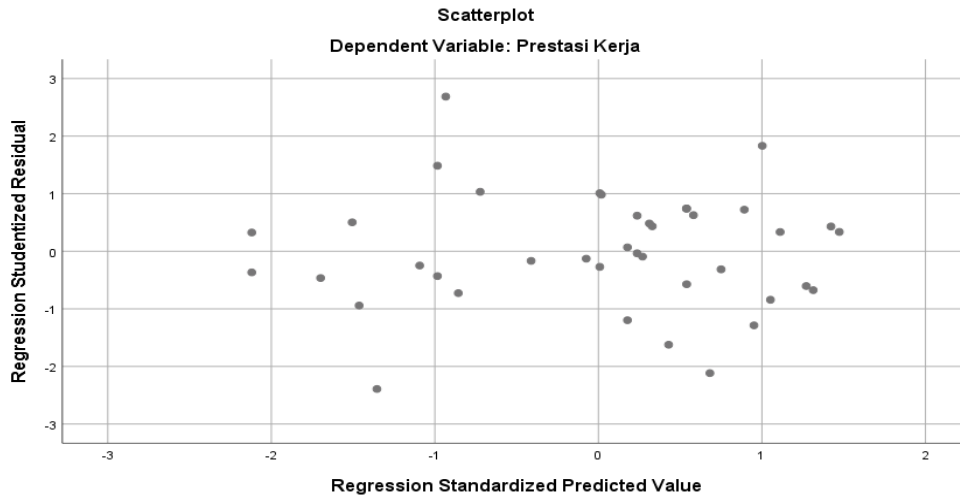


Figure 1. Heterokedastisity Result

Based on Figure 1, it can be stated that the data from this study spread above and below the number 0 on the Y axis, and did not form a clear pattern, thus it was stated that the data did not experience symptoms of heteroscedasticity. The results of the research analysis by testing multiple linear analysis can be contained in Table 5.

4.6. Multiple Regression Analysis Testing

Furthermore, multiple linear regression analysis aims to predict the magnitude of the influence of the independent variables, namely brand awareness (X1), brand association (X2), perceived quality (X3), and brand loyalty (X4) with the dependent variable purchasing decision (Y).

Based on the values in Table 5, the following multiple linear regression equation was obtained:

$$Y=1.177+0.419X1+0.442X2+0.583X3.$$

The value of B on self-actualization needs (B1) is 0.419, the value of appreciation (B2) is 0.442 and the value of social needs (B3) is 0.583 and the constant value (a) is 1.177. The description of this multiple linear regression equation shows that the variables of self-actualization needs (X1), appreciation (X2) and social needs (X3) have a positive direction coefficient on work performance.

Testing the results of the research hypothesis can use the t test (partial). This test was conducted to analyze the effect

of the independent variables, namely the need for self-actualization (X1), appreciation (X2) and social needs (X3) partially on the dependent variable, namely work performance (Y). The equation for determining the table value can be used as follows: $df = nk - 1 = 40 - 3 - 1 = 36$. After being calculated using this equation, the table value is 1.6883. The results of the t test can be loaded in Table 6.

Table 5. Results of Multiple Regression Analysis

Model		Unstandardized Coefficients		Standardized	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	1.177	2.111			
	Self-Actualization Needs	.419	.199	.313	.303	3.302
	Award	.442	.208	.354	.242	4.140
	Social Needs	.583	.154	.376	.674	1.484

Source: primary data processed by researchers (2022).

4.7. T Test

Table 6. Results of T Test

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.177	2.111		.557	.581
	Self-Actualization Needs	.419	.199	.313	2.112	.042
	Award	.442	.208	.354	2.131	.040
	Social Needs	.583	.154	.376	3,774	.001

Source: primary data processed by researchers (2022).

Based on Table 6, it can be seen that the results of the regression analysis obtained the t-count value of 2.112 > t-table 1.6883, this means that the self-actualization needs variable (X1) has a positive effect on the work performance variable (Y). Then the significant value is 0.042 < 0.05, which means that the variable of self-actualization needs (X1) has a significant effect on the work performance variable (Y). Based on the results of the regression analysis, the t-count value was 2.131 > t table 1.6883. This means that the award variable (X2) has a positive effect on the work performance variable (Y). Then the significant value is 0.040 < 0.05, which means the award variable (X2) has a significant effect on the work performance variable (Y). The results of the regression analysis obtained the t value of 3.774 > t table 1.6883, this means that the social needs variable (X3) has a positive effect on the work performance variable (Y). Then the significant value is 0.001 < 0.05, which means that the social needs variable (X3) has a significant effect on the work performance variable (Y).

The F test was conducted to test the independent variables, namely self-actualization needs (X1), appreciation (X2) and social needs (X3) simultaneously having a significant relationship or not to the dependent variable, namely work performance (Y). As for determining the value of Ftable, the following equation can be used: $df = k; n - k = 3; 40 - 3 = 3; 37$. After calculating using this equation, $F_{table} = (3; 40 - 3)$, the value of Ftable is 2.86. The results of the F test in this study can be contained in Table 7:

4.8. F Test

The purpose of the F test is to predict the effect of the independent variable (free) with the dependent variable (bound) simultaneously (simultaneously).

Table 7 shows the Fcount value of 37.995 > Ftable 2.86 with a significance value of 0.000 < 0.05. From these results, it can be concluded that self-actualization needs (X1), appreciation (X2) and social needs (X3) simultaneously have a positive and significant effect on work performance (Y).

The coefficient of determination was carried out to analyze the contribution of the influence of the independent

variables, namely self-actualization needs (X1), appreciation (X2) and social needs (X3) on the dependent variable, namely work performance (Y). The results of the coefficient of determination test can be contained in Table 8.

Table 7. F test result

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	299.050	3	99.683	37.955	.000b
	Residual	94.550	36	2.626		
	Total	393.600	39			

Source: primary data processed by researchers (2022).

4.9. Determinant Test

Table 8. Determinant test result

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.872a	.760	.740	1.621

Source: primary data processed by researchers (2022).

The value of R Square from the analysis of the coefficient of determination is 0.760, meaning that work performance can be explained by the job rotation variable (X1), and experience (X2) by 76%, while the remaining 24% can be explained by other variables not examined in this study.

4.10. Discussion

The results of the regression analysis obtained the t count value of 2.112 > t table 1.6883, this means that the self-actualization needs variable (X1) has a positive effect on the work performance variable (Y). Then the significant value is 0.042 < 0.05, which means that the variable of self-actualization needs (X1) has a significant effect on the work performance variable (Y).

Based on the results of the regression analysis, the t-count value was 2.131 > t table 1.6883. This means that the award variable (X2) has a positive effect on the work performance variable (Y). Then the significant value is 0.040 < 0.05, which means the award variable (X2) has a significant effect on the work performance variable (Y).

The results of the regression analysis obtained the t-count value of 3.774 > t table 1.6883, this means that the social needs variable (X3) has a positive effect on the work performance variable (Y). Then the significant value is 0.001 < 0.05, which means that the social needs variable (X3) has a significant effect on the work performance variable (Y).

Based on the results of the regression analysis, the t-count value was 2.872 > t table 1.6682. This means that the experience variable (X2) has a positive effect on the work performance variable (Y). Then the significant value is 0.005 < 0.05, which means that the experience variable (X2) has a significant effect on the work performance variable (Y). These results are in accordance with previous research conducted by (Andella & Sukotjo, 2017) which states that experience partially has a positive and significant effect on work performance.

Fcount value of 37.995 > Ftable 2.86 with a significance value of 0.000 < 0.05. From these results, it can be concluded that self-actualization needs (X1), appreciation (X2) and social needs (X3) simultaneously have a positive and significant effect on work performance (Y). The results of this study have previously been investigated by (Harahap & Tirtayasa, 2020) which states that self-actualization needs, appreciation and social needs simultaneously have a positive and significant effect on work performance employees at the Credit Division and Retail Division Head Office PT. Bank Sumut Medan

The value of R Square from the analysis of the coefficient of determination is 0.760, meaning that work performance can be explained by the job rotation variable (X1), and experience (X2) by 76%, while the remaining 24% can be explained by other variables not examined in this study.

5. Conclusions

Based on the literature above and referring to the result and analysis done by researchers, here the conclusions are:

- a) The need for self-actualization has a positive and significant effect on the work performance of Rantauprapat District Court employees.
- b) The award has a positive and significant effect on the Work Achievement of the Rantauprapat District Court Employees.
- c) Social needs have a positive and significant effect on the Work Performance of Rantauprapat District Court Employees.
- d) Self-actualization needs, appreciation, and social needs simultaneously have a positive and significant effect on the Work Performance of Rantauprapat District Court Employees.

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