THE EFFECTS OF WORK ABILITY, LEVEL OF COORDINATION AND WORK MOTIVATION ON THE SUCCESS OF THE GOVERNMENT’S FOOD RESERVE (GFR) PROGRAM IN BENGKULUCITY

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ABSTRACT

The Government Food Reserve (GFR) program is a strategic step in ensuring food availability throughout Indonesia, managing price volatility, and dealing with the impact of natural and social disasters. In Bengkulu City, the successful implementation of the GFR has a very significant impact given the similar challenges faced by other regions in Indonesia. The success of the GFR program in Bengkulu City is influenced by three key factors: work ability, level of coordination, and motivation of the program implementers. Therefore, this study aims to analyze the influence of these three factors on the success of the GFR program in Bengkulu City. The census method was used, targeting GFR program implementers at the kecamatan, village/kelurahan, dusun, and RT levels. Data was collected through a survey with a questionnaire designed to measure the variables of work ability, coordination level, work motivation, and GFR program success. The results showed that there is a significant influence of work ability, coordination level, and work motivation on the success of GFR program in Bengkulu City. The support from these three factors allows the GFR program to maintain food availability for the community effectively and efficiently. Hard work and integration of related agencies are the main keys in achieving the objectives of the GFR program, providing a positive impact on social and economic stability in Bengkulu City.

Keywords: Coordination level, GFR Program, Work ability, Work motivation

Introduction

Along with population growth and improving the quality of life of the community, the need for food, which is a basic need, is also increasing [1][2][3]. The food sector still has an important position in Indonesia in driving the achievement of national development which has an influence on the rate of economic growth [4][5].

In order to maintain national food availability, the government issued Presidential Regulation No. 125 of 2022 on the Implementation of Government Food Reserves[6]. Through this regulation, the government establishes rules regarding the type, amount, organization, as well as assignment and funding related to the GFR[7].
The Government Food Reserve (GFR) is a strategic program managed by the government to ensure food availability throughout Indonesia, handle price fluctuations, and overcome the impact of natural and social disasters [8]. Commodities included in the GFR include rice, corn, soybeans, onions, chili peppers, poultry meat, poultry eggs, ruminant meat, sugar, cooking oil, and fish.

In Bengkulu City, the successful implementation of the GFR program plays an important role in sustaining food availability, considering that this region also faces similar challenges to other regions in Indonesia, such as food insecurity, price fluctuations, and potential natural disasters.[9].

In 2023, the Bengkulu City Government distributed rice assistance under the Government Food Reserve (GFR) program to 20,517 beneficiary families, with each beneficiary family receiving 10 kilograms. The distribution of GFR assistance from the central government is a form of prevention of food insecurity, poverty, stunting, malnutrition, emergencies, and to protect producers and consumers, as well as to control the impact of inflation. [10].

Previously, the Bengkulu Provincial Government also distributed government rice reserves for food assistance in the form of 1.69 tons of rice to 169,744 beneficiary families in regencies and cities in Bengkulu. The assistance came from the central government through the National Food Agency (Bapenas) to prepare and distribute rice food assistance.

The success of the GFR program in Bengkulu depends not only on the amount and type of food managed, but also on the employability of the program implementers. Workability refers to the knowledge, skills and competencies possessed by individuals or groups in carrying out tasks related to the implementation of GFR. In the context of GFR, employability involves technical understanding of food stock management, proper storage procedures, food quality maintenance techniques, as well as efficient distribution strategies.

A well-skilled workforce will be able to run operations more effectively and be responsive to various emergency situations that require quick intervention to prevent food scarcity and price stabilization. In addition, good coordination between various stakeholders is essential to ensure the success of the GFR program [11]. The level of coordination involves close cooperation between central and local governments, state-owned enterprises (SOEs), the private sector, and food associations [12].

This coordination is necessary to ensure that all parties have the same understanding of the program objectives, as well as their respective roles and responsibilities in maintaining food availability and stability. Good coordination allows for more equitable and efficient food distribution, as well as the ability to respond quickly to changing needs or emergency situations.

In addition, the work motivation of the GFR program implementers is also an important factor affecting the success of the program. Work motivation can be improved through various means, such as providing adequate incentives, a conducive work environment, and recognition for work achievements. High motivation among implementers will increase their dedication in carrying out tasks related to food reserve management, thus ensuring that all necessary measures to maintain food availability and price stability are optimally implemented.

In its implementation, the GFR program in Bengkulu City faces several challenges. First, the challenge of maintaining the quality and quantity of food stocks to keep them in line with the set standards. This requires good technical skills from officers in the field. Second, the challenge of coordinating the various parties involved in the implementation of GFR, from the central government, regional government, private sector and community. Third, keeping work motivation high amidst various operational challenges and limited resources. The government, through Presidential Regulation No. 125 of 2022, has established important fundamentals for the implementation of the GFR, including the establishment of minimum food stocks, quality standards, and funding and procurement mechanisms. In Bengkulu, this implementation requires adjustments and close supervision to be effective.
The success of the GFR program in Bengkulu City is greatly influenced by the work ability, level of coordination and motivation of the program implementers. By improving these three aspects, it is expected that the GFR program can run more effectively, ensuring sufficient food availability, stabilizing food prices, and responding quickly to various emergency situations that may occur. A comprehensive and coordinated approach to food reserve management will be key in supporting food security in Bengkulu City and Indonesia as a whole. Therefore, this study aims to analyze the influence of work ability, level of coordination, and work motivation on the success of the GFR program in Bengkulu City.

Methods
This study was conducted to analyze the influence of work ability, coordination level, and work motivation on the success of the Government Food Reserve (GFR) program in Bengkulu City. The targets of this study were GFR program implementers at the kecamatan, kelurahan, and RT levels. The population of this study included 191 program implementers spread across these administrative levels. In this study, the census method was used so that the entire population would be used as research respondents[13]. This allows the study to obtain comprehensive and representative data on the influence of work ability, coordination level, and work motivation on the success of the GFR program in Bengkulu City.

Data is collected through a survey using a questionnaire designed to measure the variables of work ability, coordination level, work motivation, and GFR program success[14]. This questionnaire will be distributed to all 191 respondents who have been identified in the research population. The collected data will be analyzed to identify the relationship and influence between these variables. Data analysis in this study is conducted using statistical analysis techniques, namely product moment correlation, simple regression, and multiple regression[15]. Product moment correlation was used to measure the extent of the relationship between two variables, namely work ability, coordination level, and work motivation with the success of the GFR program. Simple regression analysis was used to identify the effect of one independent variable on one dependent variable, while multiple regression analysis was used to identify the simultaneous effect of several independent variables on one dependent variable.

Result and Discussion
A. Result
1. Validity, Reliability and Normality Testing
Based on the results of the calculation, it is known that all items of the research variables are valid and reliable and their distribution is normal, with these results, all items on the research variables can be used as research instruments.

2. Effect of GFR officer's work ability on the success of the GFR Program
Table 1. Results of product correlation calculations

<table>
<thead>
<tr>
<th>Correlation</th>
<th>Coef. correlation</th>
<th>t-count</th>
<th>t-table</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>rX1.Y</td>
<td>0.679</td>
<td>12.704</td>
<td>1.973</td>
<td>Significant</td>
</tr>
<tr>
<td>rX2.Y</td>
<td>0.688</td>
<td>13.046</td>
<td>1.973</td>
<td>Significant</td>
</tr>
<tr>
<td>rX3.Y</td>
<td>0.721</td>
<td>9.910</td>
<td>1.973</td>
<td>Significant</td>
</tr>
</tbody>
</table>

Source: research results, 2024.

From Table 1 above, the correlation coefficient between the work ability of GFR officers and the success of the GFR Program is 0.679. To strengthen the analysis, a t-test was conducted based on the available data. The result of the t-test shows that the t value is 12.704, while the t table with a 5 percent test level for a two-party test and 191 respondents (dk = n-2 or 191-2 = 189) is 1.973. The results of this calculation show that the correlation between employee work ability and the success of the GFR Program is significant, because t count is greater than t table (12.704 > 1.973), so the
alternative hypothesis (H$_i$) is accepted. This positive relationship means that the better the work ability of GFR officers, the success of the GFR Program managed also tends to increase, and vice versa.

To prove the influence of the two variables above, it is also evident from the results of the simple regression calculation, where the regression coefficient also shows a positive result, which is 0.676. The results of the regression calculation between the employee work ability variable and the success of the GFR Program are presented in Table 2.

### Table 2. Simple regression calculation results between GFR officers’ work ability variables on the success of the GFR Program

<table>
<thead>
<tr>
<th>No</th>
<th>Variable</th>
<th>Effect Value</th>
<th>t-count</th>
<th>t-table</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Promotion</td>
<td>0.688</td>
<td>13.046</td>
<td>1.973</td>
</tr>
</tbody>
</table>

Source: research results, 2024.

The significance test of the simple regression results above is done by comparing $F_{count}$ with $F_{table}$. It is known that $F_{count}$ is 161.385, while $F_{table}$ with 95 percent confidence level (df = n-2 or 191-2 = 189) is 3.891. Because $F_{count}$ is greater than $F_{table}$ (161.385 > 3.891), the results of this regression calculation are significant. Based on the statistical discussion above, it is found that the work ability of GFR officers has a significant influence on the success of the GFR Program. This result can also prove the first hypothesis which states that the work ability of GFR officers has a significant influence on the success of the GFR Program, so the null hypothesis (H$_o$) is rejected and the alternative hypothesis (H$_i$) is accepted.

### 3. Effect of work coordination level on the success of the GFR Program

From Table 1 above, it can be seen that based on the results of computer calculations, the correlation coefficient between coordination and the success of the GFR Program is 0.688. After conducting a t-test based on the attached data, the t-count result is 13.046, while the t-table with a 5 percent test level for a two-party test and 191 respondents (df = n - 2 or 191 - 2 = 189) is 1.973. The calculation results show that the correlation between coordination and the success of the GFR Program is significant because the $t$ value is greater than the $t$-table (13.046 > 1.973). This means that the influence of the two variables is positive and significant, so the alternative hypothesis (H$_i$) is accepted. Based on the correlation test results above, it shows that there is a very strong influence between the coordination variable and the success of the GFR Program with a positive direction. This positive direction indicates that if the coordination variable is increased, the success of the GFR Program will also increase, and vice versa.

To prove the influence of the two variables above, a simple regression calculation was also conducted, where the regression coefficient showed a positive result of 0.688. The results of the simple regression calculation between the coordination variable and the success of the GFR Program are presented in Table 3.
The significance test of the simple regression results above is done by comparing $F_{\text{count}}$ with $F_{\text{table}}$. It is known that $F_{\text{count}}$ is 170.189, while $F_{\text{table}}$ with 95 percent confidence level with df = n - 2 (191 - 2 = 189) is 3.891. So $F_{\text{count}}$ is greater than $F_{\text{table}}$ (170.189 > 3.891), so it can be said that the results of this regression calculation are significant. Based on the statistical discussion above, it is found that between coordination and the success of the GFR Program is a significant influence, this result can also be a means of proving the second hypothesis. The second working hypothesis states that coordination has a significant influence on the success of the GFR Program, so $H_0$ is rejected and $H_1$ is accepted.

4. Effect of work motivation level on the success of the GFR Program

From Table 1 above, it can be seen that based on the results of computer calculations, the correlation coefficient between work motivation and the success of the GFR Program is 0.721. After conducting the t test based on the attached data, it is known that the results obtained are 9.910, while the t table with a 5 percent test level, two-party test, and 191 respondents, then $dk = n - 2$, or 191 - 2 = 189. Obtained $t_{\text{table}}$ of 1.973. From the calculation results, it shows that the correlation between work motivation and the success of the GFR Program is significant because the t value is greater than the $t_{\text{table}}$ (9.910 > 1.973). This means that the influence of the two variables is positive and significant, so $H_1$ is accepted. Based on the correlation test results above, it shows that there is a very strong influence between the work motivation variable and the success of the GFR Program with a positive direction. The positive direction indicates that if the work motivation variable of GFR officers is increased, it will increase the success variable of the GFR Program, and vice versa.

To prove the influence of the two variables above is also evidenced from the results of simple regression calculations, where the regression coefficient also shows a positive result, which is 0.688. The results of the simple regression calculation between the work motivation variable and the success of the GFR Program are presented in Table 4.

### Table 3. Results of simple regression calculation between coordination variables on the success of the GFR Program

<table>
<thead>
<tr>
<th>No</th>
<th>Variable</th>
<th>Effect Value</th>
<th>t-count</th>
<th>t-table</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Work ability</td>
<td>0.679</td>
<td>12,704</td>
<td>1,973</td>
</tr>
<tr>
<td>a</td>
<td>(Constants)</td>
<td>11,532</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>(Regression coefficient)</td>
<td>0.676</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F-count</td>
<td>161,385</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>F table</td>
<td>3,891</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: research results, 2024.

### Table 4. Results of simple regression calculation between work motivation variables on the success of the GFR Program

<table>
<thead>
<tr>
<th>No</th>
<th>Variable</th>
<th>Effect Value</th>
<th>t-count</th>
<th>t-table</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Work Motivation</td>
<td>0.721</td>
<td>14,298</td>
<td>1,973</td>
</tr>
<tr>
<td>a</td>
<td>(Constants)</td>
<td>7,638</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>(Regression coefficient)</td>
<td>0.951</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F-count</td>
<td>204,441</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>F table</td>
<td>3,891</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: research results, 2024.
The significance test of the simple regression results above is done by comparing $F_{\text{count}}$ with $F_{\text{table}}$. It is known that $F_{\text{count}}$ is 204.441 while $F_{\text{table}}$ with 95 percent confidence level with $df = n - 2$ (191 - 2 = 189) is 3.891. So $F_{\text{count}}$ is greater than $F_{\text{table}}$ (204.441 > 3.891), so it can be said that the results of this regression calculation are significant. Based on the statistical discussion above, it is found that between work motivation and the success of the GFR Program has a significant influence, this result can also be a means of proving the third hypothesis. The third working hypothesis which states that work motivation has a significant influence on the success of the GFR Program, so $H_0$ is rejected and $H_1$ is accepted.

5. The effect of work ability, coordination level and work motivation on the success of the GFR Program

Compound correlation is a number that shows the direction and strength of the influence between the independent variables together with the dependent variable. The results of the analysis can be seen in the following table:

<table>
<thead>
<tr>
<th>Correlation</th>
<th>Coef. correlation</th>
<th>t-count</th>
<th>t-table</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>RX1X2X3.Y</td>
<td>0.852</td>
<td>164.406</td>
<td>2.653</td>
<td>Significant</td>
</tr>
<tr>
<td>$a =$</td>
<td>-6.874</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$b1 =$</td>
<td>0.279</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$b2 =$</td>
<td>0.513</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$b3 =$</td>
<td>0.498</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>R Square</td>
<td>0.725</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: research results, 2024.

From the calculation of the compound correlation coefficient in table 5 above, the result is 0.852 (Multiple R value). From these results, the F test was then carried out and the results obtained $F_{\text{count}}$ was 164.406 and $F_{\text{table}}$ with a 95 percent confidence level of 2.653. Thus $F_{\text{count}}$ is greater than $F_{\text{table}}$ (164.406 > 2.653) so it can be concluded that there is a significant influence between the variables of work ability, level of coordination and work motivation together on the variable success of the CPP Program with a positive direction which means that the higher the work ability, level of coordination and work motivation, the higher the success of the CPP Program.

Looking at the results of the compound correlation test above, it can be said that there is an influence between work ability, level of coordination and work motivation on the success of the CPP Program. Based on this fact, the fourth working hypothesis which states that there is a significant influence between work ability, level of coordination and work motivation on the success of the GFR Program can be accepted.

In this study, the coefficient of determination is used to determine the percentage of changes in the CPP Program success variable caused by the work ability variable, the level of coordination and work motivation. From the results of the calculations carried out, the results obtained amounted to ($R^2$ value) 0.725 or 72.5 percent, which means that work ability, level of coordination and work motivation provide changes to the success of the CPP Program by 72.5 percent, and other factors that affect the success of the CPP Program outside the research variables are 27.5 percent (1 - 0.725 = 0.275).

B. Discussion

Food is a basic human need that must be fulfilled to maintain survival and well-being. However, in many areas, especially in urban areas, the issue of access to food is still a serious concern. To address this issue, the government implemented the Government Food Reserve (GFR) Program, which aims to ensure food...
availability for people in need. One of the cities implementing this program is Bengkulu City, where the success of this program is crucial in ensuring food availability for its residents.

Bengkulu City, despite having sufficient natural resource potential, still faces challenges in meeting the food needs of its people. Factors such as economic insecurity, vulnerability to natural disasters, and climate change, further complicate access to sufficient and quality food. To address these issues, the local government has implemented the GFR Program as one of the efforts to maintain food security and improve community welfare.

However, the success of the GFR Program is not only determined by policy factors and resource allocation, but also by internal factors related to the implementation of the program, such as work ability, coordination level, and work motivation of the officers involved in its implementation. Therefore, this study aims to identify the influence of these three factors on the success of the GFR Program in Bengkulu City.

Work capability is one of the main factors affecting the successful implementation of the GFR Program. GFR officers must have adequate knowledge and skills in managing the program, from data collection, food needs analysis, to food aid distribution. These skills can be obtained through formal education, training, and field experience.

Field observations show that GFR officers in Bengkulu City have good work skills. They actively go to the field to collect data and distribute food assistance to poor families targeted by the program. With a good understanding of the conditions of their working areas, including the RT, RW, and kelurahan levels, GFR officers are able to manage the program efficiently. They also have the ability to handle complaints or problems submitted by the community, so that all can be resolved properly.

In addition to work ability, a good level of coordination between various related parties is also an important factor in the success of the GFR Program. This program involves various government agencies, non-governmental organizations (NGOs), and the community as a whole. Good coordination is needed in the process of data collection of target groups, distribution of food assistance, and monitoring and evaluation of program implementation.

The data collection of target groups is done professionally and accurately, which allows for precise targeting of the program. Good coordination is also evident in the food aid distribution process, where all relevant agencies work together to ensure that aid is distributed in a timely manner and to those in need. This allows for a more efficient and accurate distribution plan.

The work motivation of GFR officers also plays a key role in achieving program success. High motivation encourages them to work to their full potential, increasing effectiveness in the execution of daily tasks. With a strong sense of responsibility towards the people in need, GFR officers strive to provide the best service they can.

Conclusion

Based on the results of the study, it can be concluded that the influence of work ability, coordination level, and work motivation on the success of the GFR Program in Bengkulu City is very significant. With the support of these three factors, the program is able to maintain food availability for people in need effectively and efficiently.

With the support from the work ability, coordination level, and work motivation of GFR officers, the success of the GFR Program in Bengkulu City can be achieved well. The availability of food that is guaranteed every year, sometimes even increasing, is evidence of the effectiveness of this program. The hard work and integration of all related agencies is the key to achieving this goal.

In addition to providing direct benefits to the people who receive food assistance, the success of the GFR Program also has a broader positive impact. By fulfilling the food needs of the community, social and economic stability in Bengkulu City can be maintained. In addition, awards and additional food aid allocations provided by superiors serve as additional motivation for GFR officers to continue improving their performance. With an effective work system and good coordination support, maximum
services can be provided to the people in need, thus having a positive impact on their lives.

Acknowledgement
The authors would like to express their deepest gratitude to all those who have helped in this research. Thank you to the GFR officers in Bengkulu City who have given their time and cooperation in collecting valuable data and information. And thank you to all those who have provided support and assistance during this research process. Without the contribution and cooperation of all parties, this research would not have been completed properly.

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