



STUDY OF COCOA FARMERS' MOTIVATION (THEBROMA CACAO) AS AN EFFORT TO IMPROVE THE WELFARE OF FARMING COMMUNITIES IN RAKADUA VILLAGE, BOMBANA REGENCY

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Abstract

Farmers try to have other jobs to meet household needs. The total income of farmer households measures the welfare of the farming community, both income obtained from cocoa farming activities and activities other than cocoa farming. Farmers will spend this total income to meet their various life needs. This study aimed to determine the motivation of cocoa commodity farmers to improve welfare in Rakadua Village, Poleang Barat District, and Bombana Regency. The type of research used is quantitative research. The results of the study showed that the average farmer's motivation assessment was high because each farmer has motivation such as the responsibility of each farmer so that they know what they have to do so that their desired goals can be achieved, namely to be able to develop farming well to get more profit and 75 samples of cocoa farmers in Rakadua Village are included in the prosperous category because the income they receive can meet their family needs such as food, clothing, and children's education. The results of the data analysis show an average value of farmer motivation of 76.9% and an average value of farmer welfare of 78.7%, with each categorized as high, which means that the higher the farmer motivation, the higher the level of welfare of farmers in Rakadua Village. Work motivation itself is supported by indicators that drive motivation to increase welfare.

Keywords: Motivation, Cocoa Farmers, Welfare

A. Introduction

Indonesia is known as an agricultural country. Approximately 60% of its population works in agriculture. Agriculture, crop cultivation, and livestock are cultures passed down from generation to generation. Agriculture plays an important role in the Indonesian economy. It is the primary source of income and foreign exchange.

Agriculture is generally defined as human activity that includes farming, livestock, fisheries, and forestry. Approximately 50 percent of the people in Indonesia work as farmers, so the agricultural sector is vital for developing our country. Agriculture is a unique form of production based on plants and animals' growth process (Purbaningsih et al., 2023). Farmers manage and stimulate plant growth in a farming business, where production activities are a business, so expenses and income are significant (Amaluddin et al., 2023; Hariyanto et al., 2022; Wahyuningtias, 2021).

The definition of agriculture in the narrow sense only includes agriculture as the cultivation of food crops. In contrast, if we look further, agricultural activities can produce plants and

livestock to fulfill human needs. At the same time, the definition of agriculture in the broad sense does not only include plant cultivation but also cultivating and managing in the field of animal husbandry, such as caring for and cultivating livestock that is useful for fulfilling the needs of the wider community such as chickens, ducks, geese. Moreover, the use of animals can help with farmers' tasks; this activity is a scope in the agricultural sector (Hariyanto et al., 2022).

The agricultural sector can survive under any conditions, including when the economic crisis hits various countries, including Indonesia. The agricultural sector plays an important role in economic recovery in Indonesia through agroindustry (Purbaningsih et al., 2022). It is also one of the main components in government programs and strategies to eradicate poverty.

Agriculture is the result of the interaction of human components with the surrounding environment. A plant can adapt to nature or specific physical conditions, so not all plants can be cultivated in a particular area. Climate is an environmental factor that humans cannot control, so it is often called a limiting factor (Damhuri et al., 2018). Climate factors include sunlight, temperature, rainfall, and wind speed. Climate factors affect the quality and quantity of production. Agriculture is closely related to agricultural geography, so in farming, you can find out what crop commodities are suitable for various types of land available (Sejati et al., 2024; Sejati & Saputra, 2021).

The survey results by the Central Statistics Agency (BPS, 2018) made the government assess that domestic cocoa bean production is still sufficient for national consumption. The reason is that BPS stated that cocoa bean production in 2018 reached 561,444 tons, while ICCO (International Cocoa Organization) only recorded up to 220,000 tons if it is sufficient for consumption, but BPS still recorded cocoa imports in 2017 and 2018 of 226,613 tons and 239,377 tons, respectively.

Cocoa production in Southeast Sulawesi in 2019 was 37,528 tons; in 2020, it was 41,028 tons; and in 2021, it was 43,795 tons. This production is the largest in Southeast Sulawesi's first Regency/City. The area of cocoa plantations in Southeast Sulawesi until 2020 was recorded at around 267,701 ha, consisting of 197,136 ha of productive plants, 41,907 ha of unproductive plants, and 28,658 ha of unproductive plants (BPS, 2021). Based on these data, the overall cocoa productivity in Southeast Sulawesi is 0.957 t/ha. Bombana Regency is a center for developing the plantation sector in the Southeast Sulawesi region. Its leading plantation commodities are coconut, cashew, and cocoa. Based on data from the (BPS, 2020), the area of coconut or copra plantations was 15,799 hectares. The production was 7,194 tons. For the cocoa commodity in 2020, the area of the harvested plant was 10,346 hectares, with a cocoa production of 4,442 tons.

Specifically in Rakadua Village, Poleang Barat District, the superior commodities found in the area are cocoa and cashews, which can only be produced once a year, unlike cocoa, which is produced at any time (not seasonal), cocoa commodities are used as one of the sources of income for the community in Rakadua Village, Poleang Barat District. Cocoa productivity in Rakadua Village in 2019 reached 78 tons, and in 2020, it reached 76.8 tons. This figure is the most considerable cocoa production result in first place for Poleang Barat District.

One indicator of farmer welfare is increasing income levels. Increased income can be obtained by diversifying farming businesses or other businesses outside of farming income. When viewed from the income sector, working as a farmer is not enough to make a household prosperous (Purbaningsih et al., 2021). Farmers try to have other jobs to meet household needs. Apart from being a farmer, cocoa also has other jobs; these businesses can be as traders, employees, and others. The welfare of the farming community is measured by the total income of the farmer's household, both income obtained from cocoa farming activities and activities other than cocoa farming. Farmers will spend this total income to meet their various life needs (Nursalam et al., 2022).

Suppose the total income of farmers is low. In that case, the purchasing power of farmers will also decrease, which will subsequently affect their ability to meet life needs, causing the level of welfare to decrease (Wijayanti, 2011). Rakadua Village is one of the areas where the majority of the population are cocoa farmers. The people in Rakadua Village depend on cocoa farming to meet their life needs because cocoa is a type of agricultural crop that is not seasonal. So, the people in Rakadua Village prefer to farm cocoa to cover their daily needs. Based on the background description above, the author raised the research title "Study of Cocoa Farmers' Motivation (Theobroma Cacao) as an Effort to Improve the Welfare of Farming Communities in Rakadua Village, Poleang Barat District, Bombana Regency." This study aimed to determine the effect of cocoa farmer motivation in improving welfare in Rakadua Village, Poleang Barat District, Bombana Regency.

B. Methodology

1. Research Design

The type of research used is quantitative descriptive research because the data is presented in the form of numbers and described in the form of sentences. This research was conducted by identifying and presenting data obtained in the field. This study uses descriptive research because it describes the motivation of cocoa farmers (*Theobroma cacao*) to improve the welfare of farming communities in Rakadua Village, Poleang Barat District, Bombana Regency. This research activity will be carried out in October 2023. This research was conducted in Rakadua Village. Administratively, Rakadua Village is one of the villages in Poleang Barat District, Bombana Regency, Southeast Sulawesi Province. Astronomically, this village is located between 4°44'0"-4°36'0" S and 121°30'0"-121°38'0" E.

The population in this study was all cocoa farmers in Rakadua Village, Poleang Barat District, Bombana Regency, totaling 92 families. The author used the Slovin formula to calculate the sample size from the population. Based on the calculation results of this formula, the number of samples studied in this study was 75 people.

Data collection in this study was carried out using a questionnaire. The questionnaire provides a list of questions to residents of Rakadu Village who were selected to be respondents (samples) of the study. The questionnaire was used to collect data on motivation and welfare levels. The author also uses documentation methods to obtain data during the research process, both in images and literature studies in articles, journals, books, and other written works related to the research topic to strengthen the research and as research evidence.

2. Instruments

The instrument used by the researcher is a questionnaire sheet that provides a list of questions to the resource persons in Rakadua Village, Poleang Barat District, and Bombana Regency. The following is the outline of the farmer motivation and welfare questionnaire.

Table 1. Outline of the Farmer Motivation Questionnaire

No	Indicator	Question	No. Questions
1	Personal experience	Length of farming	1
2	Non-formal education	1. Farmers often do not attend extension	2, 3
		2. Farmers often do not attend training	
3	Land area	Land area owned by farmers	4,
4	Farmers' income	The amount of needs of farming families are met	5
5	Facilities	Availability of seeds, fertilizers, and medicines	6
6	Availability of capital	1. Number of credit sources available	7, 8, 9
		2. How much is the loan	
		3. Loan requirements	
7	Market guarantee	How much is the selling price of cocoa	10
8	Presence of extension workers	How many times have extension activities been carried out	11

Source: (Abadi, 2019)

Table 2. Welfare Questionnaire Grid

No	Indicator	Question	No. Questions
1	Income	1. Farmer income	1, 2
		2. Fulfillment of daily needs	
2	Household Consumption or Expenditure	Monthly cocoa farmer expenditure	3
3	Condition of Residence	1. Buying a house building	4, 5
		2. House condition	
4	Residential Facilities	Buying residential facilities	6
5	Health of Family Members	Fulfillment of family members' health	7

6	Ease of Obtaining Health Services	Ease of accessing health services	8
7	Ease of Entering Children into Education Level	1. College 2. Education costs	9, 10
8	Ease of Obtaining Transportation	Buying transportation facilities	11

Source: (Nurmiati, 2018)

3. Technique of Data Analysis

The analysis technique in this study is quantitative descriptive, where researchers analyze statistical data to test the established hypothesis (HL et al., 2022; Sugiyono, 2019). Study of farmer motivation to improve farmer welfare in Rakadua Village, Poleang Barat District, Bombana Regency, then the Likert scale is used with the following provisions:

First, score each answer choice using the following Likert scale:

Table 3. *Likert Scale*

No	Assessment	Description	Score
1	A	High	3
2	B	Medium	2
3	C	Low	1

Source: (Kartini & Putra, 2020)

Second, calculate the total score for each item and calculate the percentage of the total score obtained per item; the formula used is as follows:

Level = $\frac{\text{Value Reached}}{\text{Maximum Value}} \times 100\%$

Third, after the percentage is obtained, then match it to the guideline criteria of each predetermined variable, namely: Farmer motivation is based on the following assessment guideline table, namely:

Table 4. *Score Interpretation Criteria*

No	Value	Criteria Category
1	0% - 20%	Very Low
2	21% - 40%	Low
3	41% - 60%	Medium
4	61% - 80%	High
5	81% - 100%	Very High

Source: (Abadi, 2019)

Farmers' Welfare. Welfare criteria according to (BPS, 2020), with criteria for each classification as follows: Low Welfare Level: 25% - 50%, Medium Welfare Level: 51% - 78%, and High Welfare Level: 79% - 100%.

C. Findings and Discussion

1. Findings

1.1 Motivation of Cocoa Farmers in Rakadua Village

Results of data analysis on farmer motivation in Rakadua Village. The respondents used in this study were 75 people who work as cocoa farmers, which can be presented in the following Table 5.

Table 5. *Score of Farmer Motivation Questionnaire*

No	Question/Statement	Score	Percentage
1	How long have you been cultivating cocoa plants	166	73,8%
2	How many times have you participated in extension activities on cocoa cultivation	159	70,7%
3	How many times have you participated in training activities in a year	165	73,3%

5	What is the Health of Family Members' opinion you have in farming cocoa plants (per month)	165	73,3%
6	Are there (seeds, fertilizers, and medicines) available at your place	225	100%
7	How many sources of credit are available	150	66,7%
8	How much is the loan	150	66,7%
9	What are the loan requirements	135	60%
10	How much is the selling price of cocoa at your place	225	100%
11	How many times have you attended or received counseling	200	88,9%
Average			76,9 %

(Source: Research Results, 2023)

Based on Table 5 above, the overall motivation of farmers shows a high category seen from the average of 76.9%. The highest indicator assessment in farmer motivation is the cocoa selling price indicator, with a score of 225, which is categorized as very high, the lowest indicator of farmer motivation is the loan requirements indicator, with a score of 135. The average farmer's motivation assessment is high because each farmer has the motivation, such as the responsibility of each farmer so that they know what they have to do so that the goals they want can be achieved, namely to be able to develop farming businesses properly so that they get more profit.

1.2 Welfare of Cocoa Farmers in Rakadua Village

Results of data analysis on farmer welfare in Rakadua Village. The respondents used in this study were 75 people who work as cocoa farmers, which can be presented in the following table 6.

Table 6. Farmer Welfare Questionnaire Score

No	Question/Statement	Score	Percentage
1	How much is your income while farming cocoa (per month)	165	73,3%
2	Can you meet your daily needs by farming cocoa?	195	86,7%
3	How much is your expenditure while farming cocoa? (per month)	155	68,9%
4	Can income from farming buy building materials or improve the condition of your house?	160	71,1%
5	How is the condition of your house?	225	100%
6	What is the condition of your housing facilities?	160	71,1%
7	Does farming improve the health of family members?	215	95,6%
8	Is it very easy to get access to health services in your area	225	100%
9	Are there any members of your family who go to college	85	37,8%
10	Is it easy for you to send your children to college by farming	155	68,9%
11	Is it easy for you to get transportation by farming	210	93,3%
Average			78,7 %

(Source: Research Results, 2023)

Based on Table 4.3 above, the overall welfare of farmers shows a moderate welfare category, namely 78.7%, on average. The highest indicator assessment in farmer welfare is the indicator of housing conditions and ease of obtaining health services, with a score of 225, and the lowest indicator assessment in farmer motivation is with a score of 155. Seventy-five samples of

cocoa farmers in Rakaduaa Village are included in the prosperous category because the income they receive can meet their family's needs, such as food, clothing, and children's education.

2. Discussion

2.1 Cocoa Farmers in Rakadua Village

Farmers' motivation can be seen from farmers' satisfaction with current economic conditions, farmers' desires in realizing household food security for farmers and efforts made by farmers to meet the food needs of farmer households. Farmers' motivation can be measured by several indicators, namely personal experience, non-formal education, land area, farmer income, facilities, availability of capital, market guarantees, and the presence of extension workers (Hasibuan, 2018; Sejati & Daryono, 2013).

The first indicator of personal experience is that the respondents in Rakadua Village have quite a long farming experience; some even have farming experience of > 7 years, and the percentage is categorized as high; this is because there are parents who work and the community there mostly works as farmers. Therefore, there are even those who have learned since childhood so that when they are old enough, they immediately apply the lessons learned from the people around them. Therefore, there is a tendency for a relationship between farming experience and farmer motivation in realizing household food security for cocoa farmers. This is in accordance with the opinion of (Arifin et al., 2015) if farming experience has a relationship with farmer motivation in carrying out farming.

The second indicator of non-formal education is that the respondents in Rakadua Village sometimes participate in counseling and training in cultivating cocoa plants, some of whom participate in 1-5 counseling and training, so the results of the analysis of the level of non-formal education are in the high category. These results indicate that the more often farmers participate in discussion activities in the agricultural sector, the more information they will obtain. In this group discussion, farmers can exchange ideas about problems faced in the cultivation process or about breakthroughs or new technologies that can increase the yield of farming (Makendra, 2016). Because of this non-formal education, farmers gain new knowledge and science (Kasim et al., 2023). The more often farmers in Seluma Regency participate in non-formal education, the more their mindset improves.

The third indicator of land area is that cocoa farmers in Rakadua Village have an average cocoa plantation area of around 2-3 ha, and this land area category is in the high category. Because the area of cultivated land is an asset controlled by farmers, it can affect the productivity results received by farmers; the area of land will affect a farmer's farming efforts where the higher the area of farmer land, the higher the enthusiasm for carrying out cultivation. This is in accordance with the statement of (Soekartawi, 2017), which states that large agricultural land is positively related to the level of farmer adoption. The wider the land cultivated by a farmer, the greater the income the farmer will get from farming.

The fourth indicator of farmer income, the income of cocoa farmers in Rakadu Village, averages > 4 million, and farmer motivation based on income is in the high category. The income obtained by farmers is not only focused on farming but also on meeting other needs. Other supporting research, according to (Soekartawi, 2017), shows that farmers with higher income levels will have more opportunities to choose crops than those with low incomes. For farmers who have small incomes, of course, they do not dare to take risks due to limited capital.

The sixth indicator of capital availability is that most of the cocoa farmers in Rakadua Village have capital availability from loans by registering in the form of collateral such as KTP or Family Card and are in the high category. This is because the need for capital availability affects farmers in cultivating cocoa plants because the availability of capital supports their farming efforts. According to (Silalahi et al., 2021), assistance from other parties in terms of capital assistance for farmers to carry out their farming efforts, such as banks that can provide capital to support all efforts made by farmers, will make it easier for farmers to cultivate plants. Farmers should be more careful when using capital from institutions that charge high interest rates. The

seventh indicator of market guarantee is that the selling price of cocoa reaches 30 thousand/ kilo based on the answers from respondents, and it is categorized as very high. The higher the selling price of cocoa, the greater the motivation of farmers in farming. Market guarantees encourage farmers to increase their sociological motivation in cultivating cocoa plants. But only as a vehicle for exchanging opinions and encouraging other motivations, such as seeking relationships and establishing cooperation with other parties. The conditions in the field show that cocoa farmers in Rakadua Village are satisfied with the current cocoa market price, thus ensuring an increase in their monthly income. According to (Nisa & Zain, 2015), marketing is a way for farmers to sell their produce; marketing indicators are seen through market guarantees, namely the existence of things that guarantee the marketing of results so that it is easier for farmers to market, measured by looking at the existence of purchase guarantees and price guarantees and payment systems.

The eighth indicator is the presence of extension workers; most cocoa farmers in Rakadua Village participate in extension 1-2 times. This is in cultivating cocoa plants; the role of extension workers is very much needed. The existence of intense extension activities from the government can open the mindset of cocoa farmers in Rakadu Village. Routine extension activities make farmers more motivated in terms of sociology as a means of exchanging opinions. According to Listiana (2020), namely for agricultural extension activities, they must be able to accommodate the aspirations and active roles of farmers and other agricultural business actors through a participatory approach so that they can manage their farming businesses productively, efficiently, and profitably so that farmers and their families can improve their welfare.

Based on the analysis results of the farmer motivation indicators, a high category is seen from the average of 75.6%. The highest indicator assessment in farmer motivation is the cocoa selling price indicator, with a score of 225, which is categorized as very high, and the lowest indicator assessment in farmer motivation is the loan requirements indicator, with a score of 135. The average farmer motivation assessment is high because each farmer has motivations such as the responsibilities of each farmer so that they know what they have to do so that the goals they want can be achieved, namely to be able to develop their farming business properly so that they get more profit. Suryani (2019) reveals that motivation to meet daily needs and obtain additional family income is the cause of the sustainability of farming businesses.

2.2 Welfare of Cocoa Farmers in Rakadua Village

Welfare is a number of satisfactions obtained by a person from the results of consuming the income received, but the level of welfare itself is something that is relative because it depends on the amount of satisfaction obtained from the results of consuming the income. The relationship between the concept of welfare and the concept of needs is that if these needs are met, a person is considered prosperous because the level of these needs is indirectly in line with the welfare indicators (Pratama et al., 2012). Farmer welfare can be measured by several indicators, namely income, household consumption or expenditure, housing conditions, housing facilities, health of family members, ease of obtaining health services, ease of entering children into education, and ease of obtaining transportation.

The first indicator of income is the income of cocoa farmers in Rakadu Village, who have relatively different incomes; the amount of income does not depend on the size or area of farming land. However, the average income of cocoa farmers is > 4 million; with this income, the daily needs of cocoa farmers have been met, and this is considered prosperous. Muhklis et al., (2020) states that the higher the income, the higher the welfare of the members of the farmer group. The high income of the members of the farmer group has been followed by the welfare felt in meeting daily needs. The second indicator of consumption, or household expenditure, expenditure, is all costs incurred to meet daily living needs. The average household expenditure of cocoa farmers in Rakadua Village is 2 - 4 million per month. Expenditure This expenditure is comparable to the income of farmers, which is up to > 4 million; this is considered prosperous. This is in line with the results of (Rahmasari, 2017), which states that consumption patterns have a positive and significant effect on community welfare. The consumption of a

farmer will affect the welfare itself, although basically, the farmer's income itself is still below average. Fulfillment of fishermen's needs will give a sense of satisfaction because they have been able to fulfill some of their desires; this indicates that farmers already feel prosperous, and the welfare in question is from the sense of the community itself. The better the consumption of farmer households, the better the welfare itself, meaning that farmers have been able to meet the needs of the income owned by cocoa farmers.

The third indicator of the state of residence is that the state of residence of cocoa farmers in Rakadua Village is, on average, permanent, and they are sufficient to buy building materials or repair cocoa farmers' houses. This is included in the category of high-level welfare, meaning that the lives of cocoa farmers in Rakadua Village are prosperous. This is in line with (Sari, 2019), which states that although their residence is permanent, most of them are comfortable living in their homes, and the ownership status of their homes is, on average, their own. This is an indicator that their welfare, especially the state of residence, is at a moderate level.

The fourth indicator of housing facilities is that most of the household facilities in Rakadua Village are sufficient, which means that they have facilities of at least more than six items mentioned in usable condition; the six items in question are yards, electronic devices, lighting, owned vehicles, cooking fuel, clean water sources. This is in the high category. Complete housing facilities because the income obtained by farmers is sufficient for food and education needs, so the rest of the income can be used for housing facilities to make it comfortable for all family members. The rate of housing facilities is an indicator of the welfare of the community. Having good and sufficient housing facilities further increases the welfare of farmers.

The fifth indicator of family member health is the health of family members in Rakadua Village, who are in good health, have medical costs, and the price of medicines is still affordable. According to (Siregar et al., 2017), if the indicator of ease of obtaining health services increases by 1 year, it will increase the welfare of fishermen by 0.195 percent. Health services during treatment for fishermen are categorized as good, and medical costs and affordable drug prices will affect the welfare of farmers.

The sixth indicator of ease of obtaining health services is the ease of obtaining health services in Rakadua Village, which is very easy and very important in the welfare indicator. The ease of service in question is the distance to the nearest hospital, the distance to the clinic, the handling of drugs, and the price of drugs and contraceptives. This shows that if the variable of ease of obtaining health services increases, it will increase the welfare of health services during treatment for those categorized as good, and medical costs and affordable drug prices will affect the welfare of fishermen (Sugiharto, 2007).

The seventh indicator is the ease of sending children to education. Some farmers in Rakadua Village send their children to college, and some only go as far as high school. Farmers have enough income from cocoa sales or other businesses to send their children to college. Ease of education is related to income levels, where the higher the farmer's income, the easier it is to pay for education costs and the easier it is to reach a higher level of education. This shows that if the ease of sending children to education increases, it will increase welfare. Regarding cases in the community, the ease of sending children to education is also not a problem, and this is an indicator of the increasing prosperity of these farmers. The eighth indicator is the ease of obtaining transportation; cocoa farmers in Rakadua Village find it easy to obtain transportation facilities. Ownership of these transportation facilities is also entirely their own (100 percent). The private vehicles that are widely owned by the people of Rakadua Village are motorbikes, and farmers say that the reason they prefer motorbikes is to get smooth driving. According to (Sutawijaya et al., 2013), the availability of transportation facilities in the village is very important to support daily community activities, especially activities related to the economy. Ease of obtaining transportation facilities is one of the criteria in analyzing the level of community welfare. Indicators of ease of obtaining transportation facilities and vehicle ownership play a role in population mobility to reach other strategic locations, such as health and education facilities.

Thus, in terms of ease of obtaining transportation facilities, the average farmer household states that it is easy to obtain transportation facilities.

2.3 Farmer Motivation in Improving Welfare in Rakadua Village

Based on the purpose of the study is to determine the motivation of cocoa commodity farmers in improving welfare in Rakadua Village, Poleang Barat District, Bombana Regency. The results of the data analysis show that the percentage value of farmer motivation is 76.9%, which is a high category. The welfare analysis is at 78.7% with a moderate category, which means that the higher the farmer's motivation, the higher the level of welfare. Work motivation itself is supported by indicators that drive motivation to increase welfare.

The statement above is supported by (Sembung et al., 2020) research, which states that high work motivation will affect the level of welfare, whereas work motivation can be one of the factors that can affect the level of welfare. This happens because work motivation itself is supported by indicators that drive motivation in farmers. This influence means that work motivation is one of the factors that influence the level of welfare.

It can be interpreted that motivation is an encouragement from within oneself or from others to be able to do a job with a sincere desire to get maximum results and goals. Motivation can increase if there is employee welfare, namely if an employee feels happy in the work environment, can meet his daily needs, and works comfortably like other employees. Other similar studies on welfare with work motivation explain that work motivation can be a factor that can affect welfare. It can be said that the emergence of work motivation has a positive impact on performance that will be more enthusiastic and dedicate time and energy to work followed by welfare (Sembung et al., 2020). Motivation can affect the welfare of workers who have good welfare and are aware of the responsibility for work by trying to complete each job because they are driven by the enthusiasm that comes from motivation. Motivation can come from internal and external drives in the form of enthusiasm, such as focusing on doing work so that it becomes productive and can achieve the specified goals. The results of (Aisyah, 2016) Aisyah's research (2018) state that if welfare is in the high category, the level of motivation will also be high. Conversely, if welfare is low, work motivation tends to be low. Welfare is a complement that is given based on policy with the aim of improving physical and mental conditions so that work motivation can increase.

D. Conclusion

Based on the results of the research and discussion that have been obtained, the author concludes that motivation can affect welfare. Work motivation itself is supported by indicators that drive motivation in farmers. Farmers are aware of their responsibility for their work by trying to complete each job because they are driven by the spirit that comes from motivation. Motivation can come from internal and external encouragement in the form of enthusiasm by focusing on doing work so that it becomes productive and can achieve the specified goals, one of which is welfare. The results of data analysis show an average value of farmer motivation of 76.9%, which is categorized as high, while the average value of farmer welfare is 78.7% with a moderate category, which means that the higher the farmer's motivation, the higher the level of welfare of farmers in Rakadua Village.

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