

THE INFLUENCE OF WORK ABILITY AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN THE GUNUNG SUGIH SUB- DISTRICT OF THE CENTRAL LAMPUNG DISTRICT

Abdul Samad¹, Febriansyah²

^{1,2}Sang Bumi Ruwa Jurai University, Lampung, Indonesia

Correspondence : amadaja345@gmail.com

Abstract The effectiveness of operations and the success of achieving the goals of an organization is determined by how much motivation is given by members to optimize their performance. Therefore, the element of human resources (HR) needs special attention, handling and treatment in addition to other factors because of its departure as the subject of implementing the policies and operational activities of an organization in line with the objectives of the organization itself. An additional effort is to increase the availability of facilities that are expected to help employees carry out their duties and functions efficiently and effectively. Among the problems faced by employees in Gunung Sugih Sub-district, Central Lampung Regency are as follows: less than optimal work ability, such as employees' lack of understanding of the latest technology and science, which is considered as one of the factors that hinder their performance; less motivation, which is shown by employees only waiting for orders from superiors and being less productive; and poor work performance.

This research uses descriptive quantitative research methods, namely research methods that use data in the form of numbers in analyzing the facts found which aim to determine the relationship between variables in a population. The analysis used is simple and multiple regression. This study used 40 respondents. The purpose of this study was to determine. The effect of Work Ability on employee performance, the effect of Work Motivation on employee performance, the effect of Work Ability and Work Motivation together on employee performance there is an effect of Work Ability (X1) on Employee Performance (Y) of 71.1%. There is an effect of Work Motivation on Employee Performance of 79.3%, there is an effect of Work Ability and Work Motivation together on Employee Performance of 80.8%.

Keywords : Work Ability, Work Motivation, Employee Performance.

PENGARUH KEMAMPUAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI DI KECAMATAN GUNUNG SUGIH KABUPATEN LAMPUNG TENGAH

Abstrak, Efektivitas operasi serta keberhasilan pencapaian tujuan-tujuan suatu organisasi ditentukan oleh seberapa besar motivasi yang diberikan oleh anggota guna mengoptimalkan kinerja mereka. Oleh karena itu unsur sumber daya manusia (SDM) perlu diperhatikan, penanganan dan perlakuan khusus di samping faktor yang lain karena kepergiannya sebagai subyek pelaksana kebijakan dan kegiatan operasional suatu organisasi agar sejalan dengan tujuan organisasi itu sendiri. Upaya tambahan adalah dengan meningkatkan ketersediaan fasilitas yang diharapkan dapat membantu pegawai menjalankan tugas dan fungsi mereka secara efisien dan efektif. Antara masalah yang dihadapi oleh karyawan di Kecamatan Gunung Sugih Kabupaten Lampung Tengah adalah sebagai berikut: kemampuan kerja yang kurang maksimal, seperti kurangnya pemahaman karyawan tentang teknologi dan ilmu pengetahuan terbaru, yang dianggap sebagai salah

satu faktor yang menghambat kinerja mereka ; motivasi kerja yang kurang terdorong, yang ditunjukkan kepada karyawan hanya menunggu perintah atasan dan kurang produktif; dan kinerja kerja yang buruk.

Penelitian ini menggunakan metode penelitian deskriptif kuantitatif yaitu metode penelitian yang menggunakan data berupa angka dalam menganalisis fakta-fakta yang ditemukan yang bertujuan untuk menentukan hubungan antar variabel dalam suatu populasi. Analisis yang digunakan adalah regresi sederhana dan berganda. Penelitian ini menggunakan 40 responden. Tujuan penelitian ini untuk mengetahui. Pengaruh Kemampuan Kerja terhadap kinerja pegawai, pengaruh Motivasi Kerja terhadap kinerja pegawai, pengaruh Kemampuan Kerja dan Motivasi Kerja secara bersama-sama terhadap kinerja pegawai terdapat pengaruh Kemampuan Kerja (X1) terhadap Kinerja Pegawai (Y) sebesar 71,1%. Terdapat pengaruh Motivasi Kerja terhadap Kinerja Pegawai sebesar 79,3%, terdapat pengaruh Kemampuan Kerja dan Motivasi Kerja secara bersama-sama terhadap Kinerja Pegawai sebesar 80,8%.

Kata kunci : Kemampuan Kerja, Motivasi Kerja, Kinerja Karyawan.

INTRODUCTION

The operational effectiveness and successful achievement of an organization's goals is determined by how much motivation members provide to optimize their performance. (Kristanti and Pangastuti 2019). For this reason, the element of human resources (HR) needs special attention, handling and treatment in addition to other factors because of its role as the subject of implementing policies and operational activities of an organization in line with the objectives of the organization itself. (Devi Deswimar 2014).

The dynamics of information technology development have an impact on the level of public satisfaction with public services (Kusuma 2017). Science and technology also accelerate the symptoms of unification of perception of information as a trend setter. This phenomenon in itself demands professionalism from employees to improve the quality of service for the community by displaying maximum performance or performance. For this reason, employees must have the ability to work that is able to answer increasingly complex challenges in the future.

In fact, employees have not been able to carry out government functions properly. This is related to the quality and work ability of the apparatus that has not

met expectations, for example, in carrying out their duties and functions they often ignore Standard Operating Procedures (SOPs). In addition, the limited knowledge of community members about the roles and functions of employees means that the community does not have sufficient knowledge about monitoring the tasks carried out by employees.

Ability is the potential that exists in a person to act so that it allows a person to be able to do work or not be able to do the job. (Pratama and Wardani 2018). In the operational function of work ability management is a development function, because in this function the development of employee work ability is very concerned. Work ability basically greatly affects the quality or weight of the work achieved by an employee.

The phenomenon that occurs in Gunung Sugih Subdistrict, Central Lampung Regency related to employee work ability is that there are still employees who do not master the latest technology, are less responsive to developments in science and technology that should be applied to support effectiveness and efficiency in carrying out work.

Management experts agree that another factor that is considered effective for improving performance is motivation. Robbins states that motivation is the desire

to do something as a willingness to expend a high level of effort for organizational goals, which is conditioned by the ability of that effort to meet an individual need (Fitri et al. 2023).

Motivation is the drive, effort and desire that exists within humans that activates, empowers and directs behavior to carry out tasks well within the scope of their work (Salutondok and Soegoto 2015). For this reason, an organization can provide certain rewards and facilities as a tool to motivate employees. Motivation as a process that stems from strength in terms of physiological and psychological or needs that result in behavior or encouragement aimed at a specific goal. Motivation is also understood as a process that determines the intensity, direction, and persistence of individuals in achieving goals (Salutondok and Soegoto 2015).

In Gunung Sugih Sub-district, Central Lampung Regency, there is a phenomenon of employees who do not have sufficient motivation to complete tasks, which causes work to be often delayed. It is unfortunate that this situation still occurs, even though the local government has tried to encourage employees by providing various allowances and incentives. However, all of them have not produced ideal results to increase employee motivation.

This condition of low work ability and work motivation shows that this problem has a direct impact on the condition of employee performance in Gunung Sugih Sub-district, Central Lampung Regency. The level of employee performance in Gunung Sugih Sub-district, Central Lampung Regency is still not optimal. The following table of target achievement and realization of work programs shows one indication of this weak employee performance.

Table 1. Achievement of Performance Targets in 2022

NO	Indicator	Target (activity)	Realization (activity)	Achievement (%)
1	Target Implementation of Socialization and Enforcement of Regulations and Decrees of the Regent of Central Lampung	20	12	75,00
2	Target Increasing the Role of Community Institutions	19	11	57,89
3	Target of the implementation of the Coordination of the Implementation of Regional Apparatus Tasks	15	9	60,00

Source: LAKIP of Gunung Sugih Sub-district, Central Lampung Regency in 2022.

Based on the data in the table above, it can be explained that there are still 3 (three) indicators that did not achieve the targeted results in Fiscal Year 2022. The target of Increasing the Role of Community Institutions only reached 57.89%, which shows that the performance of Gunung Sugih Sub-district employees in Central Lampung Regency is still low.

THEORETICAL BASIS

Employability is an individual's capacity to perform various tasks in a job (Gijoh 2013). Robbins in Farlen states that one of the factors that is very important and influences the success of employees in carrying out a job is work ability (Iswari 2020). Ability is the potential that exists in a person to act so that it allows a person to be able to do work or not be able to do the job (Oktiani 2017).

Motivation is a factor whose presence can lead to job satisfaction, and improve employee performance (Fenny and Setyawan 2024). Siagian argues that in organizational life, including work life in organizations, aspects of work motivation absolutely get serious attention from leaders. Thus work motivation is very necessary to be considered by the management of the organization, especially the leaders, where leaders are in direct contact with subordinates every day in the workplace (Tampi 2014). Providing encouragement as a form of work motivation to subordinates is important to improve employee performance.

Robbins defines performance as a result achieved by employees in their work according to certain criteria that apply to a

job (Basna 2016). Then Mangkunegara, performance is the result of work both in quality and quantity achieved by an employee in performing duties in accordance with the responsibilities given to him (Sutedjo And Mangkunegara 2018) Meanwhile, Rivai argues that performance is defined as the willingness of a person or group of people to carry out an activity, and complete it according to their responsibilities with the results as expected (Rivai 2022).

RESEARCH METHODS

The research was conducted in Gunung Sugih District, Central Lampung Regency. Sugiyono explained that population is a generalization area consisting of objects / subjects that have certain qualities and characteristics that researchers apply to study so that conclusions can be drawn (Alwi and Sugiono 2020). Based on existing data, the number of employees in the Gunung Sugih Sub-district, Central Lampung Regency, is 42 people. Thus all employees are the population in this study.

Referring to Arikunto's opinion, which states that if in a study of a population of more than 100, then a sample is taken between 10% - 15% or 20% - 25% of the entire existing population, but if the population members are smaller than 100 then the sample is taken from the entire population (Konverta and Abadi 2014). From the above understanding, the sample size is all employees after deducting researchers and leaders so that the total number is 40 people.

The analytical tools used are validity test, reliability test, normality test, multiple linear regression test, F test, T test and coefficient of determination test.

RESEARCH RESULTS

The result of the calculation of the correlation level between the Work Ability

Variable (X_1) and Employee Performance (Y) is 0,843, which is included in the Very Strong category, which is between 800 and 1000. This shows that Work Ability has a very strong relationship or correlation as a determinant to improve employee performance. The tcount value of Work Ability on Employee Performance is 9,671, greater than the ttable 1,684. The coefficient of determination of Work Ability on Employee Performance is 71,1% overall, With the regression equation for Work Ability and Employee Performance is $Y = 6.059 + 0,820 X_1$, we can see that the Work Ability variable increases by 0.820 points every one point, which shows that the effect of Work Ability on Employee Performance at Gunung Sugih District, Central Lampung Regency is 71,1%. The effect of Work Ability on Employee Performance at Gunung Sugih District, Central Lampung Regency is 28,9%.

The t test resulted in a tcount value of 12,054 > and a ttable value of 1,684. In addition, the coefficient of determination of work motivation (X_2) on employee performance (Y) is 79.3%, and the regression value for the work motivation equation model is $Y = 0,043 + 0,977 X_2$, which means that the employee performance variable will increase by one point and followed by the employee performance variable by 0,977 points. This shows that Work Motivation also has an influence on improving employee performance by 79,3%, while the remaining 20,7%

The results of hypothesis testing on the effect of work ability and work motivation on employee performance show that the Fcount value of 78,042 is much greater than the Ftable value of 3,232. However, the test result of the correlation coefficient of Work Ability (X_1) and Work Motivation (X_2) on Employee Performance (Y) is 0.899, which shows a very strong category. The coefficient of determination test results show that the effect of Work Ability and

Work Motivation simultaneously on Employee Performance in Gunung Sugih District, Central Lampung Regency is 80,8%, and other factors not examined in this study are 19,2%.

CONCLUSION AND IMPLICATION CONCLUSION

Data analysis shows that the first hypothesis is accepted: 1. There is an effect of Work Ability (X_1) on Employee Performance (Y) in Gunung Sugih District, Central Lampung Regency; the T test found a value of 9.671 t count and 1.684 t table, which shows that t count is greater than t table; 2. Partial hypothesis testing shows that work motivation affects employee performance in Gunung Sugih District, Central Lampung Regency. The t test value is 12,054 >, with a t table of 1,684. The relationship between Work Motivation and Employee Performance is 0,890, which is included in the Very Strong category. The magnitude of the influence of Work Motivation on Employee Performance is 79,3%, and a one-point increase in the Employee Performance variable is 0,977, according to the regression equation of Work Motivation with Employee Performance; In Gunung Sugih District, Central Lampung Regency, employee performance is influenced by both work ability and work motivation. it is shown that the Ftable value of 3.232 is much lower than the results of the Fhitung test calculation of 78,042. $Y = -0,014 + 0,257 X_1 + 0,722 X_2$, the multiple regression equation between Work Ability and Work Motivation with Employee Performance is 80.8% of the joint influence of Work Ability and Work Motivation on Employee Performance, with 19,2% influence from other factors outside the study. The relationship between work ability and work motivation to employee performance is 0.899, which puts employees in the Very Strong category.

IMPLICATION

Based on the research results, the following implications are drawn: 1. work ability variable, is to improve employee performance on complaints from customers and be able to explain in accordance with applicable procedures, so that employees can work more effectively and efficiently, 2. work motivation variable is a statement: employees have responsibility for current work so that improving employee performance can be more optimal, 3. employee performance variable is that employees can develop ways of working so that the work produced is better and the work done has its own satisfaction by employees, increasing this indicator can be done by the leadership by providing work in accordance with the job description and the basic that the employee himself has so that the work can be completed effectively and efficiently.

BIBLIOGRAPHY

- Alwi, Muhammad, and Edi Sugiono. 2020. "Pengaruh Rekrutmen, Penempatan Kerja Dan Kompensasi Terhadap Kinerja Karyawan Pt Indoturbine Jakarta Pusat." *Oikonomia: Jurnal Manajemen* 15(2):98–112. doi: 10.47313/oikonomia.v15i2.748.
- Basna, F. 2016. "Analisis Gaya Kepemimpinan, Kepuasan Kerja, Komitmen Organisasi Dan Kompetensi Terhadap Kinerja Pegawai." *Jurnal Riset Bisnis Dan Manajemen* 319–34.
- Devi Deswimar, Almasri; 2014. "Peran Program Pemberdayaan Masyarakat Desa Dalam Pembangunan Pedesaan." *Jurnal EL-RIYASAH* 5(1):41. doi: 10.24014/jel.v5i1.657.
- Fenny, Fenny, and Agustinus Setyawan. 2024. "Peran Kepuasan Kerja Dalam Pengaruh Gaya Kepemimpinan Dan Motivasi Kerja Terhadap Kinerja Karyawan Umkm Batam." *Jurnal Ilmiah Manajemen, Ekonomi, & Akuntansi (MEA)* 8(1):372–88. doi:

- 10.31955/mea.v8i1.3688.
- Fitri, Dwi, Rima Yoli, Yusnanik Bakhtiar, Ideal Putra, and Susi Fitria Dewi. 2023. "Motivasi Masyarakat Untuk Vaksinasi Covid-19." 3(2):244–51.
- Gijoh, Rienly. 2013. "Motivasi, Kompetensi Dan Budaya Kerja Pengaruhnya Terhadap Kepuasan Kerja Karyawan Outsourcing Pada Hotel Sintesa Peninsula Manado." *Jurnal EMBA* 4(1):1689–99.
- Iswari, P. U. B. Rini. 2020. "... Kemampuan, Motivasi Kerja Dan Budaya Kerja Terhadap Kinerja Pegawai Negeri Sipil Pada Markas Komando Pangkalan Utama Tni Al" 5:158–69.
- Konverta, P. T., and Mitra Abadi. 2014. "Issn 2086-9592." VI:1–10.
- Kristanti, Desi, and Ria Lestari Pangastuti. 2019. *Kia-Kiat Merangsang Kinerja Karyawan Bagian Produksi*. Vol. 24.
- Kusuma, H. B. 2017. "Kepemimpinan Inovatif Dalam Mewujudkan Inovasi Pelayanan Publik." *Jurnal Transformasi Administrasi* (September):1274–92.
- Oktiani, Ifni. 2017. "Kreativitas Guru Dalam Meningkatkan Motivasi Belajar Peserta Didik." *Jurnal Kependidikan* 5(2):216–32. doi: 10.24090/jk.v5i2.1939.
- Pratama, Abdul Aziz Nugraha, and Aprina Wardani. 2018. "Pengaruh Kemampuan Kerja Dan Semangat Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja (Studi Kasus Bank Syariah Mandiri Kantor Cabang Kendal)." *Muqtasid: Jurnal Ekonomi Dan Perbankan Syariah* 8(2):119. doi: 10.18326/muqtasid.v8i2.119-129.
- Rivai, Ahmad. 2022. "Pengaruh Kepemimpinan Transformasional Dan Budaya Organisasi Terhadap Kinerja Karyawan Ptpn Ix Batujamus." *Jurnal Publikasi Manajemen Informatika* 1(1):85–95. doi: 10.55606/jupumi.v1i1.243.
- Salutondok, Yohanis, and Agus Supandi Soegoto. 2015. "Pengaruh Kepemimpinan, Motivasi, Kondisi Kerja Dan Disiplin Terhadap Kinerja Pegawai Di Kantor Sekretariat Dprd Kota Sorong." *Jurnal EMBA* 3(3):849–62.
- Sutedjo, Adji Sigit, And Anwar Prabu Mangkunegara. 2018. "Pengaruh Kompetensi Dan Motivasi Kerja Terhadap Kinerja Karyawan Di PT. Inti Kebun Sejahtera." *BISMA (Bisnis Dan Manajemen)* 5(2):120. Doi: 10.26740/Bisma.V5n2.P120-129.
- Tampi, Bryan Johannes. 2014. "Pengaruh Gaya Kepemimpinan Dan Motivasi Terhadap Kinerja Karyawan Pada PT. Bank Negara Indonesia, TBK (Regional Sales Manado)." *Jurnal "Acta Diurna" Volume III. No.4. III(4):1–20.*