ABSTRACT

Analysis of Influences of Motivation and Integrity Toward Performance of Forest Ranger in Forestry Department

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The purpose of research were to (1) analyse the perception of Forest Ranger on motivation, integrity and performance, (2) analyse motivator factor and hygiene factor that influence to Forest Ranger’s performance, and (3) formulate recommendation to improve Forest Ranger’s performance. The research method was a descriptive with an approach of a case study. The data was collected through questionnaires with Likert Scale and interviews. Respondents are 115 Forest Ranger’s at Balai Besar Konservasi Sumber Daya Alam West Java. Data analysis was conducted by Structural Equation Modeling (SEM) and using Linear Structural Relationship (LISREL) version 8.72. Based on research result are (1) Forest Ranger’s perception agree that motivation and integrity influence toward performance (2) both motivation and integrity influence to Forest Ranger’s performance and motivation more influence than integrity, (3) motivator more influence than hygiene to Forest Ranger’s motivation.

Keyword: Motivation, Integrity, Forest Ranger, SEM, Performance Appraisal