



Research Paper

The Relationship Between Welfare And Work Motivation With The Work Productivity Of Family Planning Extension Workers : A Case Study At The Family Planning Office Of The East Jakarta

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Abstract

The purpose of this study was to determine and examine the relationship between well-being, work motivation, and work productivity collectively at the Family Planning Agency in the East Jakarta City Administration Family Planning Office. The research method used a survey with a quantitative correlational approach. The sampling technique used was saturated sampling, a method where all members of the population are included as samples. In other words, a saturated sample is one where all members of the population are sampled. The sample size in this study was 110 respondents. Based on the research results, the following findings are evident: a) There is a strong and significant positive relationship between well-being and work productivity. b) There is a strong and significant positive relationship between work motivation and work productivity. c) There is a very strong and significant relationship between well-being and work motivation, collectively, and work productivity. Based on the research results, the following recommendations are made: (a) Employee well-being should be improved by providing awards or appreciation to employees who excel or have good work performance and productivity. (b) Work motivation should be improved by providing rewards and punishments commensurate with employee performance. (c) It is recommended that work productivity be improved by enhancing employee skills and abilities in performing their duties through good work attitudes, high skill levels, maintaining working relationships with colleagues, good productivity management, and high work efficiency.

Keywords: Welfare, Work Motivation, Work Productivity

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I. Introduction

The Regional Apparatus Work Unit (UKPD) of the Family Planning Office of the Administrative City, following Regional Regulation (Perda) Number 10 of 2008 concerning the Organization of Regional Apparatus of DKI Jakarta Province, and Governor Regulation Number 120 of 2009 concerning the Organization and Work Procedures of the Community Empowerment, Women's Empowerment, and Family Planning Agency (BPMP and KB), is a line work unit of BPMP and KB in the Administrative City with the Main Task of Managing Reproductive Health Services, Family Development, and Services to achieve Family Welfare and increasing community awareness and participation in the family planning program within the Administrative City area. This is also under Regulation of the Minister of Home Affairs Number 13 of 2006 concerning Guidelines for Regional Financial Management, as amended by Regulation of the Minister of Home Affairs Number 59 of 2007.

Regional Regulation (Perda) Number 1 of 2008 concerning the Regional Medium-Term Development Plan (RPJMD) for 2007-2012. The Regional Medium-Term Development Plan (RPJMD) elaborates the Governor's vision, mission, and programs, including general regional development policies, general regional financial policies, regional government agencies (SKPD) strategies and programs, cross-SKPD strategies, and regional programs, along with work plans within an indicative regulatory and funding framework. The RPJMD is established by a Regional Regulation, followed by the Regional Work Unit Medium-Term Development Plan (Rencana Kerja Perangkat Daerah), hereinafter referred to as the SKPD Renstra (Renstra), which is a five-year planning document for the Regional Work Unit.

Regional Regulation (Perda) Number 1 of 2008 concerning the Regional Medium-Term Development Plan (RPJMD) for 2007-2012. The Regional Medium-Term Development Plan (RPJMD), the Agency for Community Empowerment, Women's Empowerment, and Family Planning (BPMP and KB) of DKI Jakarta Province, is tasked with organizing three mandatory functions: 1) Community and Village Empowerment (RW)

Affairs; 2) Women's Empowerment and Child Protection Affairs; and 3) Family Planning and Family Welfare Affairs.

The East Jakarta City Administration Family Planning Office, as an extension of the DKI Jakarta Province Family Planning Agency (BPMP) and Family Planning Agency (KB), carries out one of the BPMP and KB affairs, namely Family Planning (KB). As accountability for the implementation of the Family Planning (KB) and Family Welfare (KS) programs for the 2011 fiscal year, as mandated by Regional Regulation (Perda) Number 1 of 2008, it is necessary to submit an Annual Report of the East Jakarta City Administration Family Planning Office.

The preparation of the 2011 Annual Report of the East Jakarta City Family Planning Office is fully guided by Decree of the Governor of the Special Capital Region of Jakarta Province Number 6 of 2004 concerning Guidelines for Reporting within the Jakarta Provincial Government and Instruction of the Governor of the Special Capital Region of Jakarta Province Number 84 of 2008 concerning Submission of Work Program Implementation Reports of Regional Work Units (SKPD)/Regional Work Units (UKPD) of the Jakarta Provincial Government, and the 2011 Annual Report of the East Jakarta City Family Planning Office.

The policy direction in Regional Regulation (Perda) Number 1 of 2008 concerning the 2007-2012 Regional Medium-Term Development Plan (RPJMD) for the SKPD Agency for Community Empowerment, Women, and Family Planning (BPMP and KB) of DKI Jakarta Province and the East Jakarta City Family Planning Office, as part of the BPMP and KB, is in line with the following policy direction:

- a. Implement good governance principles in the implementation of family planning and family welfare affairs.
- b. Increase the capacity of Family Planning and Family Welfare administrators.
- c. Implement comprehensive, integrated Family Planning and Family Welfare policies that provide solutions to urban problems.
- d. Integrate regulations on family planning and family welfare affairs with community and village (RW) empowerment affairs, population and civil registration affairs, and health affairs.
- e. Control population growth.
- f. Cultivate and re-socialize family planning programs, especially for poor families.
- g. Increase the role of the community and professional communities in family planning and family welfare affairs.
- h. Meet other Minimum Service Standards (SPM) for family planning and family welfare affairs.

With the increasingly rapid development of organizations, human resources are required to maximize their activities. In addition to improving performance and increasing the work productivity of Family Planning Extension Workers, they are also required to adapt to various aspects of life. This begins with how they think, act, and self-evaluate all actions they have taken. Therefore, Family Planning Extension Workers are required to maintain good work productivity in carrying out their duties following their assigned responsibilities.

Low work productivity among Family Planning Extension Workers at the East Jakarta City Administration Family Planning Office can be caused by several factors, with welfare and work motivation remaining dominant. Poor welfare and low work motivation can hinder organizational goals, as both factors impact overall employee productivity.

Work productivity is crucial in achieving organizational goals. Optimal goal achievement is the result of strong team or individual performance. Factors suspected of being related to the work productivity of Family Planning Extension Workers include: (a) welfare, (b) work motivation, (c) education, and (d) training.

Well-being and work motivation significantly support the completion of office tasks. In addition to well-being and work motivation, education and training are also key factors in ensuring the smooth completion of office tasks.

Similarly, what drives a Family Planning Extension Worker to achieve high well-being is the internal and external driving force that drives them to perform at their best. To achieve the goal of good well-being, a Family Planning Extension Worker is expected to develop a mindset, attitude, and broad perspective, enabling them to perform effectively and support the tasks required to achieve the organization's vision and mission. Well-being plays a crucial role in both organizational productivity and the work productivity of Family Planning Extension Workers.

Prosperity without strong work motivation cannot be achieved. Low well-being will hinder strong work motivation within a Family Planning Extension Worker. In carrying out their work, Family Planning Extension Workers at the East Jakarta Family Planning Office still face several obstacles and constraints that require solutions, such as:

- a. The suboptimal welfare of Family Planning Extension Workers is due to unfulfilled rights, such as inadequate income, limited benefits from their activities, lack of health insurance, and lack of opportunities for career advancement in their field.
- b. Suboptimal work motivation involves interacting with specific situations through making work meaningful, providing rewards, acting and behaving fairly, as well as encouraging feedback and interacting with coworkers.

- c. The budget absorption rate, which is quite high at 91.97%, has not been optimally achieved, but quarterly Budget Realization is more focused on the fourth quarter. This is due to an imbalance in activity scheduling, resulting in a congested implementation of activities in the fourth quarter.
- d. The limited availability of four-wheeled and two-wheeled transportation within the East Jakarta Family Planning Office has made it difficult to implement activities.
- e. The number of new Family Planning participants undergoing Male Surgery (OP) or vasectomy has not yet reached the target (only 48.06%). This is due to a lack of Communication, Information, and Education (KIE) infrastructure and family planning service facilities (mobile family planning service units) that can be used for mobile services.
- f. The limited budget allocation for the implementation of the family planning program in East Jakarta in 2011.

II. Literature Review

Work Productivity

The definition of productivity should not only refer to the physical processes that transform various inputs into outputs, but also to the various factors that can influence the process of achieving productivity itself. Work productivity is a benchmark for the level of performance of a work process as part of an organization's (unit or function's) productive system.

Various terms such as output, performance, efficiency, and effectiveness are often associated with productivity in general. According to Gomes (2003), productivity refers to the ratio of output to input. Inputs can include production costs and equipment costs, while outputs can include sales, revenue, market share, and damage. Some even view performance with an emphasis on efficiency. Efficiency is measured as the ratio of output to input. Among other things, measuring efficiency requires determining outcomes and the amount of resources used to produce those outcomes.

Productivity is a process by which inputs are transformed into outputs and compared against standards. According to Wibowo (2007), conceptually, productivity is the relationship between an organization's output or results and the required inputs. Productivity can be quantified by dividing output by input. Increasing productivity can be achieved by improving the productivity ratio, producing more output, or better output with a given level of resource input.

According to Hasibuan (2003), productivity is the ratio of output to input. This increase in productivity is only possible through increased efficiency in time, materials, labor, work systems, production techniques, and improved workforce skills.

Meanwhile, Sinungan (2004) defines productivity as a universal concept aimed at providing more goods, services, and people using fewer real resources. Productivity is an interdisciplinary approach to setting effective goals, creating plans, and applying productive methods to utilize resources efficiently while maintaining high quality.

Employee Welfare

Welfare programs are compensation programs that are provided independently of a civil servant's position/job, designed to improve their welfare. Welfare programs within the civil service include: Health Insurance, Pension Savings (Taspen), Leave, Overtime Pay, Advances, and loans for employee housing renovations.

The Department of National Education's Big Indonesian Dictionary defines welfare as "safe, secure, and prosperous," "safety" (free from all kinds of disturbances). Meanwhile, "welfare" is the state or condition of well-being, security, safety, and tranquility.

Sedarmayanti (2007) states that to improve the welfare of employees and their families, organizations provide welfare facilities, taking into account employee needs and organizational capabilities. If an organization is deemed capable, the government can require it to provide welfare facilities for employees and their families.

Meanwhile, Civil Servant Management (PNS), according to Law Number 43 of 1999, quoted by Thoah (2007), states that welfare is compensation whose provision does not depend on the position/job of Civil Servants (PNS) to improve the welfare of PNS. Welfare efforts in the PNS environment consist of: Health Insurance (Askes), Pension Savings (Taspen), leave, overtime pay, and advances.

Work Motivation

Motive comes from the Latin word "movere," which means an inner drive to act or behave. The concept of motivation is inseparable from the words "needs" or "want." A need is a "potential" within a person that needs to be addressed or responded to.

The definition of motivation varies, as various experts define it according to their perspectives. For example, Manulang (2001) explains that motivation is a stimulating or driving force that encourages employees

to work diligently, differing in degree from one employee to another. Meanwhile, Arep and Tanjung (2003) state that motivation is something fundamental, driving someone to work.

Both experts believe that every human activity, especially for employees at work, requires a challenge. This challenge creates a person's drive to achieve something through their work. This is called motivation. Furthermore, Hasibuan (2003) argues that motivation is the driving force that creates a passion for work, encouraging them to cooperate, work effectively, and integrate all their efforts to achieve satisfaction.

Siagian (2004) further states that motivation is a fundamental psychological process. It would be difficult to deny that motivation is a crucial process in satisfying various needs and ensuring the interests of organizational members. Indeed, satisfying a person's needs cannot be explained and understood solely based on motivation, as other factors are also involved.

Mangkunegara (2004) also argues that motivation is a condition that drives employees to achieve their goals. Suwatno and Priansa (2011) argue that motivation means providing a motive for someone to carry out an action, which generally has a motive. When someone does something intentionally, there is certainly a purpose or objective that drives them to do so. The basic motive for this person is the person's need for pride and honor, and perhaps material gain.

III. Research Method

Population and Sample

In general, a population is defined as a generalized area consisting of objects/subjects with certain qualities and characteristics, according to Sugiyono (2009). The population in this study was the Family Planning Counselors at the East Jakarta City Administration Family Planning Office, which has 110 employees. Sugiyono (2009) explains the general sample size as part of the population and its characteristics.

In this study (Sugiyono, 2009), the sampling technique used was saturated sampling, a sampling technique where all members of the population are used as samples. This is often done when the population is relatively small. Another term for saturated sampling is complete, where all members of the population are sampled. Based on Sugiyono's (2009) opinion, the sample size in this study (using the saturated sampling technique) was 110 individuals.

Data Collection Techniques

Data collection techniques can use primary sources collected through questionnaires. A questionnaire is a data collection technique that involves providing respondents with a set of written questions or statements to answer. This questionnaire uses a structured list of statements (questionnaire) containing 15 statements on welfare, 15 statements on work motivation, and 15 statements on work productivity of Family Planning Extension Workers.

Data Processing Techniques

To process the data to describe the issues discussed, the data collected from respondents in the form of questionnaire responses will be processed through several stages, including:

- a. Editing. The data collected through the questionnaire is then examined to determine whether all questionnaires have been completed by the respondents. If any questionnaires are incomplete, the researcher will re-administer the questionnaire to the respondents.
- b. Scoring. The completed questionnaires are then scored according to a predetermined scale for each item.
- c. Data Tabulation. The scored questionnaires are then tabulated to determine the raw score for each item, the total raw score for each item, the average score for each item, and the average for all items.

Analysis Method

Sugiyono (2009) notes that data validity testing in research often focuses solely on validity and reliability. In quantitative research, the primary criteria for research data are validity, reliability, and objectivity. Validity is the degree of accuracy between the data occurring on the research object and the data reported by the researcher. Therefore, valid data is data that does not differ from the data reported by the researcher and the data occurring on the research object.

Research Results

1. Hypothesis Testing the Relationship between Welfare (X1) and Work Productivity (Y)

To test this hypothesis, the researchers used Product-Moment analysis. The formula for Product-Moment correlation analysis is:

$$r_{x_1y} = \frac{\sum x_1y}{\sqrt{(\sum x_1^2)(\sum y^2)}}$$

Next, to calculate the value, namely between welfare and work productivity at the East Jakarta City Administration Family Planning Office, the researcher used a helper table (Appendix 11). The calculation results are as follows:

$$\begin{aligned} r_{x_1y} &= \frac{\sum x_1y}{\sqrt{(\sum x_1^2)(\sum y^2)}} \\ r_{x_1y} &= \frac{9,7779}{\sqrt{(13,2913)(11,3538)}} \\ r_{x_1y} &= \frac{9,7779}{\sqrt{150,9063}} \\ r_{x_1y} &= \frac{9,7779}{12,2844} \\ r_{x_1y} &= 0,796 \end{aligned}$$

Based on the calculation results, the correlation coefficient found is $r_{x_1y} = 0.796$. After consulting this value with the previous interpretation guide table, it is known that the correlation coefficient is included in the strong positive category because it is between the interval (0.60 - 0.799). This indicates that welfare has a positive and strong relationship with the work productivity of the at the Family Planning Office of East Jakarta City Administration. Meanwhile, to determine the contribution of welfare to work productivity of the , the coefficient of determination (R^2)2 can be calculated using the following formula:

$$\begin{aligned} Kd &= r^2 \times 100 \% \\ &= (0,796)^2 \times 100\% \\ &= 0,634 \times 100\% \\ &= 63,4\% \end{aligned}$$

Based on these calculations, this means that welfare is 63.4% related to work productivity, while the remaining 36.6% is related to other factors. In addition to welfare, there are other factors related to work productivity, such as employee work effectiveness. Furthermore, to determine whether the relationship between welfare and work productivity at the East Jakarta City Family Planning Office is significant or not, it is necessary to test its significance using the t-formula, which is as follows:

$$\begin{aligned} t &= \frac{r \sqrt{n-2}}{\sqrt{1-r^2}} \\ t &= \frac{0,796 \sqrt{110-2}}{\sqrt{1-(0,796)^2}} \\ t &= \frac{8,2718}{0,6054} \\ t &= 13,665 \end{aligned}$$

The calculation results obtained a calculated t value of 13.665. This value was then compared with the t table value for a 5% error using a two-tailed test where $dk = n-k$; $110 - 2 = 108$, resulting in a t table value of 1.980. Based on the calculation results, it can be concluded that the null hypothesis (H_0), which states there is no positive and significant relationship between welfare and work productivity, is "rejected," and the alternative hypothesis (H_a), which states there is a positive and significant relationship between welfare and work productivity, is "accepted." Therefore, the calculated t falls within the H_a region, meaning the hypothesis is

accepted. The correlation coefficient between welfare and work productivity of 0.796 is strongly positive and significant, meaning it can be applied to the entire population.

2. Hypothesis Testing the Relationship Between Work Motivation (X2) and Work Productivity (Y)

To test the hypothesis between work motivation and work productivity, the researcher used product-moment analysis. The formula for product-moment correlation analysis (Sugiyono, 2009) is as follows:

$$r_{x_2y} = \frac{\sum x_2 y}{\sqrt{(\sum x_2^2)(\sum y^2)}}$$

To calculate the price, namely work motivation with work productivity at the East Jakarta City Administration Family Planning Office, the researcher used a helper table (Appendix 12). The calculation results are as follows:

$$\begin{aligned} r_{x_2y} &= \frac{\sum x_2 y}{\sqrt{(\sum x_2^2)(\sum y^2)}} \\ &= \frac{9,5915}{\sqrt{(13,8342)(11,3538)}} \\ r_{x_2y} &= \frac{9,5915}{\sqrt{157,0704}} \\ r_{x_2y} &= \frac{9,5915}{12,5328} \\ r_{x_2y} &= 0,765 \end{aligned}$$

Based on the calculation results, the correlation coefficient found is $r_{x_2y} = 0.765$. After consulting this value with the previous interpretation guide table, it can be seen that the correlation coefficient is included in the strong positive category. This indicates that work motivation has a strong positive relationship with work productivity. Meanwhile, to determine the contribution of work motivation to work productivity, the coefficient of determination (R^2) can be calculated using the following formula:

$$\begin{aligned} Kd &= r^2 \times 100 \% \\ &= (0,765)^2 \times 100\% \\ &= 0,586 \times 100\% \\ &= 58,6\% \end{aligned}$$

Based on these calculations, this means that work motivation is 58.6% related to work productivity, while the remaining 41.4% is related to other factors. In addition to work motivation, there are other factors related to work productivity, such as employee work ethic. Furthermore, to determine whether the relationship between work motivation and work productivity at the East Jakarta City Administration Family Planning Office is significant or not, its significance needs to be tested using the t formula, which is as follows:

$$\begin{aligned} t &= \frac{r \sqrt{n-2}}{\sqrt{1-r^2}} \\ t &= \frac{0,765 \sqrt{110-2}}{\sqrt{1-(0,765)^2}} \\ t &= \frac{7,9534}{0,6437} \\ t &= 12,356 \end{aligned}$$

The calculation results yielded a t-value of 12.356. This was then compared with the t-table value for a 5% error in a two-tailed test and $dk = n-k$; $110 - 2 = 108$, resulting in a t-table value of 1.980.

Based on the results, it can be concluded that the null hypothesis (Ho), which states there is no positive and significant relationship between work motivation and work productivity, is "rejected," and the alternative hypothesis (Ha), which states there is a positive and significant relationship between work motivation and work productivity, is "accepted." Therefore, the t-value falls within the Ha region, meaning the hypothesis is accepted. The correlation coefficient between work motivation and work productivity of 0.765 is strongly positive and significant, meaning it can be applied to the entire population.

3. Hypothesis Testing the Relationship Between Welfare (X1) and Work Motivation (X2) and Work Productivity (Y)

Before conducting the hypothesis test for a multiple correlation between welfare (X1) and work motivation (X2) and work productivity (Y), the correlation between welfare (X1) and work motivation (X2) was first calculated (Appendix 13) using the following formula:

$$\begin{aligned} r_{X_1X_2} &= \frac{\sum x_1x_2}{\sqrt{(\sum x_1^2)(\sum x_2^2)}} \\ &= \frac{10,5955}{\sqrt{(13,2913)(13,8342)}} \\ &= \frac{10,5955}{\sqrt{183,8749}} \\ &= \frac{10,5955}{13,5600} \\ &= 0,781 \end{aligned}$$

Furthermore, to test the double correlation between welfare (X1) and work motivation (X2) together with work productivity (Y) at the East Jakarta City Administration Family Planning Office, it can be calculated using the following formula (Sugiyono, 2009):

$$\begin{aligned} R_{X_1X_2Y} &= \sqrt{\frac{r_{X_1Y}^2 + r_{X_2Y}^2 - 2r_{X_1Y} \cdot r_{X_2Y} \cdot r_{X_1X_2}}{1 - r_{X_1X_2}^2}} \\ R_{X_1X_2Y} &= \sqrt{\frac{(0,796)^2 + (0,765)^2 - 2 \cdot (0,769) \cdot (0,765) \cdot (0,781)}{1 - (0,781)^2}} \\ R_{X_1X_2Y} &= \sqrt{\frac{(0,634) + (0,586) - 0,9520}{1 - 0,611}} \\ R_{X_1X_2Y} &= \sqrt{\frac{1,2193 - 0,9520}{0,3895}} \\ R_{X_1X_2Y} &= \sqrt{\frac{0,2673}{0,3895}} \\ R_{X_1X_2Y} &= \sqrt{0,686} \\ R_{X_1X_2Y} &= 0,828 \end{aligned}$$

Based on the calculation results, the multiple correlation coefficient found is $R_{X_1X_2Y} = 0.828$. After consulting this value with the previous interpretation guide table, it is known that the multiple correlation coefficient is included in the very strong category. This indicates that welfare and work motivation together have a very strong positive relationship with the work productivity of at the Family Planning Office of East Jakarta City Administration. This relationship applies to the entire population. To predict the magnitude of the relationship between welfare and work motivation together with the work productivity of at the Family Planning Office of

East Jakarta City Administration, the coefficient of determination is calculated by using the following formula for squaring the correlation coefficient (R²):

$$\begin{aligned} Kd &= R^2 \times 100 \% \\ &= (0,828)^2 \times 100\% \\ &= 0,686 \times 100\% \\ &= 68,6\% \end{aligned}$$

This means that well-being and work motivation together contribute 68.6% to the productivity, while the remaining 31.4% is related to other factors. In addition to well-being and work motivation, other factors are also related to productivity, such as employee performance. Furthermore, to test the significance of the multiple correlation between well-being and work motivation, together with productivity, and its likelihood of being implemented across the entire population, researchers conducted a test by determining the calculated F value, which was then compared with the F table value using the following formula (Sugiyono, 2009):

$$\begin{aligned} F_{hit} &= \frac{R^2/k}{(1 - R^2)/(n - k - 1)} \\ F &= \frac{(0,828)^2 / 2}{(1 - 0,828^2)/(110 - 2 - 1)} \\ F &= \frac{0,3432}{(0,3140) / 107} \\ F &= \frac{0,3432}{0,0029} \\ F &= 117,061 \end{aligned}$$

F-count value is 117.061. This value is then consulted with F-table, for the numerator dk = 2 and the denominator dk = (110-2-1) = 107. The F-table value is obtained at the specified error level of 5% = 3.09. In this case, the provision applies if the F-count is greater than the F-table; then the tested multiple correlation coefficient is significant, that is, it can apply to the entire population. From the calculation above, it turns out that F-count > F-table (117.061 > 3.09), so it can be stated that the multiple correlation is strong, positive, and significant, and can be applied where the sample is taken. And the hypothesis that reads: There is a strong and significant positive relationship between welfare and work motivation, together with the work productivity of at the Family Planning Office of East Jakarta City Administration, is accepted or proven, meaning that if welfare is high and work motivation is good, then the work productivity of will also increase.

IV. Discussion

Based on the research results, the welfare variable has a positive and significant relationship with a correlation coefficient of 0.796 and a coefficient of determination (r²) of 0.634, meaning that the welfare variable contributes 63.4% to explaining the work productivity variable in the .

The work motivation variable (X2) also has a positive and significant relationship with the work productivity, with a correlation coefficient of 0.765, while the coefficient of determination (r²) is 0.586, meaning that the work motivation variable contributes 58.6% to explaining the work productivity of the .

The simultaneous analysis shows that welfare and work motivation have a positive and significant relationship with the work productivity of the . This level of welfare is directly related to the work productivity of the Family Planning and Employee Relations. This has been significantly proven by partial and simultaneous research results. The work productivity at the East Jakarta City Family Planning Office can be determined by welfare and work motivation factors, with a contribution of 68.6% to the resulting relationship (R²), with the remaining 31.4% being determined by factors outside this research model.

Based on the above, the correlation between welfare and work motivation and work productivity indicates that the magnitude of the relationship can be quantitatively explained as follows:

- a. The relationship between variable X1 (welfare) and Y (work productivity) requires analysis by researchers because welfare is the fulfillment of employee rights through income, benefits, and freedom, as well as security and health insurance, as well as opportunities to develop and improve academic quality and competency, and/or receive training and professional development in their field.
- b. The relationship between variable X2 (work motivation) and Y (work productivity) requires analysis by researchers. This is because work motivation is essentially a person's interaction with a specific situation they

face through making work meaningful. Within a person, there are "needs" or "wants" for objects outside themselves. Then, how does that person connect these needs with the "external situation" of the object to fulfill those needs, provide rewards, act and behave fairly, and provide encouraging feedback and socialize with coworkers?

- c. The relationship between variables X1 (well-being) and X2 (work motivation), together with variable Y (work productivity), requires analysis by researchers because work productivity is the comparison between output (results) and input (inputs) through work attitudes, skill levels, work relationships, productivity management, and labor efficiency. Increased productivity is only possible through increased efficiency in time, materials, labor, work systems, production techniques, and improved employee skills.

Identifying well-being and work motivation will impact work productivity. Based on the above considerations, the researcher believes that the hypothesis that well-being and work motivation have a strong relationship with the work productivity of the Family Planning Group at the East Jakarta City Administration Family Planning Office is acceptable.

The significant relationship between these two independent variables and the dependent variable also demonstrates how to optimally implement and improve work productivity. This is borne out by the existence of good well-being and work motivation.

Practically, these two variables operate in tandem, meaning that in the process, well-being and work motivation can be variables or factors that determine whether work productivity is high or low. If well-being is good and work motivation is high, then work productivity will automatically increase.

In this discussion, the researcher concludes that the two independent variables above demonstrate a significant relationship. This means that without good well-being and work motivation, work productivity at the East Jakarta City Administration Family Planning Office cannot be increased or implemented optimally.

Interpretation

This study successfully tested the hypotheses. The analysis and interpretation of the relationship between well-being, work motivation, and work productivity of the Family Planning and Employee Relations at the East Jakarta City Family Planning Office used simple and multiple correlation coefficients, as well as multiple linear regression equations.

To facilitate calculations, analysis, and interpretation, the researcher used analytical requirements, namely instrument validity and reliability tests, and supporting tables, as shown in Appendices 11, 12, and 13 for simple and multiple correlation coefficients.

However, it is recognized that this study is limited to two independent variables: well-being and work motivation, with the dependent variable being work productivity of the at the East Jakarta City Family Planning Office. Therefore, further research is possible. This is due to the numerous limitations inherent in this research, such as limited time and resources.

V. Conclusion

Based on the results of the research conducted to test the hypotheses and answer the proposed research questions, the researcher can draw the following conclusions:

- a. Based on the results of the hypothesis test, the welfare variable and the work productivity of the Family Planning Employee Group at the East Jakarta City Family Planning Office (KAP) found a strong and significant positive relationship with a correlation coefficient of 0.796 and a coefficient of determination (r^2) of 0.634, or 63.4%. This means that increasing employee welfare levels can significantly increase work productivity at the East Jakarta City Family Planning Office (KAP).
- b. Based on the results of the hypothesis test, the work motivation variable and the work productivity of the Family Planning Employee Group (KAP) at the East Jakarta City Family Planning Office (KAP) found a strong and significant positive relationship with a correlation coefficient of 0.765 and a coefficient of determination (r^2) of 0.586, or 58.6%. This means that high levels of work motivation can significantly increase work productivity at the East Jakarta City Family Planning Office (KAP).
- c. The hypothesis test for a multiple correlation between the variables of welfare and work motivation simultaneously and the work productivity of the Family Planning Group at the East Jakarta City Family Planning Office revealed a very strong and significant positive relationship, with a correlation coefficient of 0.828 and a coefficient of determination (r^2) of 0.686, or 68.6%. This indicates that increasing levels of welfare and high work motivation can significantly increase work productivity at the Family Planning Group at the East Jakarta City Family Planning Office.

VI. Recommendations

Based on the research results and the discussion in the conclusions above, the researcher offers the following suggestions for possible follow-up:

- a. It is recommended that employee welfare be improved by providing recognition or appreciation to employees who excel or demonstrate good work performance and productivity, for example, promotions, salary increases commensurate with employee performance, incentives, bonuses, and other forms of recognition.
- b. It is recommended that work motivation be improved by providing rewards and punishments commensurate with employee performance. For example, employees are given high rewards for good work, but they are punished if their work does not meet organizational expectations. Therefore, it can be said that employees are motivated to earn high rewards and avoid punishment from organizational leaders.
- c. It is recommended that work productivity be improved by enhancing employee skills and abilities in performing their duties through good work attitudes, a high level of skill, maintaining working relationships with colleagues, good productivity management, and maintaining high work efficiency.

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