

The Effect of Spiritual Motivation, Competence, And Leadership on Food Security Performance Through Implementation of Policy at Agriculture and Food Security Department Lingga District, Riau Islands, Indonesia

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ABSTRACT

The success of the work of an agency or organization is said to be good; it cannot be separated from the results of the performance of its employees or employees who work well. Exemplary policy implementation is related to employee performance. This study examines the influence of spiritual motivation, competence, and leadership on food security performance through policy implementation at the Department of Agriculture and Food Security in Lingga Regency. This research is quantitative; data collection is done through a survey by distributing questionnaires to 116 people. The analysis method in this study uses the Structural Equation Model (SEM) with Amos for Windows version 24.0 program. The results showed that spiritual motivation had an insignificant effect on policy implementation, spiritual motivation had a significant effect on food security performance, and spiritual motivation had an insignificant effect on food security performance through policy implementation at the Department of Agriculture and Food Security in Lingga Regency. Competence has an insignificant effect on policy implementation. Competence does not significantly affect food security performance, and competence does not significantly affect food security performance through policy implementation at the Department of Agriculture and Food Security in Lingga Regency. Leadership has a significant effect on policy implementation. Leadership has no significant effect on food security performance. Leadership has no significant effect on food security performance through policy implementation at the Agriculture and Food Security Department in Lingga Regency. Policy implementation has no significant effect on food security performance at the Department of Agriculture and Food Security in Lingga Regency.

Keywords: Spiritual Motivation, Competence, Leadership, Policy Implementation, and FoodSecurity Performance.

I. INTRODUCTION

Law of the Republic of Indonesia Number 18 of 2012 concerning food explains food administration. The provision of food is carried out to fulfill basic human needs that provide benefits in a fair, equitable, and sustainable manner based on food sovereignty, food independence, and food security. In order to meet the food consumption needs of the community up to the individual level, the state has the freedom to determine its food policy independently. The fulfillment of food consumption must prioritize domestic production by optimally utilizing local resources and wisdom. Availability of staple food in a pandemic condition plays an important role considering that food is a basic need of the population. This needs to be a concern considering the Covid-19 pandemic will affect the food crisis if it is not managed correctly. On the one hand, the Covid-19 pandemic has prompted social restrictions. On the other hand, food needs are estimated to be consumed in the same quantity even though more limited community activities.

Table.1. Poverty Profile at National Level, Riau Archipelago Province and Lingga Regency from 2019 to 2021

Description	the year 2019		2020		the year 2021	
	Number (Thousands of Souls)	%	Number (Thousands of Souls)	%	Number (Thousands of Souls)	%
Indonesia	15,144.72	9.41	26,424.02	9.78	27,542.77	10.14
Riau islands	128.46	5.90	131.97	5.92	144.46	6.12
Phallus	11.56	12.88	12.45	13.85	12.58	13.93

(Source: Susenas March 2019 – 2021)

If seen in the table above, the results of the National Economic Census (Susenas for the period 2019-2021) poverty profile both nationally and regionally, especially the Riau Islands province and Lingga Regency, tend to increase. The increasing poverty amid the Covid-19 pandemic can affect and impact the purchasing power of essential food, which is reduced for consumption at the household level by people with low incomes, especially the needs of 9 (nine) staple foods, namely grain tubers. Animal foods, oils and fats, oily fruit/seeds, nuts, sugar, vegetables and fruit, and others. In order to realize food security in Lingga Regency, it is necessary to have good employee performance, namely performance that is by the target and achievement of food security performance. Employees as human resources must actualize themselves to provide services to an increasingly dynamic society. Therefore it is necessary to improve human resources so that government employees can work professionally, which will impact the achievement of organizational performance.

The Department of Agriculture and Food Security of Lingga Regency has made efforts to improve regional food security through the implementation of food security policies with programs and activities in the form of food independent villages; sustainable food housing area program (KRPL); Diverse, Balanced, and Safe food consumption program (B2SA); market price monitoring; and replenishment of food reserves. In reality, these programs and activities have not been able to improve the community's welfare optimally; some of these programs and activities have not been implemented sustainably. Meanwhile, the land potential for food and horticulture needs is vast; marine resources are very potential, livestock and plantations can still be developed. In general, employees continue to be driven by universal needs arranged from the lowest to the highest levels and usually tend to ignore spiritual motivation in their lives. A person's spirituality plays a significant role in a person's psyche at work and will significantly affect his performance. Wibisono's research (2020:1542) with the title "Influence Of Spiritual, Economic Resistance, Healthy Behavior Of Free Covid-19 Pandemics Through Immunity In Riau Islands Indonesia" shows spiritual economic resilience healthy behavior has a significant effect on changes in immunity. A person's spirituality plays a significant role in a person's psyche at work and will significantly affect his performance. Wibisono's research (2020:1542) with the title "Influence Of Spiritual, Economic Resistance, Healthy Behavior Of Free Covid-19 Pandemics Through Immunity In Riau Islands Indonesia" shows spiritual economic resilience healthy behavior has a significant effect on changes in immunity. A person's spirituality plays a significant role in a person's psyche at work and will significantly affect his performance. Wibisono's research (2020:1542) with the title "Influence of Spiritual, Economic Resistance, Healthy Behavior of Free Covid-19 Pandemics Through Immunity in Riau Islands Indonesia" shows spiritual economic resilience healthy behavior has a significant effect on changes in immunity.

Another factor that affects employee performance is competence. According to Wijayanthi (2019: 77), competence is the underlying characteristic of a person related to the effectiveness of individual performance in his work or essential characteristics of individuals who have a causal relationship or as a cause and effect with criteria that are used as a reference, effective or excellent

or superior performance in the workplace or particular situations. Competence is the basis for how the work carried out by employees can be carried out by the demands of the work for which they are responsible. In addition to spiritual motivation and competence factors, leadership factors can also affect employee performance to improve food security. The role of a leader in an organization or group is very vital. Because in this role, a leader will help the organization in its efforts to realize its vision and mission. In the realm of leadership, three things must be developed by a leader, namely a leader must be able to lead himself (managing self), lead people (managing people), and lead tasks (managing jobs) (Sample et al.: 2019:21).

II. THEORETICAL BASIS

1) Spiritual motivation

Wibisono (2021:152) explains that humans as khalifatullah in all their life activities have motives (intentions) because of Allah, their motivation is driven by worship, their energy is spiritual; therefore, the motivation is the spiritual energy that affects the improvement of religious performance (amal shale).). Furthermore, Wibisono (2021:153) explains that religiosity manifests in various aspects of human life. Religious activity occurs when a person performs ritual behavior (worship) and carries out other activities driven by spiritual power. It is not only related to activities that are visible and visible, but also activities that are not visible and occur in a person's heart. Therefore, a person's religiosity will include various sides or dimensions.

2) Competence

According to Wijayanthi (2019: 77), competence is the underlying characteristic of a person related to the effectiveness of individual performance in his work or essential characteristics of individuals who have a casual or causal relationship with criteria that are used as references, effective or excellent or superior performance at work or work. A particular situation (A competency is an underlying characteristic of an individual that is causally related to criterion-referenced effective and or superior performance in a job or situation).

3) Leadership

Leadership, according to Colquitt, LePine, and Wesson in Purnomo and Herlina (2016:5), states: "Leadership as the use of power and influence to direct the activities of followers toward goal achievement" means "Leadership as the use of power and influence to direct activities followers towards the attainment of the goals." Meanwhile, Moejiono in Purnomo and Herlina (2016: 24) views that leadership results from one-way influence because the leader may have certain qualities that distinguish him from his followers.

4) Food Security Performance

Several parameters used to measure food security performance are (Maharani 2016:75) achieving self-sufficiency in five essential food commodities, energy and protein availability per capita (availability), the proportion of poor people, energy and protein consumption per capita (affordability), achievement score Expected Food Patterns (PPH), and nutritional parameters for children under five years of age or under five (utilization). The term performance is often used to refer to the achievement or level of success of individuals or groups of individuals. Performance is the result of work that is achieved in quality and quantity by an employee in carrying out his duties by the responsibilities given to him Mangkunegara (2016: 9)

5) Policy Implementation

Policy implementation is actions taken by individuals, government, or private officials or groups directed at achieving the goals that have been outlined in policy decisions (Agustino 2016: 128). According to Suryana (2014: 131), to face the challenges and problems of food security, it is necessary to make adjustments or changes in the direction of policies currently being implemented. The suggested changes to the policy direction approach include the goals, methods, and targets for developing food security.

III. RESEARCH METHODS

1) Research design

In this study, this type of research is included in the type of field research, using a quantitative approach with descriptive and verification methods that aim to describe whether or not

the facts are actual and explain the relationship between the variables studied by collecting data, processing, analyze and interpret the data in statistical hypothesis testing.

2) Population and Sample

This study used a sample of the entire population with 116 respondents using the census method. The respondents in this study were all employees who worked at the Department of Agriculture and Food Security in Lingga Regency.

3) Data analysis method

Descriptive Analysis

Descriptive statistical analysis is a statistic used to analyze data by describing or describing the data that has been collected without intending to make conclusions that apply to the public or generalizations (Sugiyono: 2017:206). Each statement relating to all variables is measured by a measuring instrument in the form of a questionnaire that fulfills the statements of the Likert scale type.

Verification Analysis

The verificative analysis is a research method that aims to determine the relationship between two or more variables (Sugiyono 2017:55). With this method, the researcher intends to collect historical data and observe certain aspects closely related to the problem under study to obtain data supporting research reports' preparation.

4) Research Instrument Test

Validity Test and Reliability Test

A validity test is used to measure the accuracy or accuracy of a statement item in the questionnaire in its function to measure what you want to measure. Usually, the minimum requirements to be considered eligible are:

- 1) If $r > 0.30$, then the instrument item is declared valid
- 2) If $r < 0.30$, then the instrument item is declared invalid

According to Arikunto (2016: 64), what is meant by reliability testing is a tool to measure a symptom at different times, always showing results. The reliability test method used is Cronbach's alpha, and a measuring instrument can be said to be reliable if it has a Cronbach's alpha value greater than 0.7.

Normality test

Normality test on SEM AMOS can be done with univariate and multivariate normality, namely analyzing the level of normality of the data used in this study (Ghozali, 2017:85). Univariate sees that the CR value on Skewness is expected to be around + 2.58.

5) Test Confirmatory Factor Analysis (CFA)

Test Confirmatory Factor Analysis tests whether the manifest variables or indicators used in the study are valid indicators to measure latent constructs. Confirmatory Factor Analysis and SEM AMOS tests were carried out with several tests, including:

- a. Validity test with convergent validity test is to test the construct (indicator), whether it has a high proportion of variance or not. Meets the criteria if the loading factor or standardized loading estimate > 0.5 .
- b. Test the validity with the average extracted (AVE) test, which is a confirmatory test by looking at the average of the variance extracted between indicators of a latent variable, or it can be said that the average percentage of variance extracted (AVE) values between indicators of a variable is a summary of the convergent indicators. The AVE value equals or above 0.5 ($AVE \geq 0.5$), indicating a good convergent.
- c. Reliability test with construct reliability test tests the reliability of data consistency. This test meets the criteria if the construct reliability > 0.7 . The value of construct reliability between 0.6 to 0.7 is still acceptable because the construct validity (variable) is in a good model.

6) Model Test.

The model test in this study used the structural equation model (SEM) method. The software used for structural analysis is AMOS 24.0. The type of fit index will measure the degree of conformity between the hypothesized model and the data presented.

IV. RESEARCH RESULTS AND DISCUSSION

a) Validity and Reliability Test Results

Table 2. Validity and Reliability Test Results

VARIABLE	N	Pearson Correlation (> 0.3)	Sig. (2-tailed) (< 0.05)	Cronbach's Alpha (> 0.7)
Spiritual Motivation	116	0,797	0,00	0,885
Competence	116	0,770	0,00	0,871
Leadership	116	0,824	0,00	0,881
Policy Implementation	116	0,841	0,00	0,895
Food Security Performance	116	0,842	0,00	0,918

From the table above, it can be seen that all Pearson Correlation values > 0.30 so that all question items on all variables are valid. Meanwhile, in the analysis with sig. (2-tailed) on the whole part for all question items on all variables <0.05, all questions are also declared valid. The magnitude of Cronbach's Alpha coefficient > 0.70 for all variables, then all question items on all variables are reliable.

b) Normality test

All variables' data normality test results show no variable indicator with cr for Skewness > + 2.58. The data distribution for all indicators on all variables is normal if viewed from the skew. Judging from the kurtosis (slenderness), there are no indicators on all variables that have a cr value for kurtosis > ± 2.58, it can be said that the data spread for all indicators on all variables are typically spread (not sharp).

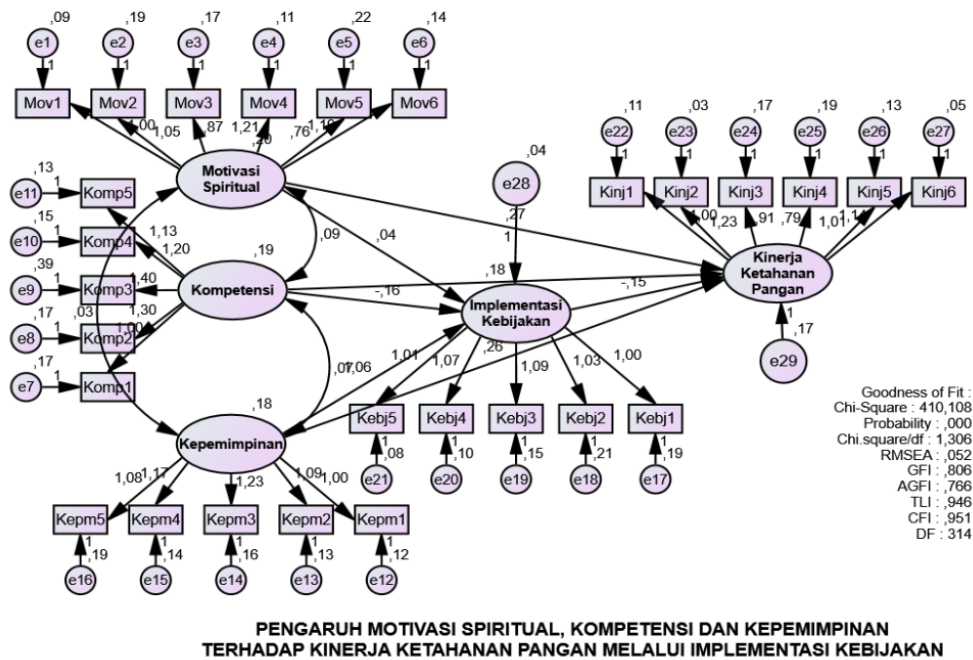
c) Confirmatory factor analysis

Table 3. Confirmatory factor analysis, AVE and CR Variables of Spiritual Motivation, Competence, Leadership, Policy Implementation, and Food Security Performance

Variable	CFA			AVE (>0.5)	CR (>0.7)
	λ (>0,5)	C.R.(>1,96)	P (<0,05)		
Spiritual Motivation	0,752	8,866	***	0.57	0.89
Competence	0,769	7,944	***	0.59	0.88
Leadership	0,774	8,445	***	0.60	0.88
Policy Implementation	0,796	8,504	***	0.64	0.90
Food Security Performance	0,801	10,071	***	0.65	0.92

Based on the table above, it can be seen that all latent variable indicators have a standardized estimate (regression weight) in the form of a loading factor or lambda (λ_i) > 0.50, the critical value of CR > 2,000, and has a probability less than 0.05 (***). Thus it can be said that all indicators of the latent variable are valid/significant. Analysis of the variance extracted (AVE) criteria between variable indicators, indicators for all variables > 0.5, it can be concluded that all variables meet the variance extracted (AVE) criteria. While the value of Construct Reliability (CR) > 0.7, then all variables meet the criteria of Construct Reliability (CR).

**d) Effect Analysis with SEM (Structural Equation Model).
Regression Coefficient of Spiritual Motivation Variable Model, Competence, Leadership, Policy Implementation, and Food Security Performance**



Goodness of Fit :
Chi-Square : 410,108
Probability : ,000
Chi-square/df : 1,306
RMSEA : ,052
GFI : ,806
AGFI : ,766
TLI : ,946
CFI : ,951
DF : 314

Figure.1.

Model testing is carried out using regression coefficients for the Spiritual Motivation variable.

(X1), Competence (X2), Leadership (X3), Policy Implementation (Y), and Food Security Performance (Z) through the output table from the view/set sub-menu. Based on the results of the calculation of the regression coefficient (regression weight), an output table can be made as presented in the following table.

Taking into account the standardized estimate of the variables of Spiritual Motivation (X1), Competence (X2), Leadership (X3), Policy Implementation (Y) and Food Security Performance (Z), a structural equation model can be made as follows:

$$\begin{aligned}
 H1 : Y &= y.x1X1 + e1 && = 0.041 X1 + e1 \\
 H2 : Y &= y.x2X2 + e1 && = -0.150 X2 + e1 \\
 H3 : Y &= y.x3X3 + e1 && = 0.936 X3 + e1 \\
 H4 : Z &= z.x1X1 + e2 && = 0.266 X1 + e2 \\
 H5 : Z &= z.x2X2 + e2 && = 0.171 X2 + e2 \\
 H6 : Z &= z.x3X3 + e2 && = 0.243 X3 + e2 \\
 H7 : Z &= ZY Y + e2 && = -0.160 Y + e2 \\
 H8 : Z &= ZY x y.x1X1 + e2 && = -0.007 X1 + e2 \\
 H9 : Z &= ZY x y.x2X2 + e2 && = 0.024 X2 + e2 \\
 H10 : Z &= ZY x y.x3X3 + e2 && = -0.149 X3 + e2
 \end{aligned}$$

1) Goodness of Fit Analysis Analysis

Based on the test criteria, Chi-square (χ^2), Relative Chi-square (χ^2/df), RMSEA, GFI, AGFI, TLI, and CFI above and the Goodness of Fit value processed by Amos for windows version 24.0, as shown in the image above, the following table can be made.

Table.4. Evaluation of Goodness of Fit

Good of Fit Index	Cut-off Value	Model Results	Description
Chi-Square	Expected small	410,108*)	Good
Significance Probability	0.05	000	Not good

Chi-square /df	3.00	1,306*)	Good
RMS	0.08	0.052*)	Good
GFI	0.90	0.806+)	Marginal
AGFA	0.90	0.766+)	Marginal
TLI	0.90	0.946*)	Good
CFI	0.90	0.951*)	Good

*) Meets the Goodness of Fit

+) Marginal

Taking into account the cut-of-value and goodness of fit of the model results in the table above, it can be seen that five criteria are met, namely Chi-Square, Chi-square /df, RMSEA, TLI, and CFI.

2) Measurement Model Analysis with Determination

Analysis of the measurement model with determination is used to determine the contribution of exogenous variables to endogenous variables. For this analysis used Square Multiple Correlation. The amount of Square Multiple Correlation can be seen in the following table.

Table.5. Squared Multiple Correlations: (Group number 1 - Default model) For the Variables of Food Security Policy Implementation and Performance

	Estimate
KEBJ	,803
KING	,188

Square Multiple Correlation each of which values for Policy Implementation are 0.803 and Food Security Performance = 0.188. Thus the magnitude of the effect of Policy Implementation is $0.803 \times 100\% = 80.3\%$. Thus, it can be seen that the change in Policy Implementation caused by the influence of Spiritual Motivation, Competence, and Leadership is 80.3%, and other factors influence the remaining 19.7%. Meanwhile, the effect of food security performance is $0.188 \times 100\% = 18.8\%$. Thus it can be seen that the change in Food Security Performance caused by the influence of Spiritual Motivation, Competence, Leadership, and Policy Implementation is 18.8%, and other factors influence the remaining 71.2%.

3) Discussion

1. The influence of spiritual motivation on policy implementation.

From the testing and analysis results, the CR value of $0.552 < 2.00$ and the probability of $0.581 > 0.05$ indicates that the direct influence of the latent variable of Spiritual Motivation on the latent variable of Policy Implementation is positive and not significant.

Positive influence means that the higher the spiritual motivation, the higher the implementation of the policy and vice versa. According to Nugroho et al. (2014: 247), the success of policy implementation is determined by the functioning of the institutions built. The game's rules are carried out properly; competent parties can carry out their roles by their rights, duties, responsibilities and get the expected benefits.

This research aligns with Edi Sutrisno et al. (2013:139) that policy implementation has a positive and insignificant effect on work motivation.

2. The influence of competence on policy implementation

From the testing and analysis results, the CR value $-1.783 < 2.00$ and Probability $0.075 > 0.05$ indicates that the direct influence of the latent variable competence on the latent variable of Policy Implementation is negative and not significant.

This study supports the research conducted by Wahyudi (2016: 49) that the implementation of continuing education policies has nothing to do with competence.

Lack of competent human resources, then policy implementation will not run effectively. The increased incompetence that is carried out both through education and training is an effort to realize self-actualization if the competency improvement that is followed is carried out correctly and adequately.

3. The influence of leadership on policy implementation

From the testing and analysis results, the CR value of $7.361 > 2.00$ and Probability $*** < 0.05$ indicates that the direct influence of the latent variable of leadership on the latent variable of policy implementation is positive and significant. This study supports the research conducted by B. Panjaitan (2017:237), which proves that leadership influences either partially or simultaneously on policy implementation. According to Wicaksono (2012: 38) that a leader is at least able to carry out political mapping for internal and external organizations, then an analysis is carried out with the parameters of vision, mission, strategic plans, and macro policy designs so that in the early stages it can look carefully what has been a Where are the obstacles and opportunities?

4. The influence of spiritual motivation on food security performance.

From the testing and analysis results, the CR value is $2,371 > 2.00$, and the probability is $0.018 < 0.05$, indicating that the direct influence of the latent variable Spiritual Motivation on the latent variable of Food Security Performance is a significant positive. According to Wibisono et al. (2021:163), great human potential can be raised with motivation. The difference in motivational methods between the Western world and Islam is that Islam, in addition to providing material and financial incentives, also uses spiritual incentives. Islamic scholars and people who study psychology believe that spiritual motivation is more effective than others. However, this does not mean eliminating man's material and financial motivations.

The results of this study are in line with the research conducted by Sri Muhara et al. (2020:6923) that the influence of the latent variable of spiritual motivation on the latent variable of employee performance is significantly positive. Likewise, Wibisono et al.'s (2017: 456) research shows that spiritual motivation affects performance positively and significantly.

5. The influence of competence on food security performance

From the testing and analysis results, the CR value is $1,301 < 2.00$, and the probability is $0.193 > 0.05$, indicating that the direct influence of the latent variable competence on the latent variable of Food Security Performance is positive and not significant. This study supports the research conducted by Rosmini and Tanjung (2019:11), showing that the competence variable partially has a positive and insignificant effect on the employee performance variable. Likewise, research by Cecilia (2017:433) competence has no significant effect on performance.

The results of this study are different from the research conducted by Pramularso (2018:45), the research of Cahyadi et al. (2018:148), and the research of Ardiansyah and Sulistiyowati (2018:98), which state that simultaneously competence has a significant effect on performance. The Department of Agriculture and Food Security of Lingga Regency continues to support it to improve food security performance. It can provide opportunities for its employees to improve their competence in their respective fields. Increased competence can be done by increasing formal education, education, and training (training), seminars/workshops/training, and technical guidance as appropriate to add valuable insights in carrying out work to achieve organizational goals.

6. The influence of leadership on food security performance.

The testing and analysis results obtained CR values of $0.786 < 2.00$ and a probability of $0.432 > 0.05$, indicating that the direct influence of the latent variable leadership on the latent variable of Food Security Performance is positive and not significant. This study supports the research conducted by Machasin et al. (2014:37) that there is a positive linear relationship between PPL performance and leadership. Isvandiari also supports this research, and Al Idrus (2018:20), states that leadership and performance are positive directions. If the leader improves his leadership, the employee's performance will increase. Likewise, the results of Hasibuan and Syaiful Bahri's research (2018: 77) that the coefficient value of the leadership variable is positive,

7. The effect of policy implementation on food security performance.

From the testing and analysis results, the CR value of $-0.550 < 2.00$ and the probability of $0.582 > 0.05$ indicates that the direct effect of the latent variable of Policy Implementation on the latent variable of Food Security Performance is negative and not significant. This study does not support the research conducted by Maulidya (2019: 75), who found that policy implementation had a significant effect on performance. Furthermore, research conducted by Koesharijadi et al. (2019:44) shows that policy implementation has a very significant effect on the performance of public services. Similarly, Wahyudi's (2019:10) research that the dimensions of policy

implementation influence the magnitude of the influence of employee policy implementation on performance.

According to Purwanto et al. (2020:78) in Edward III's Theory of Policy Implementation, there are four aspects in the policy implementation model. First, communication, which is a factor that supports the success of policy implementation activities and has requirements so that implementers know what should be done so that what become the targets and objectives of the policy must be transmitted to the target group (target group) and in the end can reduce the distortion of implementation. Both resources can be human resources (implementor competence), infrastructure resources, and financial resources. The three dispositions, namely a character and character possessed by the implementor or implementer, are honesty, commitment, and democratic nature. The four bureaucratic structures, namely the organizational structure, play a role in implementing a policy and significantly influence policy implementation. Aspects related to the organizational structure are Standard Operating Procedure (SOP) and fragmentation (a division of authority).

8. The influence of spiritual motivation, competence, and leadership on food security performance through policy implementation.

The testing and analysis results found that the influence of spiritual motivation on food security performance through policy implementation with Tcount $-0.26 < 1.98$ gave a negative and insignificant effect. The effect of competence on food security performance through policy implementation with an Account of $0.46 < 1.98$ has a positive and insignificant effect. For the leadership variable, the influence on food security performance through policy implementation with an Account of $-0.54 < 1.98$, the results of this test are harmful and not significant.

The test results in this study, spiritual motivation, competence, and leadership on performance through policy, did not have a significant (not significant) effect. Likewise, the implementation of policies on food security performance also does not have a significant effect. The opinion of Merilee S.Grindle (Rahmi and Jumiati 2020:15) states that policy implementation is influenced by two significant variables, namely the content of the policy (including the interests of the target group; types of benefits; degree of desired change; program implementation, and resources involved) and implementation environment (includes: how much power, interests, and strategies are owned by the actors involved in implementing the policy; characteristics of the ruling institution; level of compliance and response from implementers).

V. CONCLUSIONS AND SUGGESTIONS

a) Conclusion

Based on the results of testing and analysis and discussion in this study, it can be concluded: (1) The influence of spiritual motivation on the variable of policy implementation is positive and not significant. Positive influence means that the higher the spiritual motivation, the higher the policy implementation and vice versa; (2) The effect of competence on policy implementation is negative and not significant. Competence does not affect policy implementation; (3) The influence of leadership on policy implementation is a significant positive. Proving that good leadership will lead to better policy implementation; (4) The effect of spiritual motivation on food security performance is significantly positive. This means that the better a person's spiritual motivation, the better his performance will be; (5) The effect of competence on food security performance is positive and insignificant. Positive influence means that the higher the competence, the higher the food security performance; (6) The influence of leadership on food security performance is positive and not significant. Positive influence means that the better the quality of leadership, the better the food security performance; (7) The effect of policy implementation on food security performance is negative and not significant. Proving that food security performance is not only influenced by policy implementation, but other factors influence it; and (8) The influence of spiritual motivation, competence, and leadership on food security performance through policy implementation is not significant. It means spiritual motivation,

b) Suggestion

Based on the conclusions from the results of the research above, by the research objectives, it can be suggested: (1) For the Department of Agriculture and Resilience of Lingga Regency to be able to increase attention to the spiritual motivation of its employees because spiritual motivation directly and significantly affects the performance of food security. As for competence and leadership, it is necessary to increase competence and leadership in the form of improving education and training related to competence and leadership to improve individual performance so that it will impact good service or organizational performance. Also, and (2) For further researchers, further research is needed.

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