

Role Of Government, Ocb, Work Motivation, On Performance Of Women's Cooperatives Through Participation Of Members In Gresik District

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Abstract: *Economic growth becomes a concentration that needs to be increased to meet the era of globalization. Government support or role through the Cooperative and UMKM Service program provides assistance in the form of education and training as well as capital assistance to small and medium enterprises and cooperatives that are expected to be able to face free competition. To find out the productivity of cooperatives measured by performance influenced by OCB, work motivation, members and administrators who are willing to do extra activities participate to improve the performance of cooperatives.*

The purpose of this study is to describe and measure the influence of government roles through related agencies, OCB and work motivation of members and management of cooperative performance through member participation. This research method was carried out using the quantitative approach of Structural Equation Modeling (SEM) through SPSS and Amos 20 with a total sample of 188 respondents.

The results of this study indicate the role of government, OCB and work motivation have a significant effect on member participation and performance of women's cooperatives, participation has a significant effect on women's cooperative performance and the role of government, OCB, work motivation has a significant effect on performance through member participation.

Keywords: *The Role of the Government, OCB, Work Motivation, Women's Cooperative Performance Participation ,*

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I. Introduction

1.1 Background

The economic system in Indonesia is the Pancasila economic system. The economic system in Indonesia must be guided by Pancasila, so that the normative Pancasila and the 1945 Constitution constitute an idiosyncratic basis for the economic system in Indonesia. The economy of a country is the basis for meeting the needs and welfare of the community. The development and progress of national income per year in Indonesia has an effect on economic growth, supported by cooperation between ministries capable of arousing souls of economic fighters for creativity in welcoming the arrival of the Asean Economic Community (MEA). The popular economic system is a capitalist economic system that is part of the process of globalization where, between individuals, between groups even between countries interact and influence each other.

To support the globalization process that has a positive impact on economic growth in Indonesia, the government through the Office of Cooperatives and MSMEs conducts various assistance to small and medium enterprises and cooperatives is expected to be able to face free competition. The existence of cooperatives in Indonesia is one part of government support to help the welfare of the community because cooperatives are a form of economic development carried out as an effort to prosper the community through joint efforts. Subandi (2011: 2) states that cooperatives become teachers of the economy in Indonesia to create a just and prosperous society. Cooperatives born in Indonesia since the birth of the nineteenth century around 1896 were pioneered by RA Wiriadmaja. The cooperative movement in Indonesia was inaugurated at the first congress in Tasikmalaya on 12 July 1947 which was then commemorated by the cooperative day.

Law No. 25 of 1992 concerning Cooperatives explains that "cooperatives are business entities that are members of cooperatives or legal entities as well as people's economic movements based on the principle of kinship." Cooperatives are an economic movement of the Indonesian people who struggle to resist oppression and occupation carried out by European traders entering Indonesia with the aim of seeking maximum profits. Swasono (Hendar, 2005: 19), states that with the establishment of cooperatives it can become the backbone of

the economy in Indonesia, because cooperatives can function as a forum to accommodate the political message of colonized nations that are poor and dominated by colonial economic systems, cooperatives are also forms of business entities not only accommodating but also maintaining and strengthening the ideals and culture of the Indonesian nation, cooperatives can function as an appropriate forum to foster small economic groups, as well as a vehicle for realizing the Pancasila economy especially to meet the demands of togetherness and family principles.

Distribution of financial aid or grants for the program refers to the Governor Regulation No. 17 Year 2011 on Guidelines for the Management of subsidy spending, Grants, Social Assistance, Sharing, Financial Aid, Shopping Unexpected and Expenses Financing East Java province Article 19 explains that nature carry duties and functions, the Governor of East Java can provide social assistance spending cash with the highest value @Rp. 50 million rupiah.

The Strategic Plan of the East Java Cooperative and UMKM Office (2014: 6) explained that in 2008 a global financial crisis caused the Composite Stock Price Index (CSPI) in the capital market to continue to decline. The impact of this global financial crisis is the increasing unemployment in Indonesia. The East Java Provincial Government will optimize program programs that lead to community empowerment on a micro, small and medium scale during the 2009 to 2014 term. Cooperatives, micro, small and medium enterprises have a very large role in reducing unemployment which leads to the economic prosperity of the community in East Java. The contribution of Cooperatives, Micro and Small Enterprises (MSEs) in the absorption of labor is 80,933,384 people or 91.14%, compared to the contribution of Big Business (UB) to 7,204 people or 0.01% of the total unemployment that exists. (Source: East Java KUMKM Office Strategic Plan Secondary Data from 2009 to 2014).

The existence of female cooperatives in East Java is quantitatively not too much, but it is quite significant in overcoming the problem of unemployment, increasing education, to gender issues and others which will lead to the productivity of human resources and economic welfare of the community. Women's cooperatives as a forum for self-actualization for women, in addition to being a housewife, women also need to be empowered to form micro-enterprises aimed at improving the family's economy. Provincial and district / city level governments in East Java have an important role in improving the performance of women's cooperatives by providing education, training on management, cooperative accounting and sustainable entrepreneurship, at the provincial level coaching / education and training to further empower the community for women cooperative members. supporting the productivity of cooperative performance.

Education, training on management is realized by *apformance management system* that consists of processes to identify, encourage, measure, evaluate, in the hope of being able to improve performance. Education and training on cooperatives in accordance with the Articles of Association and Cooperative Law no. 25 th 1992 concerning Cooperatives explained that member participation was very much needed such as making principal savings, compulsory savings and voluntary savings and actively giving advice during Annual Member Meetings (RAT) including actively participating in supervising cooperative activities to support cooperative performance.

Cooperative management has an important role in achieving organizational performance, so in-depth research and assessment is needed on several factors that influence organizational performance. A number of factors that influence performance must be clearly identified in order to improve the efficiency of human resource management in an organization. The duties of the board in a cooperative are very important, because humans are the main driving factor in every activity carried out by the organization or cooperative, such as the smooth administration of routine activities, holding Annual Member Meetings (RAT) and work programs for the continuity of the cooperative in the future come, because it is successful not a cooperative will be characterized by the ability of the cooperative's management in managing the management owned so that the goals to be achieved can be fulfilled.

A cooperative organization will succeed if it is supported by administrators who are willing to do extra activities such as being able to do cooperation, please help, give advice, participate actively, provide extra services to service users, and are willing to use work time effectively. The organization will still exist if it is supported by administrators who are loyal to the organization, which is shown to the attitude and behavior of the management in carrying out activities. Positive management and member behavior can support member performance and organizational performance for better organizational development. This is in accordance with the opinion of Organ (1988: 4) defining OCB as free individual behavior, not directly or explicitly related to the *reward system* and can improve the effective functioning of the organization.

Cooperatives or agencies are the work of groups or teams and are not work done individually, so motivation is needed that can lead to positive behavior for both the management and members of the cooperative. Organizations in cooperatives are relative strengths of individuals in identifying self involvement in the organization.

Cooperatives are able to walk with the expected plan with the participation of members because participation also means work to achieve a common goal among all citizens who have a diverse background of trust in our Pancasila country, or the same basic rights and obligations to contribute to future development new front of our nation. Participation does not only mean taking part in the implementation, development planning. Participation contributes so that in our understanding of the development of human values and ideals regarding social justice is still upheld. Participation in development means encouraging development that is compatible with human dignity. National social justice and justice and who preserve nature as a human environment also for future generations.

Cooperative members are one of the factors that provide a significant contribution in improving the performance of cooperatives. The basic functions of management and operational functions can be carried out well, then between managers and managers of cooperatives must establish a partnership. Managerial behavior will greatly support the process of achieving organizational goals, namely the increase in performance in cooperatives. In this case, managerial behavior will greatly support the process of achieving organizational goals, namely there is an increase in the performance of cooperative managers, and members must be able to treat the board of executives as they should, because the decision of members in meeting members is the highest decision.

The management of the cooperative influences the performance of the management of the cooperative concerned. If we want an increase in performance, the competence of a cooperative management becomes the main requirement must be met in determining the relevant placement in office besides other requirements. These requirements are important to show the competence of a cooperative management with their respective fields and tasks in an effort to place the management of the cooperative to see, evaluate, and motivate members towards the growth and development of cooperatives.

1.2 Research Objectives

Based on the background, and the formulation of the problems described above to examine the relationship of the Government Role, variables *Organizational Citizenship Behavior*, Work motivation, on Performance through Member Participation, the objectives of this study include:

1. Describing the role of government, OCB, work motivation, performance of women's cooperatives through member participation.
2. Analyzing the influence of the role of the government, OCB, work motivation, on member participation.
3. Analyze the influence of the role of the government, OCB, work motivation, on the performance of women's cooperatives.
4. Analyze the influence of member participation on the performance of women's cooperatives.
5. Analyzing the influence of the role of the government, OCB, work motivation, on the performance of women's cooperatives through the participation of members.

II. Literature review

2.1 Foundation Theory Role of the government

The role of the government in implementing cooperatives in Indonesia includes;

1. guidance, government support in the form of guidance,
2. facilities, government support in the form of facilities, including;
 - a. Providing convenience to strengthen the capital of operations and develop cooperative financial institutions.
 - b. Petrifying the development of cooperative business networks and mutually beneficial cooperation among co-operatives.
 - c. Provide consulting assistance to prevent problems faced by cooperatives while paying attention to the articles of association and principles of cooperatives.
3. Protection to cooperatives, government support in the form of protection, including;
 - a. Establish economic fields which cooperatives can only cultivate.
 - b. Establish economic fields in an area that has been successfully cultivated by cooperatives not to be cultivated by other business entities.

According to Lerner (1986: 12) the Government has a role to regulate business activities and success, which includes: Education, Training, Capital assistance, Technology assistance, Management partnerships, Procurement of raw materials, Marketing, Business partnerships, Tariff policies, Government policies in business.

2.2 OCB

Organ (1988: 4) defines OCB as free individual behavior, not directly or explicitly related to the *reward system* and can improve the effective functioning of the organization. Organ also noted that OCB was found as an alternative explanation on the hypothesis of "satisfaction based on performance".

Robbins and Judge (2008: 1-18) explain the relationship between individuals, groups, and organizational systems in the following table: Social psychology is a combination of psychological and social concepts. Social psychology is known as a branch of science from psychology that focuses on one's influence on other individuals. This social psychology includes renewal of behavior. change of attitude. Communication, group process processes, and group decision making.

2.3. Work motivation

Uno (2012: 73) describes work satisfaction derived from the existence of intrinsic motivation and motivation derived from extrinsic factors. The intrinsic factor consists of (1) achievement, (2) recognition, (3) responsibility, (4) progress, (5) the work itself, (6) the possibility of developing. No of these conditions does not mean proving that conditions are very dissatisfied. Intrinsic factors, will form a strong motivation that produces good work performance. These extrinsic factors are referred to as satisfaction or motivators.

Extrinsic factors often called the work context include: (1) wages, (2) working conditions, (3) job security, (4) status, (5) company procedures, (6) quality of supervision, (7) quality of interpersonal relationships between fellow colleagues, superiors, and subordinates.

2.4 Participation

Hendar (2005: 93) participation of cooperative members in terms of interests can be divided into two types of participation, namely: 1) Contributive participation, is the role of members as owners (financiers) of cooperatives. Cooperative members contribute to the formation and growth of cooperatives in financial and institutional forms, such as: a) Financial contributions, including principal savings, mandatory savings, and voluntary savings; b) Institutional contributions, related to the rights and obligations of cooperative members such as setting goals, making decisions, and monitoring the process of running a cooperative business. 2) Incentive participation, is the role of members as customers or cooperative users, such as obtaining goods and services whose prices, quality, and conditions are more favorable than those obtained from other parties that are not cooperatives.

According to Yuwono (2001: 124) states that participation has details consisting of: 1) Participation is part of a joint effort carried out shoulder to shoulder with our brothers and sisters of the same country and people to build a common future. 2) Participation is work to achieve a common goal among all citizens who have diverse beliefs in the Pancasila state. 3) Participation means providing assistance so that our development of human values and ideals regarding social justice is upheld. 4) Participation in development means encouraging development that is compatible with human dignity.

2.5 Performance Organizational

performance according to Bernadin and Rusel (Gomes, 1993: 379) proposes six primary criteria that can be used to measure the performance of an organization, namely: 1) *Quality*, concerning the extent to which the process or results of activities approaching perfection or approaching expected goals. 2) *Quantity*, concerning the amount produced, for example the amount of Rupiah, number of units, number of cycles, activities completed. 3) *Timeline*, is the degree to which an activity is completed in the desired time by taking into account the coordination of other outputs and the time available for other activities. 4) *Cost-Effectiveness*, is the extent to which the level of use of organizational power (human, financial, technological, material) is maximized to achieve high-level results or a reduction in losses and each unit of use of resources. 5) *Need for supervisor*, is the degree to which the organization's device can carry out a job function without requiring supervision by a supervisor to prevent undesirable actions. 6) *Interpersonal Impact*, is the degree to which employees maintain self-esteem, good name and cooperation between colleagues and subordinates.

2.6 Previous Research

Sitompul (2012: 137) research journals with the title Increasing the Role of the Government in Cooperative Development. Research results with conclusions: building political commitment; implement empowerment programs that support the ability of KUMKM to optimize the resources they have; build or revive supporting institutions for the development of MSME cooperatives; developing the connectivity of the acceleration component of cooperative development, namely the driving force such as institutions must be clearly revitalized; encourage increased competitiveness by implementing various breakthrough programs such as HR competency development and infrastructure provision; avoid the implementation of programs designed with a project approach and avoid programs that are-based *strategystrategies*.

Rumengan (2016) in the study entitled "The Role of the Government in Increasing Community Participation in Development in Toundanou Satu Village, Toluaan District, Southeast Minahasa Regency". This research reveals that the role of the government in implementing policies related to increasing community participation in the

implementation of development that the government has played a good role in order to implement policies related to increasing community participation.

Ahdiyana (2014) research with the title "OCB Dimensions in Organizational Performance", FISE Yogyakarta State University. This research reveals OCB is a unique aspect of individual activities in work. An organization will succeed if employees do not only do their main tasks but also want to do extra tasks such as wanting to work together, please help, give advice, participate actively, provide extra services to service users, and use their working time effectively. The organization will still exist if it is supported by loyal and highly committed employees to the organization, which is shown in the attitude and behavior of employees in the workplace. Positive employee behavior is able to support individual performance and organizational performance for better organizational development.

Ariesta (2016: 121) with an article entitled The Effect of Organizational Citizenship Behavior (OCB) with the participation of Broiler Breeders. Article revealed that the higher OCB owned, the higher the participation of Broiler Breeders. Vice versa, if the lower OCB owned the lower the participation of Broiler Breeders.

Prihatini (2012: 74) research journals with the title Analysis of the influence of work motivation of administrators and Members on the performance of cooperatives in the case study of the PERBANAS Jakarta student cooperative. The results of the study there is a strong positive relationship between variables seen a correlation value of 0.480 or 48%, meaning that if the motivation variable is increased it will be followed by strengthening the performance variable. Conversely, if there is a decrease in motivation (X), the performance will decrease by 0.340 in the same direction as the constant 18,936.

Purnawati (2017) in a scientific article The Effect of Cooperative Work Motivation and Cooperative Services on the Participation of Members of the Village Unit Cooperative (KUD) Marga Jaya Petaling Muaro Jambi. The results of the study that cooperative motivation influenced the participation of members was known from the Standardized Coefficient Beta 62%.

Junusi (2009: 315) research with the title "Analysis of Commitment Participation and the Ability to Innovate and Influence on Cooperative Performance of Pondok Pesantren", Annual International Conference On Islamic Studies (AICIS XII). The results of the study by Goodness of fit index and regression weight model that participation, commitment and ability to innovate affect the performance of the boarding school cooperatives. Low performance is influenced by lack of participation, commitment and ability to innovate from members in managing cooperatives.

2.7 Hypotheses

This hypothesis is based on the theories and results of previous studies, where each variable tested has been supported by the opinions and results of previous studies that are relevant to the research to be conducted. Based on the formulation of the problem, the purpose of the research and the conceptual framework above, the hypothesis in this study is formulated as follows:

1. The Role of the Government, OCB, Work Motivation, has a significant effect on Participation of Members of the female cooperative.
2. The Role of the Government, OCB, Work Motivation, has a significant effect on Women's Cooperative Performance.
3. Participation of female cooperative members has a significant effect on women's cooperative performance.
4. The role of the government, OCB, work motivation, has a significant effect on the performance of women's cooperatives through Member Participation.

III. Research Methods

3.1 Population and Samples

The population in this study was the Women's Cooperative Program of the East Java Governor Program in Gresik Regency which in total amounted to 355 Women's Cooperatives which had held Annual Member Meetings. The sample to be studied must be representative or represent the research population. samples that are too large can result in waste of research costs. The sample size is determined using the Slovin formula. In this study has a tolerance value of 5%, which means it has an accuracy rate of 95%. Sample size calculation is related to Slovin formula. Based on the calculation of sample size using the Slovin formula, the sample size was obtained by 188 cooperatives.

3.2 Method of collecting data.

The data used in this study are primary data. Data collection uses a questionnaire with a list of statements answered by female cooperative respondents from the Governor's program in the Gresik Regency area.

Table 1. Result Validity Test

Butir	Koefisien Korelasi	r tabel	Sig	Keterangan
Role of government (X1)				
1	0,712	0,125	0,000	Valid
2	0,459	0,125	0,000	Valid
3	0,496	0,125	0,000	Valid
4	0,412	0,125	0,000	Valid
5	0,594	0,125	0,000	Valid
6	0,438	0,125	0,000	Valid
OCB (X2)				
7	0,221	0,125	0,002	Valid
8	0,494	0,125	0,000	Valid
9	0,177	0,125	0,015	Valid
10	0,468	0,125	0,000	Valid
11	0,326	0,125	0,000	Valid
12	0,376	0,125	0,000	Valid
13	0,314	0,125	0,000	Valid
14	0,521	0,125	0,000	Valid
15	0,266	0,125	0,000	Valid
16	0,409	0,125	0,000	Valid
17	0,272	0,125	0,000	Valid
Work motivation (X3)				
18	0,514	0,125	0,000	Valid
19	0,405	0,125	0,000	Valid
20	0,393	0,125	0,000	Valid
21	0,429	0,125	0,000	Valid
22	0,527	0,125	0,000	Valid
Member participations (Y1)				
23	0,365	0,125	0,000	Valid
24	0,595	0,125	0,000	Valid
25	0,618	0,125	0,000	Valid
Cooperative Performance (Y2)				
26	0,547	0,125	0,000	Valid
27	0,510	0,125	0,000	Valid
28	0,530	0,125	0,000	Valid
29	0,440	0,125	0,000	Valid
30	0,226	0,125	0,002	Valid
31	0,176	0,125	0,016	Valid
32	0,226	0,125	0,002	Valid
33	0,592	0,125	0,000	Valid
34	0,502	0,125	0,000	Valid
35	0,437	0,125	0,000	Valid
36	0,574	0,125	0,000	Valid
37	0,418	0,125	0,000	Valid
38	0,524	0,125	0,000	Valid
39	0,590	0,125	0,000	Valid
40	0,555	0,125	0,000	Valid

Table 2. Result Reliability Test

Variable	Reliability	Description
Role of Government (X ₁)	0.826	Reliable
OCB (X ₂)	0.855	Reliable
Motivation (X ₃)	0.863	Reliable
Member Participation (Y ₁)	0.874	Reliable
Cooperative Performance (Y ₂)	0.836	Reliable

IV. Result And Discussion

4.1 Analysis Descriptive

Descriptive analysis is used to interpret empirical data from research results through the use of frequency distribution tables. This analysis is done to describe the data based on the tendency of the respondents' responses related to the research variable.

The average value of the government's role variable shows a score of 4.77. It can be concluded that the respondents showed a tendency to strongly agree with government assistance in developing women's cooperative businesses and cooperation with other cooperatives in Gresik Regency.

The average value of the OCB variable shows a score of 4.88 which means that respondents tend to agree to the implementation of women's cooperatives in Gresik Regency. OCB can be briefly interpreted as an individual's contribution in exceeding the role demands at work. Based on the average score, it can be concluded

that the performance of female cooperative members in Gresik Regency has shown a high contribution beyond what has become the task and function of each.

The average score of the indicator score of Work Motivation variable of 4.81 means that respondents tend to agree in carrying out their duties and obligations as members of women's cooperatives in Gresik Regency. Short motivation can be interpreted as an encouragement or strength to do a job. Based on the average score, it can be concluded that the work motivation of members has shown that there is a strong drive to develop women's cooperatives in Gresik Regency.

The average score of the indicator score in the member participation variable of 4.65 means that respondents tend to agree in participating in the Gresik Regency women's cooperative. Member participation is the involvement of members in accordance with their duties and responsibilities in organizing women's cooperative activities. Based on the average score it can be concluded that the participation of members has shown that there is an active involvement in organizing women's cooperative activities in Gresik Regency.

The average score of the indicator score of cooperative performance variables of 4.82 means that respondents tend to agree on the performance that has been produced by women's cooperatives in Gresik Regency. Cooperative performance can be interpreted as work results in quality and quantity achieved by institutions (women's cooperatives) in carrying out organizational functions. Based on the average score it can be concluded that the performance of women's cooperatives in Gresik Regency has shown satisfactory results.

4.1.1 The Role of the Government

role in the development of the Gresik Regency women's cooperative formed by the East Java Governor's program prioritized education, training and capital provision. Education is given mainly in managerial management, organization, and finance or cooperative accounting and developing business networks and cooperation between cooperatives so that they can be mutually beneficial. Managers with various backgrounds in education and lay with cooperatives with training are able to mobilize cooperative organizations.

Training provided to women's cooperatives is technical guidance such as management, organization, and financial management or cooperative accounting. Cooperative financial management is the strength of women's cooperatives related to the development and welfare of members. The provision of capital assistance to women's cooperatives is a program implemented in 2009 and assistance is provided regularly, with assistance provided to provide funding allocation assistance, training, and cooperative education can develop and improve the welfare of members. The role of the government in organizing education, the training of Gresik District given to female cooperative managers was good enough and right on target to attract the interest of administrators and members to develop women's cooperatives in Gresik Regency.

4.1.2 OCB

OCB on the development of women's cooperatives prioritizes *Altruism, Conscientiousness, Sportsmanship, Courtesy, Civic Virtue*. In *Altruism* where administrators and members can spend time and are able to work both individually and in groups, and prioritize group interests. *Conscientiousness*, members and managers of cooperatives are able to be active in running cooperative organizations in accordance with the basic tasks and functions of cooperatives, including conducting regular meetings so that the development of women's cooperative organizations can run as expected. *Sportsmanship*, members and administrators of enthusiasm to maintain women's cooperatives can develop by following all activities, changing announcements, even doing business other than savings and loans as participating in entrepreneurship training activities according to potential members and marketed through East Java Women's Cooperative Business Development (APUKW). *Courtesy*, Members and administrators of women's cooperatives try to maintain the development of cooperatives and the image of cooperatives by compacting members in groups, reminding each other of obligations at group meetings, giving attention to solving problems faced by cooperatives. *Civic Virtue*, members and administrators prioritize activeness in activities such as attending Annual Members' Meetings, trying to be on time.

OCB as a whole as a contribution of individual participation that exceeds the role demands in the Gresik district women's cooperative. The development of women's cooperatives in Gresik District shows a high contribution beyond what has become the task and function of each.

4.1.3 Work Motivation

Motivation in the research of the Gresik Regency women's cooperative formed by the East Java Governor program there are indicators namely internal factors and external factors. Internal factors are prioritized on the understanding of members and administrators of the duties, obligations and responsibilities of the deadline that must be resolved. While external factors encourage members to develop themselves by creating new findings or creativity to improve the development of cooperatives. Work motivation in this study is

defined as an encouragement or strength to do a job and an obligation to develop women's cooperatives in Gresik Regency.

4.1.4 Member Participation

Member participation is the involvement of members in accordance with their duties and responsibilities in organizing women's cooperative activities. Participation of members in women's cooperatives has contributive participation, incentive participation and participation Incentives for contributory participation are prioritized on the activity of members and administrators to make basic savings, mandatory savings and voluntary savings.

Contributive participation in women's cooperatives is prioritized on the activeness of members in paying basic savings as new members, waji savings and voluntary savings carried out every month with a predetermined schedule, as well as activeness in giving advice during meetings both member meetings and annual member reports held at least once a year.

Participation Incentives are prioritized for active members to borrow and members feel they are benefiting from the establishment of women's cooperatives. Member participation has shown that there is an active involvement in organizing women's cooperative activities in Gresik Regency.

4.1.5 Cooperative Performance

Cooperative performance in research on women's cooperatives has several indicators consisting of Quality, Quantity, Timeline, Cost-Effectiveness, Cost-Effectiveness, Need For Supervisor and Interpersonal Impact. Quality in the research of women's cooperatives is prioritized by the participation of administrators in the training and development of women's cooperatives, and even the participation of members in periodically participating in cooperative members' education in preparation for management changes. Quantity in women's cooperatives in Gresik district is prioritized on increasing the number of new members every year, so that the increase in the Remaining Business Results (SHU) is received each year.

The timeline for women's cooperatives takes precedence over the implementation of Annual Member Meetings (RAT) not exceeding March as the primary cooperative reporting threshold. Cooperative members must return loans on time in accordance with the regulations that apply in the cooperative. Cost-effectiveness of savings Members are voluntary in accordance with applicable regulations in the cooperative can be taken at any time. Need For Supervisor prioritizes the awareness of cooperative members to pay obligations without payment warning letters and awareness of members providing ideas for the progress of cooperatives. Interpersonal Impact on female cooperatives to improve the ability of administrators to communicate well with members and the ability of administrators to advise active and inactive members. In general, the performance of women's cooperatives in Gresik Regency has shown satisfactory results.

4.2 Influence Role of the Government, OCB, Work Motivation, on Member Participation

The results showed that the Government's Role, OCB, Work Motivation had a significant effect on Member Participation. The Role Variable of the Government influences the Participation variable Members of the female cooperative in Gresik Regency. To achieve the performance of the women's cooperative program the East Java Governor as expected, the role of the Government is needed such as providing education, training and capital assistance to increase the participation of female cooperative members in Gresik Regency. The results of this study are supported by previous research by Rumengan (2016: 1) that the Government's Role in Increasing Community Participation in Development in Toundanou Satu Village, Toluaan District, Southeast Minahasa Regency, and theory according to Lerner (1986: 12) Government has a role in regulating business activities and successes. which includes: Education, Training, Capital assistance, Technology assistance, Management partnerships, Procurement of raw materials, Marketing, Business partnerships, Tariff policies, Government policies in the business field.

Research on OCB variables has an influence on Participation of female cooperative members which consists of several indicators of Altruism, Conscientiousness, Sportsmanship, Courtesy, Civic Virtue can increase the participation of female cooperative members in Gresik Regency. The results of this study support the previous research conducted by Arista (2016) on the Effect of OCB with the participation of Broiler Breeders. The results of this study are also supported by the theory according to Robbins and Judge (2008: 1-18) OCB is a voluntary behavior, not an act that is forced on things that prioritize the interests of the organization.

The results of this study have proven that the Work Motivation variable that affects the Participation variables of the members of the female cooperative in Gresik Regency. To achieve the performance of women's cooperatives, the East Java Governor's program as expected, Work Motivation is needed with indicators consisting of internal and external so that it can increase the participation of female cooperative members. This research supports the research conducted by Purnawati (2017) in a scientific article The Effect of Cooperative Work Motivation and Cooperative Services on the Participation of Members of the Village Unit Cooperative

(KUD) of Marga Jaya Petaling Muaro Jambi. This study was supported by the opinion of Uno (2012: 1) that Work Motivation is a force boost that is generated from inside or outside a person to achieve the organizational goals that have been set.

4.3 Influence Role of Government, OCB, Work Motivation on Cooperative Performance

The results showed that the Government's Role, OCB, Work Motivation had a significant effect on women's Cooperative Performance. The Role of the Government has a significant effect on Cooperative Performance. To achieve the expected performance of women's cooperatives, the Government's role is needed such as providing education, training and capital assistance to improve the performance of women's cooperatives in Gresik Regency. This study supports the research conducted by Nugroho (2011: 160) which examines: The role of government influences the Development of Cooperative Performance and theory according to Lerner (1986: 12) The government has a role to regulate business activities and success, which includes: Education, Training, Capital assistance, technology assistance, management partnerships, raw material procurement, marketing, business partnerships, tariff policies, government policies in the business field.

4.4 Effects of Member Participation on Women's Cooperative Performance.

The results of the study show that the Member Participation variables significantly influence the performance of women's cooperatives in Gresik Regency. This research supports previous research by Junusi (2009: 315) research with the title "Analysis of Commitment Participation and the Ability to Innovate and Its Impact on Cooperative Pondok Pesantren Performance", Annual International Conference on Islamic Studies (AICIS XII) and Yuwono's opinion (2001: 124) that member participation is the involvement of members in the process of achieving the expected goals and opinions of Hendar (2005: 93) participation of cooperative members in view of their interests divided into two types of participation, namely: Contributive participation, is the role of members as cooperatives and Incentive participation, is the role of members as customers or cooperative users, such as obtaining goods and services whose prices, quality, are more profitable than those obtained from other parties that are not cooperatives.

Influence of the Role of the Government, OCB, Work Motivation on the Performance of Women's Cooperatives through Member Participation. The results of the study indicate the role of the government, OCB, work motivation, significantly influences the performance of women's cooperatives through member participation. Each variable has a significant influence on member participation which has an impact on the performance of women's cooperatives in Gresik Regency. Participation of members is an aspect that must be considered in improving the performance of cooperatives. The results of this study support previous research by Rusyana; Fathoni and Warso (2016) in a research journal entitled The Effect of Participation, Commitment and Member Innovation Capabilities on the Direction of Cooperative Development. The results of the study indicate that member participation determines performance through the direction of cooperative development. An organization does not escape the role of members, the higher the participation of members, the higher the performance produced. To produce a performance that is expected there are several factors that influence, in line with Bernadin and Rusel (1993) which consists of Quality, Quantity, Timeline, Cost-Effectiveness. Need for supervisors. Interpersonal Impact, is the degree to which employees maintain self-esteem, good name and cooperation between colleagues and subordinates

V. Conclusion

Based on the results of testing hypotheses and discussing the research, the conclusion of this dissertation study can be conveyed as follows:

1. The Government's role, OCB, Work Motivation, Member Participation, and Cooperative Performance have shown active involvement in organizing women's cooperatives in Gresik Regency.

Role Variables The government organizes education, the training given to female cooperative managers is good enough and on target to attract the interest of administrators and members to develop women's cooperatives in Gresik Regency.

Variable OCB is an individual contribution that exceeds the demands of tasks, roles and functions. The development of women's cooperatives in Gresik Regency shows a high contribution and exceeds what has become the task, the roles and functions of each manager and member.

The Motivation variable in this study is defined as the encouragement or strength of the cooperative management to do a job and the obligation to develop women's cooperatives in Gresik Regency.

2. The variable Participation member has shown that there is active involvement in organizing cooperative activities and Performance Variables in general have shown that there are satisfactory results in women's cooperatives in Gresik Regency.

Member participation is influenced by the role of the government, OCB, and work motivation in the form of education, training, capital assistance which consists of management, organization, financial management or

cooperative accounting, followed by a spirit that exceeds the tasks and functions of the management so as to foster the motivation of management and members to develop women's cooperatives in Gresik Regency.

3. Cooperative performance is influenced by the role of the government, OCB and work motivation in women's cooperatives in Gresik Regency. Contribution of the role of the government in addition to education and training which is more encouraging to be responsible is financial assistance to be managed in accordance with the training provided so as to motivate the performance of the cooperative management.

4. The performance of women's cooperatives in Gresik Regency is influenced by member participation which consists of contributive participation which is the role of members as owners or who provide cooperative capital and incentive participation as customers or cooperative users, such as obtaining goods and services that are more profitable than quality obtained from other parties who are not members of the cooperative. The relationship between participation and management performance was able to create a significant influence on the performance of cooperatives in Gresik Regency.

5. Participation can be a mediation between the influence of the role of the government, OCB and work motivation on the performance of women's cooperatives in Gresik Regency. Participation of members is an aspect that must be considered in improving the performance of cooperatives, because participation is able to move information from the role of government in the form of education, training and capital assistance carried out by administrators and members of cooperatives supported by the enthusiasm to foster work motivation significantly influences the performance of cooperatives in Gresik.

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