

EFFECT OF WORK ABILITY, WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN MADIUN DISTRICT OFFICE

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Abstract

In carrying out an employee's duties in Madiun Regency, it is very important, work ability, and work motivation to increase their performance for that in an effort to carry out their duties based on the mechanisms and procedures outlined by the organization. So the apparatus assigned to the office is required to have technical skills and be able to improve the quality of work in carrying out their duties. However, sometimes the implementation of these tasks does not pay attention to quality and does not match what was previously targeted. An agency should produce quality in the implementation of work because government agencies play a very important role in supporting regional development. The success or failure of an area is highly dependent on the work performance or performance of a government agency.

In proving the hypothesis, it was found that the variable work ability (X1) and work motivation (X2) had an effect simultaneously or partially on the performance of the employees of the Pasuruan regency office because the employees had high work ability and motivation which was shown to be an increase in employee performance.

Keywords: Work Ability, Work Motivation, Performance

Background

In improving the quality of local government employees or in this case Civil Servants / ASN, it is directed to improve the quality of employee work so that they have more attitudes and behaviors based on dedication, honesty, responsibility, discipline and justice, so that in carrying out their duties and functions as civil servants, can be successful and can provide services and protection to the community in accordance with the guidance of their conscience.

In order to form the figure of a Civil Servant as mentioned above, it is necessary to carry out good and regular coaching, carried out continuously based on a combination of work performance systems and career systems that emphasize the work performance system. This is intended to provide opportunities for outstanding civil servants to improve their abilities professionally and competently in a healthy manner.

In addition, to increase professionalism and work performance or employee performance, welfare issues must also be considered so that the employee concerned can focus fully on his daily main tasks. The form of welfare here, among others, is the fluency in giving salaries or other forms, so that every employee will certainly be more enthusiastic and enthusiastic in working, considering that their welfare can be fulfilled and accepted according to their rights.

The problem commonly faced by organizations is how to improve the performance of their employees. According to Simamora (2002: 21) performance is the result of work that can be achieved by a person or group of people in an organization, according to their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, does not violate the law and is in accordance with morals and ethics. An organization, both public and private to achieve its goals, must go through the means in the form of an organization driven by a group of people who play an active role as actors in an effort to achieve the goals of the company or organization (Sedarmayanti, 2007: 263). This can happen because many employees do not try their best in their work, so that the target set by the company is not achieved as a result of the employee's underperformance.

This can be seen from the data on the achievement of employee performance taken 20 in the Pasuruan district, the standards that have been set, but in fact there has been a decrease in employee performance. Madiun district office.

Theoretical basis

Motivation Theory

The definition of motivation according to Robbins (2006) is a willingness to put out a high level of effort towards organizational goals, which is conditioned by the ability of these efforts to meet individual needs. Meanwhile, Dharma (2005) argues that motivation comes from the word "movere" in Latin which means moving. Various things that are usually contained in the definition of motivation include wants, hopes, needs, goals, objectives, encouragement, and

incentives (additional giving). Widjaya (2013) argues that "the driving force that exists within a person is often called a motive". Thus it can be said that the motive is a psychological state that encourages, activates or moves and directs and channels the behavior, attitudes and actions of a person which is always associated with the achievement of both organizational goals and personal goals of each member of the organization.

Performance

Employee performance is how much the employee contributes to the organization which includes quantity of output, quality of output, duration of output, attendance at work and comparability. The term performance comes from the word Job Performance or Actual Performance. The definition of performance (work performance) is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him (Mangkunegara, 2015: 67 in Saputra). Performance is the result of work produced by employees or real behavior that is displayed in accordance with the organization. Performance refers to the level of achievement of the tasks that make up an employee's job. Performance reflects how well the employee meets the requirements of a job. According to Rivai and Basri (2015) in Regina (2016) performance is the availability of a person or group of people to carry out an activity and improve it according to responsibilities with the expected results. According to Guritno and Waridin (2015) in Regina, performance is a comparison of the work achieved by employees with predetermined standards.

Methodology

Measurement of variables

According to Sugiyono (2010) "Likert scale is used to measure attitudes, opinions and perceptions of a person or group about social phenomena". With a Likert scale, the variables will be translated into sub variables. Then the sub-variables are translated into components as a starting point for arranging instrument items which can be questions or statements which are then answered by the respondent.

Likert scale is used to measure the variables to be studied through respondents' responses. Likert scale is used in this study, each answer to the question in the questionnaire is scored as follows: Strongly Disagree is given a weight of 1, Disagree is given a weight of 2, Simply Agree is given a weight of 3, Agree given a weight of 4 and Strongly Agree given a weight of

Research result

. Hypothesis test

a. Proving the hypothesis of the effect of the independent variables together

(F test)

The statistical technique F test (F test) is used to test the effect of the independent variables together. The analysis steps in testing the hypothesis on the regression coefficient are as follows:

1. Formulation of Hypotheses

Ho: $\beta_1 = \beta_2 = \beta_3 = 0$ there is no significant effect of Work Discipline (X1), Job Commitment (X2), Organizational Climate (X3) on employee performance simultaneously.

$H_1: \beta_1 \neq \beta_2 \neq \beta_3 \neq 0$ states that there is a significant influence of variables: Work Discipline (X1), Job Characteristics (X2), and Organizational Climate (X3) on employee performance simultaneously.

2. Determination of the F test value

The F test value is determined by looking at the f table according to the significance level and the df used. From the appendix, it is known that with a significance level of 95% and $V_1 = K = 2$ and $V = n-k-1 = 73 - 2-1 = 73$, then the value of the F test is 8.078.

3. Comparison of significant values.

The calculated significance value is 0.000 less than 0.05 (5%).

4. Decision making.

Based on the comparison of the calculated F value with the F table where it turns out that the calculated F value is greater than the F table, the decision is to reject H_0 and accept H_1 .

5. Conclusion

Based on the decision taken, namely rejecting H_0 and accepting H_1 , it can be concluded that the independent variables, namely Work Ability (X1), and Work Motivation (X2), collectively have a significant influence on the performance of employees of the Madiun Regency office employees, so the first hypothesis is proven. the truth.

2. Determination of the t test value

The t test value is determined by looking at the t table according to the significance level and the df used. From the appendix, it is known that with a significance level of 95% and $df = n-k-1 = 43 - 2-1 = 73$, then the t-test value is ± 2.134

3. Comparison of t-value with t-table.

Comparison of t-value with t-table for each variable, can be seen in table below:

Table 3
Table Comparison of t-count with

Variabel	t-Count	Sign.
X ₁	4,520	0.000
X ₂	8,574	0,000

From the t-count, it can be seen that work ability (X1) has a significant effect, which is indicated by a calculated significance value of less than 0.05 (5%), the work motivation variable (X2) also has a significant effect with a significant value of 0.000 smaller than 0.05 (5%) has an effect on employee performance in Madiun regency office has a significant effect on employee performance

C. Discussion

After proving the hypothesis, it was found that the variable work ability (X1) and work motivation (X2) had an effect simultaneously or partially on the performance of the employees

of the Kediri Regency office because employees had high work ability and motivation which was shown to increase employee performance.

Conclusion

Based on the results of testing using SPSS analysis to test the effect of work motivation, and organizational content on job satisfaction, the following conclusions can be drawn:

1. There is a positive and significant influence on employee work ability and work motivation on performance.

Suggestion

Based on the results of the above conclusions, the suggestions obtained by the authors from this study are as follows:

1. The Kediri Regency Office needs to know how to increase the de-discipline of work in all employees of the Madiun regency office

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