THE INFLUENCE OF MOTIVATION TO THE PERFORMANCE OF HONORARY RELIGIOUS COUNSELOR OF SEMARANG

Ahmad Sahal Humami, Ali Murtadlo, Abdul Sattar
SMK I Kholiliyah Bangsri Jepara
Email: sahal2humamy@gmail.com, alimurtadlo_fd@yahoo.com,
sattar_semarang@yahoo.co.id

Abstract

The aim of this research is to know and analyze the influence of motivation to the performance of honorary religious counselor of Semarang. This research is conducted to all of honorary religious counselor of Semarang 2013. Research method used is descriptive method by using simple regression analysis. Sample of research is 132 of 200 honorary religious counselor of Semarang by using simple random sampling. Variable of research consists of independent variable motivation (X) and dependent variable performance (Y). The result shows motivation has positive and significance influence to the performance of honorary religious counselor of Semarang with 90,4%. Based on that result, it suggested: 1) all of honorary religious counselor is suggested to keep their motivation, 2) ministry of religious affairs to give treatment to increase the motivation of honorary religious counselor of semarang, 3) other researcher is suggested to develop the research about motivation or performance by other factors or variables.

***

Penelitian ini bertujuan mengetahui dan menganalisis pengaruh motivasi terhadap kinerja penyuluh agama honorer kota Semarang. Penelitian ini dilakukan terhadap penyuluh agama honorer kota Semarang yang berada di bawah naungan kementerian agama kota Semarang tahun 2013. Metode penelitian yang digunakan adalah metode deskriptif dengan pendekatan analisis regresi sedehana. Pengambilan sampel dalam penelitian ini adalah dengan teknik sampling sederhana, yaitu dengan mengambil sebagian populasi sebanyak 132 dari 200 jumlah keselurahan penyuluh agama honorer. Adapun variable dalam penelitian ini adalah variabel bebas, yaitu variabel motivasi (X), dan variabel terikat, yakni variabel kinerja (Y). Hasil penelitian ditemukan bahwa motivasi memiliki pengaruh positif dan signifikan terhadap kinerja penyuluh agama honorer kota Semarang dengan pengaruh sebesar 90,4 %. Berdasarkan hasil tersebut, maka direkomendasi-kan: 1) kepada penyuluh agama honorer agar selalu mempertahankan motivasi dalam melaksanakan tugas-tugasnya, 2) kepada kementerian agama agar meningkatkan motivasi para penyuluh agama honorer dalam melayani masyarakat, 3) kepada para peneliti yang tertarik melakukan penelitian mengenai motivasi dan kinerja agar mengembangkan dengan faktor-faktor atau variabel lainnya.

Keywords: Motivation, performance, honorary religious counselor.

A. Introduction

Da'wah is efforts of inviting and calling people to embrace and practice Islamic values consistently[1]. *Da'wah* As a sacred mission is being an obligation that must be done by every moslem wherever he is. According to Hafiduddin[2] Islamic *da'wah* has a critical role that determine progresses and deteriorations of Islam.

Komarudin et al[3] explains *da'wah* as a communicative proccess or activities that is done voulontarily and sistematically to realize a desirable ideal. Therefore, there are elements of *da'wah* that are involved in the communicative process, such as: (1) *Da'i* or subject of *da'wah*, (2) *Maddah al Da'wah* or material of *da'wah*, (3) *Thariqoh* or *Manhaj al Da'wah* (method/strategy of *da'wah*), (4) *Wasilah* or facility of *da'wah*, (5) *Ghayah al Da'wah* or goal to be achieved in *da'wah*. Based on the five elements above, *da'i* is in the central position of *da'wah* system. *Da'i* has construct of values that are believed to be true internally in order to feel the sacred command to do *da'wah*.

One of *da'wah* efforts in Indonesia is implemented by several qualified da'i called as religious counselor that is selected and under auspices of Ministry of Religious Affair (MoRA). Counselor here is a special term used by MoRA in referring those containing preachers from the community. Unlike other counselors, religious counselor emphasize on providing guidance and religious counseling. Based on the duties of religious counselor is commonly same with da'i that is doing the order of God in spreading the teaching of Islam and *amar ma'ruf nahi munkar*.

The definition of motivation in *da'wah* is a drive of a person to fulfill his wishes, goals, and objectives and invites people to the right path wisely according to the commands of Allah for their welfare and happiness in the world and also hereafter. In the process of *da'wah*, *da'i* is expected to be able to drive *mad'u* or raise the power of *mad'u* and do action based on the delivered religious teachings. The role of motivation in the process of *da'wah* is directing individual behaviour toward a goal, and strengthen the intensity, direction of impulses, and the individual strength.[4]

---

[1] Komarudin, et al, *Dakwah and Konseling Islam*. (Semarang: PT. Pustaka Rizki Putra, 2008), p. 13

[2] Hafiduddin, D. *Dakwah Aktual*. Third Edition. (Jakarta: Gema Insani Press, 1998), p. 78

[3] Komarudin, Op.Cit, p. 4-5

[4] Fitri and Saputra, "Motivasi Dakwah", in http://www.slideshare.net/teukuamnar/ motivasi-dakwah-16048992 , accessed on October 7, 2013

The research conducted by Masruddin mentions that there are positive relationship between motivation and *da'wah,* in which the elements of *da'wah* could be included to motivate someone. And one of the elements of *da'wah* is *da'i* or preachers.[5]

In the implementation of *da'wah*, motivation has role to direct *da'i* or subject of *da'wah* toward a goal, strengthen the intensity, and give impulses to awake the strength. Therefore, *da'i* must have good motivation for the purposes of *da'wah* in creating better social life materially and spiritually can be achieved.

Performance has a close relationship with motivation, there is a direct effect of motivation to performance. According to Winardi, someone who has high motivation that is those who carry a substantial effort to support the goals and organization of its production unit where he worked. Someone who is not motivated only give the minimum effort in terms of work. The concept of motivation is an important concept in the research of individual job performance.[6]

Davis in Mangkunagara[7] defines performance as the result of the quality and quantity of work achieved by an employee in carrying out his duty in accorandce with the responsibilities given. Achievement of the performance itself is influenced by many factors, they are ability and motivation. Thus, motivation has close relationship with performance.

Performance of *da'wah* means the result of quality and quantity of work accomplished by *da'i* in preaching duties with the responsibilities given as religious orders. Suneth and Djosan stated the needs of society as well as rapidly growing complexity and variety of the problems encountered. It is necessary to improve the performance of *da'wah* together as a working professional who must be prepared in a professional manner as well.[8] Therefore the performance appraisal is necessary to measure the success rate of the *da'wah* effort.

In this research, the researcher intends to study the influence of motivation on performance of religious counselor. Religious counselor here is under the auspices of the Ministry of Religious Affairs of the Republic of

---

[5] Masruddin, "Unsur-unsur Dakwah dalam Memotivasi Mahasiswa", in http://altajdidstain.blogspot.com/2011/02/unsur-dakwah-dalam-memotivasi-mahasiswa_08.html, accessed on October 10, 2013

[6] Winardi, *Motivasi and Pemotivasian dalam Manajemen*. (Jakarta: Rajawali Pers, 2008), p. 2

[7] A.A.A.P Mangkunegara, *Manajemen Sumber Daya Manusia Perusahaan* (Bandung : Rosda Karya, 2000), p. 67

[8] A.W. Suneth and S.Djosan, *Problematika Dakwah dalam Era Indonesia Baru*. (Jakarta: Bina Rena Pariwara, 2000), p. 136

Indonesia and acts as the spearhead in the performance of duties to guide Muslims in attaining a quality of life and emotional and physical well-being. Islamic reigious counselor is divided into two. First, religious counselor from the Civil Servants (PNS) based on the certificate of Ministry of Religious Affairs of Republic of Indonesia. Second, religious counselor from the community or honorary, such as religious scholar, teacher of the Koran, and preachers who conduct missionary activity then they were given an honorarium every month.[9]

The background of this research is the problem of motivation of religious counselor or *da'i*, especially honorary religious counselor in Semarang. Based on the results of interviews to Kuswari[10] (11 April 2013), leader of honorary religious counselor Genuk district Semarang city, that motivation in doing religious counseling is to develop and carry out the obligations of religion in the Qur'an. Kuswari's opinion reinforced by Hidayat, he says that the task of honorary religious counselor is to establish the religion of God, although there are some individuals who have different motivations. Hidayat also said that the honorary religious counselor has had a place built counseling to *da'wah* before registered as honorary religious counselor[11] (Hidayat, interview, March 28, 2013). Thus, the researcher intends to prove whether the motivation is owned by religious counselor influence on performance of *da'wah*.

Based on the background above, the problem of this research is "Is there any influence of motivation to the performance of honorary religious counselor of Semarang?".

B. Theoretical Framework

1. Motivation

The motivation term derives from the latin word "*movere*" meaning *to move*. In the present context, motivation represents a psychological process that causes the arousal, direction, and persistence of volountary actions that are goal directed[12]. Other term of motivation is motive. Motive

---

[9] Ministry of Religious Affairs, *Panduan Tugas Penyuluh Agama Masyarakat*. (Semarang: MoRA RI Central Java, 2012) p. 1-9

[10] Interview to Kuswari (Honorary Religious Counselor), 11 April 2013, KUA Genuk Semarang

[11] Interview to Rohmad Hidayat (PNS Religious Counselor), 28 Maret 2013, KUA Genuk Semarang

[12] R. Kreitner and A. Kinicki, *Organizational Behavior*, 7th Edition, (New York: McGraw-Hill Book Company, 2007), p. 236

is an inner drive needs employees that need to be met in order for the employee to adjust to the environment.[13]Motive is also defined as a force in self-contained organism is pushing to do. Meanwhile motivation is a condition of individual or organism that drives behaviour toward goals[14].

Baron in Ivanko (2012: 67) defines motivation in his own right, motivation is a set of process concerned with a kind of force that energizes behaviour and directs it towards achieving some spesific goal. In another terms, a motivated person has the awareness of specific goals must be achieved in spesific ways, therefore he/she directs its effort to achieve such goals.[15]

Motivation as defined by McClelland is a recurrent concern for a goal state or condition as measured in fantasy which drives, directs and selects the behavior of the individual. McClelland focuses on three motive needs, they are need for achievement, need for affiliation, and need for power. Need for Achievement (N Ach) is an unconscious drive to do better toward a standard of excellence. People with strong N Ach assess themselves to measure progress towards goals. Need for Affiliation (N Aff) is an unconscious drive to be a part of warm, close relationship, like friendship. People with strong N Aff choose to spend time with close friends or significant others". Need for Power (N Pow) is an unconscious drive to have impact on others.[16]

Motivation of honorary religious counselor in this research means will, strength, and encouragement that drive a honourary religious counselor of Semarang to do counseling activities in their counseling place.

2. Performance

Performance is also known as Job Performance or Actual Performance. Performance is an actual work accomplishment or output, it should not be confused with work behaviour but foucuses on an actual accomplishment or produced output.[17] Bailey in Rothwell defines

---

[13] A.A.A.P Mangkunegara, Op.Cit, p. 93

[14] Bimo Walgito, Pengantar Psikologi Umum (Yogyakarta: Penerbit Andi, 2004), p. 220

[15] S. Ivanko, *Organizational Behaviour* (Ljubljana: University of Ljubljana, 2012), p. 67

[16] R. E. Boyaztis, David C. McClelland: Biographical and Statement of His Work, *HayGroup*. 2000,p. 2-3.

[17] J.L. Harbour, *The Basics of Performance Measurement* (New York: The Kraus Organization Limited, 1997), p. 6

performance as the result of a pattern of actions carried out to satisfy an objective according to some standard. [18]

In addition, performance not only has result oriented but also has process oriented. Where during the execution of the work done, there is the improvements in the achievement of the work or performance that can be optimized. Robbins in Sinambela explains that performance is defined as the evaluation of individual work performed compared to predetermined performance.[19] Newstrom also explains that performance is the process of evaluating the performance of employees, sharing that information with them and searching for ways to improve their performance.[20]

According to McClelland (1987), there is a positive relationship between achievement motive with the achievement of the performance. Achievement motive into an inner urge employees to perform an activity or task as well as possible to be able to achieve the predicate commendable. Achievement motive of the need ditumbukan from within ourselves and the work environment. This is because the motives are grown from within oneself will form an inner strength and if the work environment contributed to the achievement of the performance will be much easier.[21] McClelland extended understanding of the impact of competencies on performance by postulating a "tipping point." In addition to knowing which competencies are needed to be effective in a job, he examined a way to determine how much of each competency was sufficient to attain outstanding performance.[22] Based on this opinion, the employee will achieve maximum performance if he has another achievement motive. Thus the achievement motive is able to trigger the motivation that directs employees to achieve their best performance.

Performance in this research means result of work of duties which has achived by honourary religious counselor of Semarang during the implementation of the duties in the counseling place.

3. Honorary Religious Counselor

Religious counselor is a mentors in order to develop the mental, moral, and obedience to the God. Islamic counselor is a Muslim mentors in

---

[18] W. J. Rothwell and H.C Kazanas, *Strategic Development of Talent: a Framework for Using Talent to Support Your Organizational Strategy*. 2nd edition. (Amherst: HRD Press, Inc, 2003) p. 402

[19] L. P. Sinambela, *Kinerja Pegawai*.(Yogyakarta: Graha Ilmu, 2012), p. 82

[20] S. Ivanko, Op.Cit, p. 82

[21] A.A.A.P. Mangkunegara, Op.Cit, p. 68

[22] R.E. Boyaztis, Op.Cit, p.3

order to develop the mental, moral, and devotion to God, and outlines all aspects of development through the door and the language of religion.[23]

The implementation of counseling activity, religious counselor consists of civil servants (PNS) and non-civil servants. Religious counselor of civil servants as noted in *Menkowasbangpan* Number 54/KP/MK. WASPAN/9/1999 is a civil servant who was given the task and responsibility, authority, and full rights by the competent authorities to do religious counseling and guidance to the development community through religious language.[24]

Meanwhile the counselor of community's religion (non-civil) then known as the honorary religious counselor which consists of religious scholar, teacher of the Koran (*TPQ*), and preacher who conduct dakwah activity. Then they will be given honorarium every month.[25]

The honorary religious counselor in this research is Islamic counselor became a partner guidance Directorate General of Community Guidance. The names of honorary religious counselor have been included in the field of Islamic Community Guidance (*Bimbingan Mayarakat Islam*) in Ministry of Religious Affairs of the regencies/city.

C. Hypothesis

Based on the theoretical assumptions, the research hypothesis is: there is a positive influence of motivation to work performance of honorary religious counselor of Semarang. The assumptions of the hypothesis may true or false, it will be reviewed in data analysis to prove whether the hypothesis can be accepted or rejected.

D. Research Method

The research method is using descriptive quantitative approach through simple regression analysis, it is called simple regression analysis because of there is only one independent variable. There are two variables used in this research, they are independent variable motivation (X) and dependent variable performance (Y).

Indicator variable of motivation is adopted from McClelland's motivation theory by using Likert scale. This theory consists of need for

---

[23] Ministry of Religious Affairs, ibid.
[24] Ministry of Religious Affairs, Op.Cit, p. 9
[25] Ministry of Religious Affairs, ibid.

achievement, need for affiliation, and need for power. The indicator is based on Harianja.[26] It explains as the table follows:

Table 1
Motivation Indicator

No	Indicator	Items
1	Need for Achievement	1. Desire to do a better job 2. Expection of feedback 3. Motivation to develop careers
2	Need for Affiliation	1. Motivation for social relationships at work 2. Consider the essential feelings of others
3	Need for Power	1. Motivation to influence and control others 2. The desire to always be a leader 3. The desire to be perceived as strong and interesting speaker

Indicator variable of performance is taken from Thoha[27] by using Likert scale. This theory consists of job discipline, load of job, and cooperation. The indicator is explained as the table follows:

Table 2
Performance Indicator

No	Indicator	Items
1	Job Discipline	1. Improving the performance by reducing absences, tardiness, and completion of tasks on time 2. Timeliness of beginning events 3. Following regular coordination
2	Load of Job	1. Priority to the public interest 2. Seldom making a mistake 3. Achievement of target completion

---

[26] M. T. E. Hariandja, *Manajemen Sumber Daya Manusia*.(Jakarta: PT Gramedia, 2007), p. 329-330

[27] Miftah Thoha, *Manajemen Kepegawaian Sipil di Indonesia*. (Jakarta: Prenada Media, 2005), p. 70

No	Indicator	Items
3	Cooperation	1. Cooperation with partner always goes well 2. Unencumbered of assistance request 3. Unable to work with unknown partners

The indicator then explores the data about motivation and its influence to performance of honorary religious counselor of Semarang becomes instrument of research (questionnaire). The questionnaire is closed questionnaire by rating scale. It means the questionnaire is followed by columns show the rating, from Very Appropriate (*Sangat Sesuai*/SS), Appropriate (*Sesuai*), Not Appropriate (*Tidak Sesuai*/TS), and Very not Appropriate (*Sangat Tidak Sesuai*/STS).[28]

Source of data is divided into primary and secondary source. First, primary source is collected from the information given by honorary religious counselor of Semarang. Based on the population is 200 counselors. That means possible to take sample to be respondent. The sample in this research is using a table Krejcie and Morgan. Determination of sample is listed in the table according to the number of existing populations. Then the sample size calculation was based on an error level of 5%. So it has obtained sample of 95% of the population. Based on the Krejcie and Morgan' table, the sample of population 200 people is 132 people.[29]

Second, secondary sources are the books or documents that have relevance to religious counseling, journals, magazines, newsletters or documents relate to the honorary religious counselor under Ministry of Religious Affairs of Semarang. Other sources are information from chief of *Bimas Islam* and civil counselor (*PNS*) of Semarang.

E. Research Finding

1. Trial Test Result of the Instrument

Data of motivation and performance of honorary religious counselor is collected through questionnaires which are distributed and answered by

---

[28] Suharsimi Arikunto, *Prosedur Penelitian*, (Jakarta: Rineka Cipta, 2002), p. 129

[29] Umi Sekaran, *Metodologi Penelitian Untuk Bisnis*, (Jakarta : Salemba Empat, 2006), p. 159

respondent. At first, the questionnaires consist of 20 motivation items and 20 performance items. After going through validity and reliability test, the items become 31 that consist of 15 motivation items and 16 performance items.

Trial test of questionnaire is done by 132 respondents by using one shot technique. One shot technique means the results of trial test can be used to test the hypothesis of research. This technique can save and maintain time efficiency.[30]

Validity and reliability tests are performed by using formulation of Pearson product moment, then the calculations use the software SPSS version 16.00. The tests produced validity of motivation coefficients ranges from -0.11 to 0.80. Test the validity of performance coefficient ranges from -0.144 to 0.68. Items are valid if r count is greater than r table. R table determination on the validity of this test is 0.05 and it is located on coefficient of 0.17. Thus, an item which has a coefficient greater than 0.17 is valid, otherwise the item with a smaller coefficient of 0.17 is invalid or void. Based on the 40 items tested, there are 9 items that are not valid and 31 items are valid.

The reliability test is conducted by the Alpha of Croanboach techniques, and calculations use SPSS. Reliability test performs on 31 valid items. Test reliability results of coefficient motivation is of 0.793 and coefficient performance is of 0.74. Due to the two coefficients is greater than r tabel, so the two variables are reliable

Based on result of validity and reliability test, the researcher find 15 items from 20 items which is valid they are number 1,2,4,5,6,7,10,11,12,13, 14,15,17,18,19, while the invalid items are number 3,8,9,16,20. The result of validity and reliability test consists of 16 valid items and 4 invalid item. The valid items are number 1,2,4,5,7,8,9,10,11,13,14,15,16,17,18,20, while the invalid items are item number 3,6,12,19. The results of the above tests can be presented in the following summary table to simplify and clarify the understanding of the results of testing the validity and reliability of instrument of motivation and performance.

---

[30] S. Suryabrata, *Metodologi Penelitian*, (Jakarta: Raja Grafindo Persada, 1998), p. 100

Table 3
Summary of Validity and Reliability Instrument

Instrument		Result of Validity and Reliability Test	Total
Motivation	Valid	1,2,4,5,6,7,10,11,12,13,14,15,17,18,19	15
	Invalid	3,8,9,16,20	5
Total			20
Performance	Valid	1,2,4,5,7,8,9,10,11,13,14,15,16,17,18,20	16
	Invalid	3,6,12,19	4
Total			20

2. Introduction Analysis

Introduction analysis is conducted to state the score of motivation and performance of honorary religious counselor of Semarang is normal and homogeny distributed. This analysis is processed by using SPSS.

a.   Normality Analysis

This analysis means to analyze the normality of sample and distribution of data which is analyzed.

Table 4
One-Sample Kolmogorov-Smirnov Test

		Motivation	Performance
N		132	132
Normal Parameters[a]	Mean	47.64	51.11
	Std. Deviation	5.293	5.724
Most Extreme Differences	Absolute	.086	.076
	Positive	.059	.045
	Negative	-.086	-.076
Kolmogorov-Smirnov Z		.994	.873
Asymp. Sig. (2-tailed)		.277	.432

a. Test distribution is Normal.

Based on the table above, it is known that interpretation of *Asymp. Sig* 0,277 and 0,432 is higher than level of significance 0,05. So the distribution of data meets the assumption of normality.

b. Homogeneity Analysis

Homogeneity analysis means to show two or more group of group of data is from population that has same variants.

Table 5
Test of Homogeneity of Variances

Levene Statistic	df1	df2	Sig.
2.364	18	108	.003

Based on table above, homogeneity of population is shown in table of Levene Statistic. The value of levene table statistic (2,364) is higher than significance level 0,05. Thus, homogeneity for each sample is homogen.

c. Hypothesis Analysis

Analysis of hypothesis is used to process the data collected from both research data motivation (X) and performance (Y) with the aim to prove it using regression with raw scores.

The steps to analyze hypothesis is: 1). Finding the equation of regression line, 2). Finding a correlation between the criterion and predictor, 3). Hold Freg test to measure the effect. In the previous section has presented the questionnaire results in work table of motivation and performance.

The summary of the value of work table is as follows:

N   : 132
$\sum X$: 6288
$\sum Y$: 6746
$\sum X^2$: 303208
$\sum Y^2$: 349054
$\sum XY$: 325128

Then the data are analyzed through following steps:

a. Look for the equation of regression line Y' = aX + b

The equation of regression line is through steps, they are score analysis, look for regression coefficient (b) and constant number (a).

$$Y' = aX + b$$

Where: Y' = Prediction value of Y
            aX = Prediction a linierity of Y and X
            b = Prediction b linierity of Y and X

The value of a and b use formulation:

$$a = \frac{N\sum XY - \sum X.\sum Y}{N\sum X^2 - (X)^2}$$

$$= \frac{132.325128 - (6288)(6746)}{132.303208 - (6288)^2}$$

$$= \frac{42916896 - 42418848}{40023456 - 39538944}$$

$$= \frac{498048}{484512}$$

$$= 1,027 = 1,03$$

So, value of a is 1,03

After value of a is known, value of b can be calculated:

$$b = Y - aX$$

where:
Y = Mean of variabel Y
X = Mean of variabel X

So,   b = Y – aX
                = 51,11 - (1,03)(47,64)
                = 51,11 – 49,07
                = 2,14

Then value of aX and b is distributed into:
Y = aX + b
   = 1,03X + 2,14
Y' = 1,03X + 2,14

The equation of regression line is Y' = 1,03X + 2,14, so this equation can be used to look for value of Y' (Y Prediction)

b. Look for correlation XY with product moment

At first, Significane of research can be used poduct momen analysis. The first step is look for deviation score:

$$\sum x^2 = \sum X^2 - \frac{(\sum X)^2}{N}$$

$$= 303208 - \frac{(6288)^2}{132}$$

$$= 303208 - \frac{39538944}{132}$$

$$= 303208 - 299537,45$$

$$= 3670,54$$

$$\sum y^2 = \sum Y^2 - \frac{(\sum Y)^2}{N}$$

$$= 349054 - \frac{(6746)^2}{132}$$

$$= 349054 - \frac{45508516}{132}$$

$$= 349054 - 344761,48$$

$$= 4292,51$$

$$\sum xy = \sum XY - \frac{(\sum X)(\sum Y)}{N}$$

$$= 325128 - \frac{(6288)(6746)}{132}$$

$$= 325128 - \frac{42418848}{132}$$

$$= 325128 - 321354,91$$

$$= 3773,09$$

So,

$$r_{xy} = \frac{\sum xy}{\sqrt{(\sum x^2)(\sum y^2)}}$$

$$= \frac{3773,09}{\sqrt{(4292,51)(3670,54)}}$$

$$= \frac{3773,09}{\sqrt{15755829,65}}$$

$$= \frac{3773,09}{3969,36}$$

$$= 0,951$$

$$R^2 = \frac{(\Sigma xy)^2}{(\Sigma x^2)(\Sigma y^2)}$$

$$= \frac{14236215.01}{(3670.55)(4292.52)}$$

$$= 0{,}904$$

After the correlation analysis through Pearson product moment, known that rxy (r calculation) is 0,951 then it is consulted to rt (r table) at level of significance 1% and 5%. If rxy > rt at level of significance 1% and 5%, hypothesis is accepted:

Table 6
Summary of Hypothesis Analysis

N	rxy	Rt		R^2	Conclution	Hypothesis
		5%	1%			
132	0,951	0,171	0,2235	0,904	Significance	Accepted

Meanwhile the determination coefficient of variable X to variable Y is based on R^2 = 0,904. This means the influence of motivation to the performance of honorary religious counselor of Semarang is 90,4%.

c. Look for regression varians or F test by using following formulation:

Tabel 7
Simple Regression Analysis Formula

Variation Source	Db	JK	RK	F_{reg}
Regression	1	$a\Sigma XY + K\Sigma Y - \dfrac{(\Sigma Y)^2}{N}$	$\dfrac{JK_{reg}}{Db_{reg}}$	
Residu	$N-2$	$\Sigma Y^2 - a\Sigma XY - K.\Sigma Y$	$\dfrac{JK_{res}}{Db_{res}}$	$\dfrac{RK_{reg}}{RK_{res}}$
Total (T)	$N-1$	$\Sigma Y^2 - \dfrac{(\Sigma Y)^2}{N}$	-	

Then the formula above is applicated into data based on work table and equation of regression line as follows:

$Y = aX + b = 1{,}03X + 2{,}14$

Then it distributes into formula:

$$JK_{reg} = \alpha\Sigma XY + K\Sigma Y - \frac{(\Sigma Y)^2}{N}$$

$$= (1{,}03)(325128) + (2{,}14)(6746) - \frac{(6746)^2}{132}$$

$$= 334881{,}84 + 14436{,}44 - 344761{,}4848485$$

$$= 3878.50$$

$$JK_{res} = \Sigma Y^2 - \alpha\Sigma XY - K.\,\Sigma Y$$

$$= 349054 - (1{,}03)(325128) - (2{,}14)(6746)$$

$$= 349054 - 334881{,}84 - 14436{,}44$$

$$= 414.01$$

$$Rk_{reg} = \frac{JK_{reg}}{Db_{reg}}$$

$$= \frac{3878.50}{1}$$

$$= 3878.50$$

$$Rk_{res} = \frac{JK_{res}}{Db_{res}}$$

$$= \frac{414{,}01}{130}$$

$$= 3.185$$

$$F_{reg} = \frac{RK_{reg}}{RK_{res}}$$

$$= \frac{3878{,}50}{3{,}185}$$

$$= 1217{,}846$$

$$Total = \Sigma Y^2 - \frac{(\Sigma Y)^2}{N}$$

$$= 349054 - \frac{(6746)^2}{132}$$

$$= 349054 - 34476{,}4848485$$

$$= 4292{,}52$$

Table 8
Summary of Final Result of Regression

Variation Source	Db	JK	RK	F_{reg}
Regression	1	3878,501	3878,501	1217,846
Residu	130	414,014	3,185	
Total (T)	131	4292.515	-	

Value of regression result is Freg = 1217,846, then it is consulted into value of Ftable at level of significance 1% and 5%. If Freg is higher than level of significance 1% and 5%, so the hypothesis is accepted.

Table 9
Summary of Value of Regression

N	Freg	Ft		Conclution	Hypothesis
		5%	1%		
132	1217,846	3,91	6,83	Significance	Accepted

Based on table above, known that Freg (1217,846) is higher than Ft at 1% (3,91) and 5% (6,83). So, hypothesis proposed is accepted.

Result of research analyzis shows that mean of motivation of honorary religious counselor is 47,64 and it is located at interval value 47-54. It means that motivation variable is classified into "good". While mean of performance of honorary religious counselor is 51,11 and it is located at interval value 49-56. It means performance variable is classified into "good" too.

The contribution of variable X to variable Y is viewed on the value of rcount. So, motivation has positive influence to performance of honorary religious counselor of Semarang with intensity value 90,4%. This positive influence means the higher motivation of honorary religious counselor has, the better also the performance.

F. Closing

1. Conclusion

Based on hypothesis result by using coefficient test describes that there is positive influence of motivation to the performance of

honorary religious counselor of Semarang. It is shown on value of Freg = 1217,846 which is consulted to table with significance 1% (6,83) and 5% (3,91). While hypothesis test based on constant test show that there is positive influence of motivation to the performance of honorary religious counselor of Semarang. It is shown in equation of regression line Y = 1,03X + 2,14. Therefore, it can be concluded that there is positive influence of motivation to the performance of honorary religious counselor of Semarang.

2. Suggestion

   a. For Researcher

      Researcher relize that there are weaknesses in conducting the research. The limitation of this research is research variable from motivation that has significance influence to the performance of honorary religious counselor. Beside motivation, there is other factor that give influence to performace. Thus, for other researcher who interest to conduct research about motivation and performance is suggested to use other related variables.

   b. For Ministry of Religious Affairs

      Research of result show that motivation of honorary religious counselor has positive influence to the performance. Therefore, leader of ministry of Religious Affairs who represented by Islamic Society Guidance attract honorary religious counselor to keep and develop motivation in serving people. So, performance of honorary religious counselor also increases.

   c. For Honorary Religious Counselor

      Honorary religious counselor is expected to increase motivation in serving people as well. Due to the research result, the high motivation can give high performance too.

BIBLIOGRAPHY

Arikunto, S., *Prosedur Penelitian,* (Jakarta: Rineka Cipta, 2007).

Boyaztis, R. E., David C. McClelland: Biographical and Statement of His Work. *Journal HayGroup*, 2000.

Fitri & Saputra, retrieved Oktober 7 2013, from http://www. slideshare.net/teukuamnar/motivasi-dakwah-16048992.

Hafiduddin, D., *Dakwah Aktual*, Third Edition, (Jakarta: Gema Insani Press, 1998).

Harbour, J. L., *The Basics of Performance Measurement*, (New York: The Kraus Organization Limited, 1997).

Hariandja, M. T. E., *Manajemen Sumber Daya Manusia*, (Jakarta: PT Gramedia, 2007).

Interview to Kuswari (Honorary Religious Counselor), 11 April 2013, KUA Genuk Semarang.

Interview to Rohmad Hidayat (PNS Religious Counselor), 28 Maret 2013, KUA Genuk Semarang.

Ivanko, S., *Organizational Behaviour*. (Ljubljana: University of Ljubljana, 2012).

Komarudin et al., *Dakwah and Konseling Islam,* (Semarang: PT. Pustaka Rizki Putra, 2008).

Kreitner, R. & Kinicki, A., *Organizational Behavior*, 7th Edition, (New York: McGraw-Hill Book Company, 2007).

Mangkunegara, A.A.AP., *Manajemen Sumber Daya Manusia Perusahaan,* (Bandung : Rosda Karya, 2009).

Masruddin, retrieved Oktober 10 2013, from http://altajdidstain.blogspot. com/2011/02/unsur-dakwah-dalam-memotivasi-mahasiswa_08. html.

Ministry of Religious Affairs MoRA, *Panduan Tugas Penyuluh Agama Masyarakat,* (Semarang: MoRA RI Jateng, 2012).

Rothwell, W. J. and Kazanas, H.C., *Strategic Development of Talent: a Framework for Using Talent to Support Your Organizational Strategy,* 2nd edition., (Amherst: HRD Press, Inc. 2003).

Sekaran, Umi, *Metodologi Penelitian Untuk Bisnis*, (Jakarta: Salemba Empat, 2006).

Suneth, A.W. & Djosan, S., *Problematika Dakwah dalam Era Indonesia Baru,* (Jakarta: Bina Rena Pariwara, 2000).

Suryabrata, S., *Metodologi Penelitian*, (Jakarta: Raja Grafindo Persada, 1998).

Thoha, Miftah, *Manajemen Kepegawaian Sipil di Indonesia*, (Jakarta: Prenada Media, 2005).

Walgito, Bimo, *Pengantar Psikologi Umum,* (Yogyakarta: Penerbit Andi, 2004).

Winardi, J., *Motivasi and Pemotivasian dalam Manajemen*, (Jakarta: Rajawali Pers, 2008).