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ANALYSIS OF THE EFFECT OF SPIRITUAL MOTIVATION, COMPETENCY AND LEADERSHIP ON EMPLOYEE PERFORMANCE TO STRENGTHEN FOOD SECURITY (STUDY ON FOOD AND FISHERIES AGRICULTURE IN THE CITY OF TANJUNGPINANG, RIAU ISLANDS-INDONESIA)

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¹Sri Muhara , ²Chablullah Wibisono , ³Iqbal Miftakhul Mujtahid, Analysis Of The Effect Of Spiritual Motivation, Competency And Leadership On Employee Performance To Strengthen Food Security (Study On Food And Fisheries Agriculture In The City Of Tanjungpinang, Riau Islands-Indonesia) – Palarch's Journal of Archaeology of Egypt/Egyptology 17(7) (2020). ISSN 1567-214X.

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Abstract : The problem in this research is whether exogenous latent constructs: spiritual motivation , competence, leadership directly affect endogenous latent constructs: employee performance and food security at the Department of Food Agriculture and Fisheries, Tanjungpinang City. This study aims to examine and analyze the direct effect of exogenous latent constructs: spiritual motivation, competence, leadership, on endogenous latent constructs: employee performance and food security. The sampling technique used *a census method* and research instruments used a questionnaire. From a total population of 112 employees of the Food and Fisheries Agriculture Office, the whole sample was taken. Testing the validity using *Pearson Product Moment* and reliability using *Crobach alpha* processed with SPSS software. Meanwhile, the *confirmatory factor analysis* (CFA) test, normality test and model test used the *structural equation model* (SEM) with the Amos software. The results of this study are: spiritual motivation has a positive and significant effect directly on the performance of employees at the Department of Agriculture, Food and Fisheries, Tanjungpinang City. Spiritual motivation has a positive and indirect effect on food security. Competence has a negative and insignificant effect on the performance of the employees of the Office of Food Agriculture and Fisheries of Tanjungpinang City, but competence has a positive and significant effect on food security. Leadership has a positive and significant effect directly on the performance of the employees of the Office of Agriculture, Food and Fisheries of Tanjungpinang City. Leadership also has a positive and significant effect directly on Food Security. Employee performance has a positive and not significant effect directly on food security.

I. PRELIMINARY

The Office of Food Agriculture and Fisheries (DPPP) of Tanjungpinang City as one of the Regional Work Units in the Tanjungpinang City Government which has the main task of carrying out regional government affairs on the basis of autonomy and assistance tasks in food affairs, agricultural affairs and fisheries affairs. The tasks and functions as mentioned above are carried out by the OPD Secretariat with 3 (three) subsections and 4 (five) fields with 10 (ten) sections as well as the UPTD and Group of Functional Positions. DPPP Tanjungpinang City has goals and objectives to achieve the stabilization of community food security by fulfilling food up to the household level.

Table 1. Achievements of Food Security in 2016-2019

No.	Year	Energy Availability (kcal / Kap / Day)	Energy Consumption (kcal / Kap / Day)	AKE Ideal (kcal / cap / day)	Food Quality / PPH (%)	Ideal PPH (%)
1	2016	1779	2144	2150	84.4	100
2	2017	1709	2184	2150	86.2	100
3	2018	1713	2200	2150	86.6	100
4	2019	2078	2244	2150	87.3	100

Source : Field Security Food Department of Agriculture Food and Fisheries City of Tanjungpinang , 2020

Based on the table above, there is a trend of increasing energy availability and energy consumption each year, namely 1179 kcal / cap / day and 2144 kcal / cap / day in 2016 while in 2019 it will be 2078 kcal / cap / day and 2244 kcal / cap / day. Food Security is one of the national mandatory affairs. Food security in the Riau Islands Province, especially the city of Tanjungpinang, is very dependent on supplies from areas outside Tanjungpinang City. During the Covid-19 pandemic, the increase in local food was greatly encouraged to increase Food Security. The Department of Food Agriculture and Fisheries plays a major role in this. Food security itself is one of the strategic targets at the Office of Food Agriculture and Fisheries of Tanjungpinang City.

In the Report Accountability Performance Government (LAKIP) are the target and the achievement of performance Durability Food in 2019 exceeded the target and exceed the achievements of the previous as that contained in the table above. One of the factors that are causing achievement of the target of this is the increase in the production of food local. Increased production of food locally is not separated from the performance of employees of the Department of Agriculture Food and Agriculture of all the fields in agriculture, namely the fields of agriculture, animal husbandry, fishery and field durability of food itself.

(Mulyani & Elviani, 2017) through its research proves that the extension of agriculture is very instrumental importance to the success of a group of farmers to realize the resilience of food. Based on the research that is done (Frankl, 2017) says that the motivation spiritual gives the effect that positively and significantly to the performance of an employee. The research that the same is done by (Prihono et

al., 2016), proved that spirituality influence positively on the performance of employees. The more high- Spirituality then getting high also its performance. Research was done by (Saputra et al., 2016) found that the competency gives the effect that is positive and significant to the performance of an employee. Research that is done by (Winanti, 2018) also proves that the competence gives the effect that positively and significantly to the performance of clerks. The source of the power of man who excelled and professionals who have competence is needed to support the success of the objectives and targets as well as the task of the principal and functioning organization. Results of the study were conducted (Sumarwinati & Ratnasari, 2019), the style of leadership influence is significant to the performance of an employee.

II.LITERATURE REVIEW

(Yogatama & Widyarini, 2015) say spiritual motivation is a spirit or power that is transcendental or a form of encouragement and enthusiasm based on knowledge. Spiritual motivation is also defined as the drives that motivate human behavior to fulfill spiritual needs. Spiritual comes from within humans. According to (Prihono et al., 2016) explaining that the spiritual motivation of a Muslim is divided into three: faith motivation, worship motivation and muamalat motivation. The motivation for faith is a belief in life, namely a pledge that departs from the heart, the motivation for worship is a motivation that has never been done by someone who has no religion, such as prayer, prayer and fasting. While muamalat motivation means regulating human needs such as primary needs (basic needs), secondary needs (pleasure) with the obligation to be able to improve performance and tertiary needs (luxury) which is prohibited by Islam.

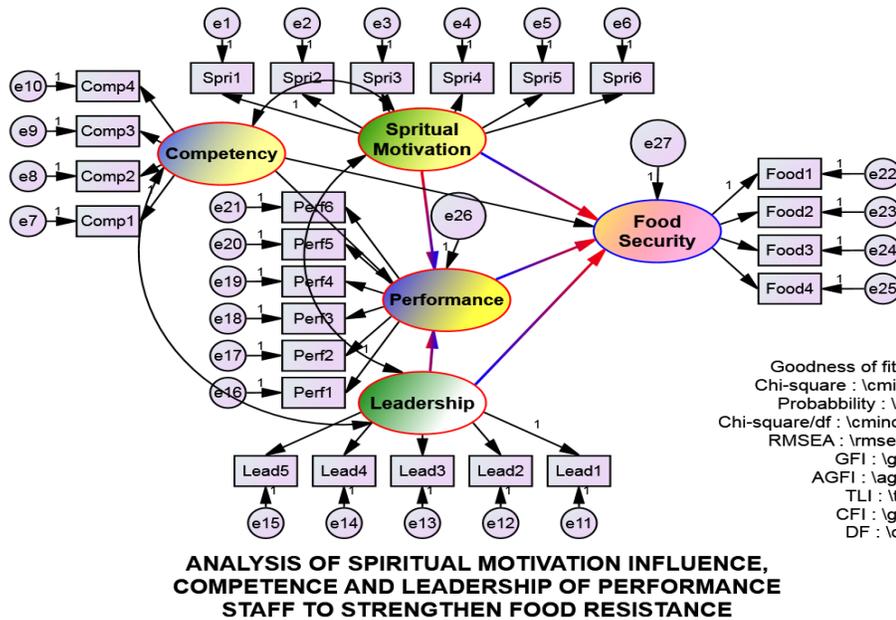
According to (Widyatama et al., 2017) competence is generally defined as skills, abilities, abilities. Basically itself, competent, which means competent, capable or skilled. In the context of human resource management, the term competency refers to the attributes / characteristics of a person that makes him successful in his job. (Nurmasitha et al., 2015) said that competency concerns the authority of each individual to carry out tasks or make decisions according to their role in the organization that is relevant to their expertise, knowledge and abilities. Individual employees' competencies must be able to support the implementation of organizational strategies and be able to support any changes made by management.

According to (Sobirin, 2016) Leader and leadership are two words that are interrelated or related, each with the basic word lead. With the prefix pe-, the word pimpin becomes a leader which means the person who leads and leadership are things that are related to the leader. Leadership is defined as an action that causes others to obey. According to (Priansa, 2016) performance is the level of success of employees in completing their work, the embodiment of ability in the form of real work and the work achieved by employees in carrying out tasks and jobs that come from the organization (Wibowo, 2014) states that performance is about doing work and results. achieved from the job. Performance is also what is expected and how to do it .

Based on Government Regulation Number 28 of 2014, the meaning of food is material from biological sources and water, either through processing or not through processing. Processing carried out for human consumption as food or drink. K etahanan food according to Law No. 18 of 2002 is the fulfillment of the

conditions of food a region of the microenvironment (individual) which is reflected by the quantity and quality of food are met, safe, diverse, nutritious and in accordance with the provisions of religions, beliefs and cultures.

III. RESEARCH MODEL



Hypothesis

The formulation of the objectives to be achieved by the authors in this study is to analyze the direct effect of exogenous latent constructs: spiritual motivation, competence and leadership towards the latent endogenous constructs: employee performance and food security, and to analyze the direct effect of the latent work construct on employee performance on Food Security.

Data Collection

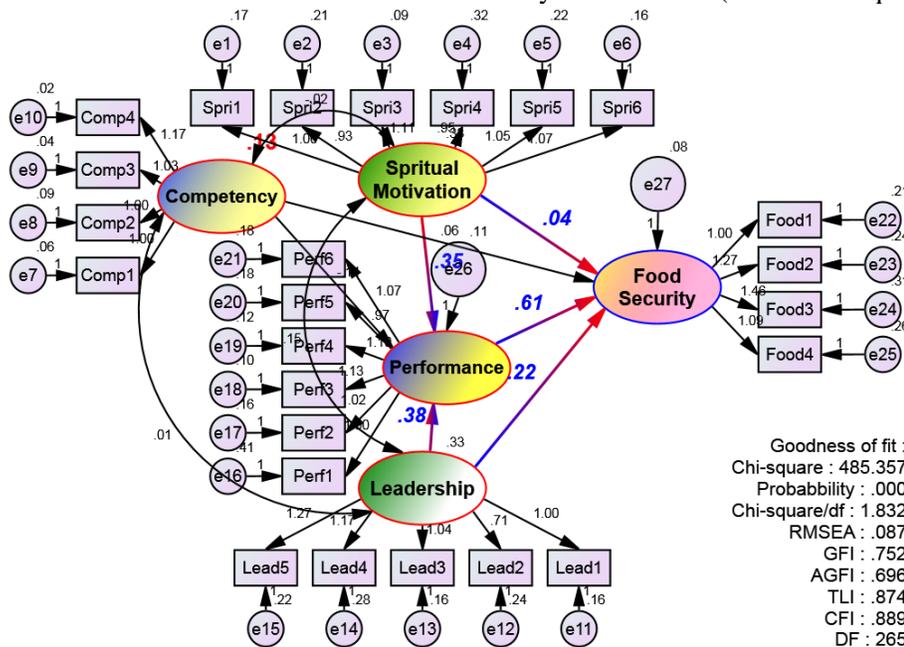
This type of research is included in the type of field research (*field research*) using quantitative research methods. The quantitative method is often referred to as a positivistic method because it is based on the philosophy of positivism (Sugiyono, 2017: 35). In this context, the term positivism is based on experience, real, convincing, empirical, not speculative. Aritonang (2016: 1.14) is related to positivism characteristics, objects in scientific knowledge are commonly referred to as variables, this means that the object of knowledge must be objectively measured .

According to (Ghazali, 2011) the recommended sample size is between 100 to 200 people. So the number of samples taken is in accordance with the recommended, namely between 100 to 200 samples, then the sample taken by researchers in this study is 112 samples, namely the entire population using the census method. The method of data analysis in this study uses the structural equation modeling (SEM) method. The software used for structural analysis is

AMOS version 23. In the analysis using a structural equation model (SEM), according to Ghozali (2017: 62). Reasons to use SEM for SEM is a set of techniques of statistical which allows a series of relationships are complicated by simultaneous.

Data Analysis

a. Direct Influence Analysis with SEM (Structural Equation Model)



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b. Analysis of structural equation models.

Structural equation Motivation spiritual (X1), Competence (X2), Leadership (X3), kin Gov (X4) and Security of Food (X5) is as follows:

- H1: $Y = \gamma y.x1X1 + e1$ -Significant effect X1 on Y
- H2: $Y = \gamma y.x2X2 + e2$ -Significant effect of X2 on Y
- H3: $Y = \gamma y.x3X3 + e3$ -Significant effect of X3 on Y
- H4: $Z = \gamma z.x1X1 + e4$ -Significant effect of X1 on Z
- H5: $Z = \gamma z.x2X2 + e5$ -Significant effect of X2 on Z
- H6: $Z = \gamma z.x3X3 + e6$ -Significant effect of X3 on Z
- H7: $Z = \beta z.yY + e7$ -Direct effect of Y on Z

Table . 2 . Standardized Direct Effects (Group number 1 - Default model) Spiritual Motivation, Competence, Leadership, Employee Performance, and Food Security

	LEADERSHIP	COMPETENCE	SPIRITUAL MOTIVATION	PERFORMANCE	FOOD SECURITY
	HIP	NCY	ATION	NCE	RITY

	LEADERSHIP	COMPETENCY	SPIRITUALMOTIVATION	PERFORMANCE	FOODSECURITY
PERFORMANCE	.446	-.103	.410	.000	.000
FOODSECURITY	.257	.046	.047	.608	.000

Table 3. Regression Weights: (Group number 1 - Default model) Spiritual Motivation , Competence , Leadership , Employee Performance , and Resilience

	Estimate	SE	CR	P	Label
PERFORMANCE <--- SPIRITUALMOTIVATION	.374	.099	3,776	***	par_20
PERFORMANCE <--- COMPETENCY	-.121	.091	-1,334	.182	par_23
PERFORMANCE <--- LEADERSHIP	.540	.142	3,810	***	par_30
FOODSECURITY <--- SPIRITUALMOTIVATION	.042	.091	.466	.641	par_21
FOODSECURITY <--- PERFORMANCE	.606	.153	3,971	***	par_22
FOODSECURITY <--- LEADERSHIP	.309	.130	2,374	.018	par_24
FOODSECURITY <--- COMPETENCY	.054	.088	.618	.536	par_25

Table 4 . Standardized Regression Weights: (Group number 1 - Default model) Spiritual Motivation, Competence, Leadership, Employee Performance, and Resilience

	Estimate
PERFORMANCE <--- SPIRITUALMOTIVATION	.410
PERFORMANCE <--- COMPETENCY	-.103
PERFORMANCE <--- LEADERSHIP	.446
FOODSECURITY <--- SPIRITUALMOTIVATION	.047
FOODSECURITY <--- PERFORMANCE	.608
FOODSECURITY <--- LEADERSHIP	.257
FOODSECURITY <--- COMPETENCY	.046

IV. RESEARCH RESULTS, SUMMARY AND CONTRIBUTION

Based on the above tables, the influence of spiritual motivation latent variables on employee performance latent variables has a *standardized estimate (regression weight)* of 0.410 with CR (*Critical ratio*) = 3.776 and *probability* = ***. The CR value of 3.776 > 2,000 and *Probability* = *** indicates that the direct influence of the latent variable of spiritual motivation on the latent variable of employee performance is significant positive . The results of this study support the research conducted by Wibisono et al. (Wibisono et al., 2019) , (Idayati, 2019) , (Suhartini & Anisa, 2017) , (Haryono & Rosady, 2017) , (Fadilla et al.,

2019) and (Prihono et al., 2016) where spiritual motivation affects performance positively and significantly. According to the staff of the Tanjungpinang City Food Agriculture and Fisheries Service, the existence of weekly wazifa increases their belief in Allah SWT, so that they increase their worship, both in the form of obligatory worship and sunnah worship. Apart from the weekly wazifa, income zakat is also collected for employees whose earnings reach their haul. The second implementation of faith motivation and worship motivation is muamalah motivation, namely how they work and make ends meet. Where they believe that work is not only a responsibility to the organization and leaders, but also a responsibility to God.

The influence of latent competency variables on employee performance latent variables has a *standardized estimate (regression weight)* of -0.103 with CR (*Critical ratio*) = -1.334 and *probability* = 0.182. The value of CR -1.334 < 2,000 and *Probability* = 0.182 > 0.05 indicates that the direct influence of the latent variable of leadership on the latent variable of employee performance is insignificant negative . This study does not support research conducted by (Sapri et al., 2020) (Ardiansyah & Sulistiyowati, 2018) and (Saputra et al., 2016) where the results of their research show that competence has a positive and significant effect on performance. However, this study supports the research conducted by (Tambingon et al., 2019) where the results of the research do not have a significant effect on employee performance. The results of this study also have similarities with the research conducted (Anwas, 2013) where the results of the research show that education has no effect on the competence and performance of agricultural instructors. The employees of the Agriculture, Food and Fisheries Office of Tanjungpinang City have not had the opportunity to get training and training since the last 5 years. This is overcome by self-taught learning using the internet and social media networks. The problem is that the Department of Food and Fisheries Agriculture is a technical agency, so direct training is needed. Such as Artificial Insemination, Cows Pregnancy Check, Integrated Pest Management, Cultivation Techniques, Fish Breeding and others. All of that is done in stages according to levels. So that self-taught learning cannot improve employee performance.

The influence of leadership latent variables on employee performance latent variables has a *standardized estimate (regression weight)* of 0.446 with CR (*Critical ratio*) = 3.810 and *probability* = ***. The value of CR 3,810 > 2,000 and *Probability* = *** indicates that the direct influence of the latent variable of leadership on the latent variable of employee performance is significant positive . then these results support research conducted by (Sumarwinati & Ratnasari, 2019) , (Yasa et al., 2020) , (Wibisono, 2017) , (Rego et al., 2017) , (Fadilla et al., 2019) and (Winanti, 2018) who concluded that leadership shows a positive and significant influence on performance. The head of the Tanjungpinang City Food Agriculture and Fisheries Office is a leader who cares deeply for all levels of employees. The leader also pays direct attention to all employees for everything that happens, for example marriage, sick family, death and others. The attitude of a leader is believed by employees to lead them to a better, more prosperous, safe, and comfortable life to live. If leadership is in an organization, the attitude of the leader is believed to be able to bring an organization to achieve its short and long term goals.

The influence of spiritual motivation latent variables on food security latent variables has a *standardized estimate (regression weight)* of 0.047 with CR (*Critical ratio*) = 0.446 and *probability* = 0.641. The value of CR -0.446 < 2,000

and $Probability = 0.641 > 0.05$ indicates that the direct effect of spiritual motivation latent variables on food security latent variables is not significant positive. Food security in this study is the performance achievement of the Tanjungpinang City Food Agriculture and Fisheries Service which is contained in the Government Performance Accountability Report. Where this performance target is set annually, and its achievement is measured after the fiscal year takes place. Food security performance achievements are achieved with the cooperation of each sector and its employees, namely fisheries, agriculture, fisheries and food security. The results of this research also show the truth of the verse of the Qur'an "If you do not help him (Muhammad), then look! Allah helped him (at that time) when the unbelievers (polytheists of Mecca) took him out (from Mecca) he was one of two when they were in the cave when he said to his friends: "Do not be grieved, because Allah is with us." So Allah sent His peace to (Muhammad) and strengthened him with an army you could not see, and God made a call to unbelievers who are low. And the word of Allah is as high as that. Allah is Mighty, Most Wise." (Surah At- Taubah: 40 in the Ministry of Religion, 2016).

The influence of the latent variable of competence on the latent variable of food security has a *standardized estimate (regression weight)* of 0.608 with CR (*Critical ratio*) = 3.971 and *probability* = ***. The CR value of 3,971 > 2,000 and *Probability* = *** indicates that the direct determination of the latent variable of leadership to the latent variable of food security is significant positive. This research supports the research conducted by (Sriningsih, 2018) where the results of the research show that the competence of assistant extension agents has an effect on the Acceleration of Food Consumption Diversity Movement on the success of P2KP to support regional Food Security. To achieve the food security performance target, it requires the participation of all employees at the Agriculture, Food and Fisheries Office, from office leaders to the lowest subordinates. This role starts from determining policies for program preparation, providing assistance to coaching in the field. To achieve the food security performance target, several things have been done, namely, increasing local food production such as agricultural products, fish and livestock. The area of Tanjungpinang City has been an area that relies on outside areas as food suppliers. With an increase in production in the Tanjungpinang city area, dependence on outside areas can be reduced. The benefits of this were felt during the Covid-19 pandemic, where the transportation of goods from outside the area was not as smooth as usual. The agriculture / animal husbandry / agriculture sector is very encouraged in Tanjungpinang City, and very much emphasis is placed on the use of yards for planting food crops.

The influence of leadership latent variables on food security latent variables has a *standardized estimate (regression weight)* of 0.257 with CR (*Critical ratio*) = 2.374 and a *probability* = 0.018. The CR value of 2.374 > 2,000 and *probability* = 0.018 < 0.05 indicates that the direct influence of the latent variable of leadership on the latent variable of food security is significant positive. This is supported by research conducted by (Dinata et al., 2014) which proves that leadership influences the performance of field extension workers (PPL), as we know that agricultural instructors are the spearhead of the Food and Fisheries Agriculture Office in order to achieve performance targets in terms of production, marketing and utilization of yard land. As proven by research (Mulyani & Elviani, 2017) where agricultural extension agents play a role in food security. The head of the Food and Fisheries Agriculture office does not only make policies but also regularly goes down directly to meet with farmers / fishermen /

breeders. This is proven to provide motivation for the farming community / ranchers / fishermen to increase their production. In addition, policies were made in collaboration with the Tanjungpinang Logistics Agency, the Agricultural Quarantine Agency, the Agricultural Research and Technology Agency and other related agencies.

The influence of employee performance latent variables on food security latent variables has a *standardized estimate (regression weight)* of 0.046 with CR (*Critical ratio*) = 0.618 and *probability* = 0.536. The CR value of 6.618 <2,000 and *probability* = 0.536 > 0.05 indicates that the direct influence of the latent variable of leadership on the latent variable of food security is not significant . The results of this study are relevant to the research conducted (Faqih, 2014) where there is a significant relationship between agricultural extension agents and the performance of farmer groups. And as found in the results of research conducted by (Firdausi et al., 2014) . Where the performance of farmer groups has a positive relationship with household food security. Food Security Indices are prepared based on three aspects of food security, namely food availability, affordability and utilization. (Ministry of Agriculture, 2018) . One of the determining factors for food availability is agricultural production carried out by the Farmer Group. Farmers' groups are formed and fostered by the Food and Fisheries Agriculture Service with various programs that have been prepared .

Table . 5. Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
PERFORMANCE	.543
FOODSECURITY	.674

Square Multiple Correlation whose respective values for employee performance are 0.543 and Food Security = 0.674. Thus the magnitude of the influence of employee performance is $0.543 \times 100\% = 54.3\%$. Thus it can be seen that changes in employee performance caused by the influence of spiritual motivation, competence and leadership amounted to 54.3% and the remaining 45.7% influenced by other factors. Meanwhile, the effect of food security is $0.674 \times 100\% = 67.4\%$. Thus it can be seen that changes in food security caused by the influence of spiritual motivation, competence, leadership and employee performance amount to 67.4% and the remaining 33.6% is influenced by other factors.

Goodness of fit analysis

Based on the test criteria, Chi-square (x 2), Probability, GFI, AGFI, CFI, TLI, Relative Chi-square / CMIN / DF (/ df) and RMSEA above and the Goodness of Fit value from Amos for windows processing , as shown in the image above, the following table can be created.

Table.6. Evaluate goodness of fit

Good of Fit Index	Cut-off Value	Model Results	Information
-Chi Square	Expected small	485,357	Good
Significance Probability	≥ 0.05	0.000	Not good
GFI	≥ 0.90	0.752	Marginal
AGFI	≥ 0.90	0.696	Marginal
CMIN / DF	≤ 3.00	1,832	Good

TLI	≥ 0.90	0.874	Marginal
CFI	≥ 0.90	0.889	Marginal
RMSEA	≤ 0.08	0.087	Marginal

Noting the value of the cut-of-value and goodness of fit results of the model in Table 4:29, seen only two criteria are fulfilled and 5 marginal of eight criteria were used. The criteria are fulfilled is CFI, CMIN / DF (χ^2 / df) value *Chi-square* (χ^2) = 485.357 and probability = 0,00 indicates the model has not been good, will but the value of *Chi-square* (χ^2) is sensitive to the number of samples. By because it is necessary we see the criteria fit another that GFI, AGFI, CFI, TLI, *Relative Chi-square* / CMIN / DF (χ^2 / df) and RMSEA. Because only two criteria are met and 5 were marginal of the eight criteria are required, then the model above can be expressed as a model that is already good (Ghazali, 2017).

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