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The Influence of Self Actualization Needs, Self-Esteem Needs and Social Needs on Employee Work Performance at the Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province

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Article Info	ABSTRACT
	This research aims to determined the magnitude of the influence of Self-Actualization Needs (X1), Self-Esteem Needs (X2) and Social Needs (X3) on Employee Work Performance (Y) in 55 employees of the Paguyaman Pantai District Health Center. using the survey method in determining respondents and Analysis Path to analysis methods, the test results shown that the variables Self-Actualization Needs (X1), Self-Esteem Needs Needs (X2) and Social Needs (X3) simultaneously have a positive and significant effect on Employee Work Performance (Y) of 0.885 or 88.5%. Partially, the Self-actualization needs variable (X1) has a positive and significant effect on Employee Work Performance (Y) of 0.212 or 21.2%. The Self-Esteem Needs variable (X2) has a positive and significant effect of 0.361 or 36.1% on Employee Work Performance (Y) and the Social Needs variable (X3) has a positive and significant effect of 0.461 or 46.1% of Employee Work Performance (Y) at the Community Health Center Paguyaman Pantai District.

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INTRODUCTION

In order to create quality human resources, the role of motivation is very necessary. In an organization or agency, motivation aims to encourage employee morale to create a willingness to work hard by maximizing all skills and abilities to obtain maximum work results and ultimately achieve the desired work performance. According to Ismail (Yonanda et al, 2016), work performance is a benchmark for assessing someone's success. When carrying out their work or duties, the person also wants to know whether the results are good or bad, or whether there are any setbacks or progress made. Furthermore, Sikula (2015; 57) stated that work performance is a structured and systematic evaluation of a job that has been carried out by an employee and is directed towards development. Dessler (2015) said that achievement work is a comparison between members' actual perceptions with standard provisions at the beginning of the step, involving several types of rewards.

Employee work performance is influenced by several driving factors, both from within the individual employee and from outside the individual employee. The motivation that encourages each employee to be involved in working diligently varies between each employee. This is caused by differences in the goals,

needs and motives of each employee in working. Therefore, the needs of each employee, both material and non-material, should be provided in accordance with their demands if they expect high employee work performance. An effort that is considered appropriate to carry out so that every employee is willing to work diligently is to provide recognition (self-actualization), namely being recognized as having an important contribution to the agency or organization, as well as self-esteem needs and social needs. Self-actualization is a process of becoming oneself and developing psychological potential and unique characteristics, Maslow in Herizal (2020). The need for self-actualization is the need for every person to realize and develop all the abilities contained within him to show his true identity so as to achieve the person he aspires to be. On the other hand, employees need recognition for the hard work they do, especially when the employee has achieved good work performance. An award is something an employee receives in return for the contribution given, Kadarisman in Herizal (2020). Social needs are a manifestation of interaction between fellow employees in an organization or agency and are a necessity in order to foster cooperation to realize organizational goals. According to Maslow in Herizal (2020), social needs are the need for a sense of belonging, belonging and affection, the need for a sense of having a place in the midst of one's community.

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METHODOLOGY

This research used the survey method to provided an explanation of causal relationships and test hypotheses. In carrying out this research, samples were taken from a population and a questionnaire was used as the main or basic data collection tool. Based on the opinion of Sugiyono (2010), method survey is a research method intended for small populations or large populations, but the data studied is only data originating from samples taken from part of the population, as well as relationships between psychological or sociological variables. And for the approach in this research, a quantitative approach was used. Furthermore, Sugiyono (2010), stated that quantitative research methods can be interpreted as research that is guided by the philosophy of positivism, which is usually intended for researching populations or samples.

RESULTS
Path Analysis

Table 1. Path Coefficient, Direct Effect, Total Effect and Simultaneous and Partial Effect of X1, X2 and X3 on Variable Y

Variable	Path Coefficient	Direct	Indirect Influence Through			Indirect	Contribution Together
			X_1	X_2	X_3		$(R2YX_1X_2)$
$X_1 \rightarrow Y$	0,212	0,045	-	0,050	0,085	0,135	0,180
$X_2 \rightarrow Y$	0,361	0,130	0,050	-	0,114	0,164	0,294
$X_3 \rightarrow Y$	0,406	0,212	0,085	0,114	-	0,199	0,411
X_1, X_2 and X_3							0,885/ 88,5%

Source : Results of research data processing, 2024

Table 2. Significance Test for Variables X1, X2 and X3 on Variable Y

Influence Between Variables	Value Sig	Alpha (a)	Decision
X_1, X_2, X_3	0,003	0.05	Significant
Y$\Leftarrow$X$_1$	0,000	0.05	Significant
Y$\Leftarrow$X$_2$	0,000	0.05	Significant
Y$\Leftarrow$X$_3$	0,006	0.05	Significant
Note: If the Sig value < Alpha value (α), then it is significant			

Source : Results of research data processing, 2024

To determine the influence of Self-Actualization Needs, self-Esteem Needs and Social Needs on Employee Work Performance at Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province, the following will present an analysis of statistical results. The results of this analysis will show whether the independent variables (independent) has a real impact (significant) to the dependent variable (depend). Based on the results of data processing from 55 respondents, using path analysis, the structural

equation was obtained as follows :

$$Y = 0,212X1 + 0,361X2 + 0,461X3 + 0,115e$$

$$R^2 = 0,885$$

Based on the results of the equation above are the result of data processing, which can be explained that these results have shown that there is a coefficient between the independent variable, namely Self-Actualization Needs (X1), which is measured against the dependent variable, namely Employee Work Performance (Y), the results have a positive and significant influence. The magnitude of the influence of the Self-Actualization Needs variable (X1) directly on Employee Work Performance (Y), is 0.212 or 21.2%. This means that, if Self-Actualization Needs (X1) increases by 1 unit then Employee Work Performance (Y) also increases by 0.212 or 21.2%.

Based on the results of data processing for the Self-Esteem Needs (X2), it can be explained that these results have shown that there is a coefficient between the independent variable, namely Self-Esteem Needs (X2), which is measured against the dependent variable, namely Employee Work Performance (Y), the results have positive and significant influence. The magnitude of Self-Esteem Needs (X2) directly on Employee Work Performance (Y), is 0.361 or 36.1%. This means that, if Self-Esteem Needs (X2) increases by 1 unit, Employee Work Performance (Y) also increases by 0.361 or 36.1%.

Due to the results of data processing for the Social Needs variable (X3), it can be explained that these results have shown that there is a coefficient between the independent variable, namely Social Needs (X3), which is measured against the dependent variable, namely Employee Work Performance (Y), the results have a positive and significant influence. The magnitude of the influence of the Social Needs variable (X3) directly on Employee Work Performance (Y), is 0.461 or 46.1%. This means that, if Social Needs (X3) increase by 1 unit, Employee Work Performance (Y) will also increase by 0.461 or 46.1%.

Whereas Ɛ (epichelon), is an external variable that is not studied but has an influence on Employee Work Performance (Y), showing a value of 0.115 or 11.5%. The variables in question are such as; motivation, job satisfaction, work stress, physical conditions of work, job design in Azizah Dianingtyas (2014).

Hipotesys Test
F-Test

F test results count shows a result of 5.348 while Ftable amounting to 2.79 with a significance level of 0.003. Based on the F test, it shows that Fcount > Ftable (5.348 > 2.79) and a significant level of $0.003 < \alpha = 0.05$. From the data processing results, a sig F value of 0.003 was obtained with a probability value of 0.05. Due to the sig value is smaller than the probability value of 0.05. So the hypothesis states that Self-Actualization Needs (X1), self-Esteem Needs (X2) and Social Needs (X3) simultaneously have a Positive and Significant Influence on Employee Work Performance (Y) in Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province can accepted

T-test

Self-Actualization Needs (X1) Partially Have a Positive and Significant Influence on Employee Work Performance (Y) at Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province.

The results of the data processing showed that Self-Actualization Needs (X1) had a coefficient value of 0.212 or 21.2% with a sig value of 0.000, then compared with the probability value of 0.05, it turned out that the probability value of 0.05 was greater than the probability value of sig or (0.000 < 0.05). So the hypothesis states that the Need for Self-Actualization (X1) partially has a positive and significant effect on Employee Work Performance (Y) at Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province, Accepted The Self-Esteem Needs (X2) partially has a positive and significant influence on employee work performance (Y) at Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province

The results of the data processing show that Reward Needs (X2) has a coefficient value of 0.361 or 36.1% with a sig value of 0.000, then compared with the probability value of 0.05, it turns out that the probability value of 0.05 is greater than the probability value of sig or (0.000 < 0.05). So the hypothesis states that the Need for Appreciation (X2) partially has a positive and significant effect on Employee Work Performance (Y) at Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province, accepted.

DISCUSSION

Self-Actualization Needs, Self-Esteem Needs and Social Needs Effect on Employee Work Performance.

The research results that can be stated are that there is a direct positive and significant influence simultaneously between the variables Self-Actualization Needs (X1), Appreciation Needs (X2) and Social Needs (X3) on Employee Work Performance (Y) at Paguyaman Pantai District Health Center , Boalemo Regency, Gorontalo Province. Based on these results, it can be assumed that these three variables together (simultaneously) have been able to improve employee work performance at Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province. In other words, when all three variables If this goes well, it will be followed by an increase in employee work performance.

The results of this research are in accordance with the theory put forward by Maslow in Yudha.A.M (2018), arguing that the need for self-actualization is a process of becoming oneself and developing potential and unique psychological traits. One of the things that influences employee work performance is motivation. Furthermore, Maslow said, every individual has a hierarchy of five needs, namely psychological needs, social needs, security needs, self-actualization needs, and esteem needs. Self-actualization is a core motive that drives a person's behavior towards the tendency to want to have creativity which leads to achieving work performance. The need for esteem is located at level 4 in Maslow's theory. An award is a reward that an employee receives for good work performance, as well as to motivate employees to work more optimally to realize organizational goals. Apart from self-esteem and self-actualization needs in Maslow's hierarchy of needs theory, it is said that social needs are one of the important needs needed by an individual. The fulfillment of these three needs will have an impact on increasing employee work performance. This is also confirmed by the results of research conducted by Cintya Yonanda, Heru Susilo & Arik Prasetya, (2016), saying that Social Needs, Self-Esteem Needs and Self-Actualization Needs have a positive and significant influence on employee work performance.

Self-Actualitation Needs on Employee Work Performance

Based on the research results, it shows that, partially, there is a positive and significant influence for the variable Self-Actualization Needs (X1) on Employee Work Performance (Y) at, Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province. Based on the results of this research, it can be assumed that the facts that occur at Health Center Paguyaman Pantai District, Boalemo Regency, Gorontalo Province, where the more attention the self-actualization needs of employees receive, the greater the work performance of existing employees, this is in accordance with answers given by respondents who are employees who work at the agency. Apart from that, it can be informed that the self-actualization needs variable has a smaller influence when compared to the esteem needs variable and the social needs variable. This small influence is in accordance with the facts in the field, where the answers given by respondents regarding creativity in carrying out work, the urge to learn, grow and develop as well as the desire to achieve the highest potential in specific fields or as a whole still need to be improved. Likewise self-awarenesshigh level, skills development and continuous self-improvement also still need to be improved. This indicates that the factor of self-actualization needs must receive attention and still needs to be improved by the leaders of PUSKESMAS, Paguyaman Pantai District, Boalemo Regency, Gorontalo Province.

Employee self-actualization is an important need to gain the trust of others. This requires management support to improve it, by providing motivation to improve oneself in order to gain the trust of others so that it has an impact on increasing work performance.

The results of this research are in accordance with the theory put forward by Perfilyeva (Herizal, Muhammad Nur, 2020). That self-actualization is closely related to a person's work performance, where if a person gets the opportunity to actualize himself from a job, it will cause an increase in that individual's work performance. According to Maslow in Yudha.A.M (2018), he believes that the need for self-actualization is a process of becoming oneself and developing potential and unique psychological traits. Self-actualization is a core motive that drives a person's behavior towards the tendency to want to have creativity which leads to achieving work performance.

The results of this research are also in line with the results of research conducted by Herizal, Muhammad Nur (2020), who said that variables Self-actualization has a positive and significant influence on employee work performance.

Self-Esteem Needs on Employee Work Performance

Based on the research results, it shows that, partially, there is a positive and significant influence for the Self-Esteem Needs variable (X2) on Employee Work Performance (Y) at Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province. Based on the results of this research, it can be assumed that the facts that occur at Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province, where the better the need for awards is implemented, the better the work performance of existing employees, this is in accordance with the answers given by the respondents are employees who work at the agency.

The magnitude of this influence is in accordance with the facts in the field because in carrying out their work, employees always receive appreciation and recognition from other people for their work achievements. Apart from that, employees also have the feeling that their contributions are appreciated and recognized by others, thus creating a high sense of self-confidence, so that this makes them valued in their community or work environment. Likewise, it can increase a positive sense of self-esteem with personal achievements and success. Giving awards in the form of praise, promotions, or recognition from superiorsr colleagues for good performance, giving rise to a feeling of success in achieving the goals set by the organization.

The results of this research are in accordance with the theory put forward by Gibson (Yudha.A.Matondang, 2018), saying that awards are aimed at increasing employee work performance. The self-esteem need is located at level 4 in Maslow's theory, an award is a reward that an employee receives for good work performance, as well as to motivate employees to work more optimally to realize organizational goals. The results of this research are also in line with the results of research conducted by Cintya Yonanda, Heru Susilo & Arik Prasetya, (2016), which states that awards have a positive and significant influence on employee work performance.

Social Needs on Employee Work Performance

Based on the research results, it shows that, partially, there is a positive and significant influence for the Social Needs variable (X3) on Employee Work Performance (Y) at, Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province. Based on the results of this research, it can be assumed that the facts that occur at Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province, where the social needs of employees are increasingly improved, can increase the work performance of existing employees. This is in accordance with the answers given by respondents who are employees who work at this agency. Apart from that, it can be informed that the social needs variable has a higher influence when compared to the variables of self-actualization needs and esteem needs. This high influence is in accordance with facts in the field, which indicate that the more social needs of employees are improved, the work performance of employees at the Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province can improve. According to the respondents' answers, employees play an active role in building and maintaining healthy interpersonal relationships, this is supported by the habit of always participating in group or community activities to feel connected to the social environment, building close and caring relationships with other individuals. Likewise, employees always maintain close connections and develop deep relationships with colleagues or social groups. This is reinforced by the habit of employees always participating in social or community activities so that this makes them feel accepted and recognized by the group or community. The better the social needs of employees, the more it will be a driving force in improving the work performance of employees and agency managers . The results of this research are in line with the motivation theory put forward by Maslow (Yudha.A.Matondang, 2018), saying that social needs are one of the important needs needed by an individual. The satisfaction of an individual's social needs will encourage him to obtain high work performance. The results of this research are also in line with the results of research conducted by Herizal, Muhammad Nur (2020), where the research results show that the social needs variable has a positive and significant influence on employee work performance.

CONCLUSION

This research concludes that Self-Actualization Needs, Self-Esteem Needs, and Social Needs have a positive and significant effect on Employee Work Performance. Likewise, partially Self-Actualization Needs, Self-Esteem Needs and Social Needs have a positive and significant effect on Employee Work Performance at the Paguyaman Pantai District Health Center, Boalemo Regency, Gorontalo Province

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