

THE INFLUENCE OF WORK ABILITIES, WORK DISCIPLINE, WORK MOTIVATION ON EMPLOYEE ACHIEVEMENT

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Abstract:

The research aims to determine whether work ability, work discipline and work motivation partially and simultaneously have a positive and significant effect on the work performance of employees at Kesbangpol North Sumatra Province. This research uses multiple linear regression analysis with the help of SPSS version 16.0. The sample in this study was 54 respondents. The research results show that work ability has a positive and significant effect on employee work performance. The magnitude of the influence of work ability on work performance is 0.025. Work discipline has a positive and significant effect on employee work performance. The magnitude of the influence of work discipline on work performance is 0.686. Work motivation has a positive and significant effect on work performance. The magnitude of the influence of work motivation on work performance is 0.211. Work ability, work discipline and work motivation simultaneously have a positive and significant effect on employee work performance. The R value of 0.792 shows that there is a close relationship between work ability, work discipline and work motivation on employee work performance.

INTRODUCTION

Employee work performance is a very important thing in an organization to achieve its goals. In organizations, human resource factors are the main problem in every activity within it. Because if the human resources in the organization are poor, then the organization's goals cannot be achieved as planned. Because the role of human resources in an organization is to determine the success of the organization. All actions taken in each activity are initiated and determined by humans who are members of an organization. A good organization is an organization that tries to improve the capabilities of its human resources, because this is a key factor in improving employee work performance. Work performance is performance which is the result of work produced by employees or real behavior displayed in accordance with their role in the organization (Marihot TE Hariandja, 2017). Meanwhile, work performance assessments are carried

out to obtain information that is useful in making decisions related to other human resource manager activities, such as HR planning, recruitment and selection, HR development, career planning and development, compensation programs, promotions, demotions, retirement, and dismissal (Panggabean, 2014).

The Office of the National Unity and Political Agency of North Sumatra Province is one of the Regional Apparatus which was formed based on Regional Regulation Number 6 of 2017 concerning the Formation and Composition of Regional Apparatus of North Sumatra Province and Regulation of the Governor of North Sumatra Number 3 of 2017 concerning Organizational Structure, Duties, Functions, Description Duties and Work Procedures of the National Unity and Political Agency of North Sumatra Province. There are factors that influence the work performance of employees of the National Unity and Political Agency Office of North Sumatra Province, namely work ability, work discipline and work motivation.

According to (Gibson, 2013), work ability is a work result achieved by a person in carrying out the tasks assigned to him which is based on skill, experience and seriousness as well as time. Job performance assessment is not only an assessment of physical results, but also the overall implementation of work which concerns various areas such as work ability, craft, discipline, work relations or special matters according to the field and level of work. This means that ability can influence work performance. If employees have high work ability, it will be easier for them to solve problems at work, develop their personal abilities more quickly and ultimately be able to carry out their duties well, on the other hand, if work ability is low, work performance will also decrease.

According to (Hasibuan, 2017), work discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Discipline is a management action to encourage organizational members to fulfill the demands of various provisions. Good discipline is reflected in a person's great sense of responsibility for the tasks given to him. So regulations are very necessary to provide guidance and counseling for employees in creating good order within the organization, because the discipline of an organization is said to be good if employees obey existing regulations. Employees will have a pleasant working atmosphere that will increase work performance with full awareness and develop their energy and thoughts as much as possible in order to realize the organization's goals.

Motivation is formed from the attitude of employees in facing work situations in the company (situation) (Mangkunegara, 2016). Motivation is a condition or energy that moves employees who are directed or directed towards achieving the company's organizational goals. It is the employee's pro and positive mental attitude towards the work situation that strengthens their work motivation to achieve maximum work performance.

RESEARCH METHODS

Research Approach

According to (Rusiadi et al., 2016) This research uses a quantitative research method approach in the form of an associative type, namely research that aims to determine the relationship between two or more variables.

Sample

According to (Rusiadi et al., 2016), "The sample is a part or representative of the population studied. The sampling technique in this research is random sampling, that is, all members of the population have the same opportunity to be randomly selected as part of the sample in the research." The sample was 54 ASN employees or a combination of honorary staff.

Data Analysis Technique

The data analysis technique used is directed at answering the problem formulation or testing the hypothesis that has been formulated. This research data is in the form of quantitative data, so the data analysis technique uses statistical methods and to carry out data calculations using SPSS (Statistical Package for the Social Sciences) version 16 tools.

Classic Assumption Test

According to (Rusiadi et al., 2016) Classical assumption testing is needed to find out whether the results of the regression estimates carried out consist of normality tests, multicollinearity tests and heteroscedasticity tests.

Multiple Linear Regression

Multiple regression analysis is an analysis that tests the influence of work ability, work discipline and work motivation on work performance using the following formula:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \epsilon$$

Information :

Y = Work performance

α = Constant

β = Multiple Regression Coefficient

X₁ = Work Ability

X₂ = Work Discipline

X₃ = Work Motivation

ϵ = Error term

Hypothesis testing

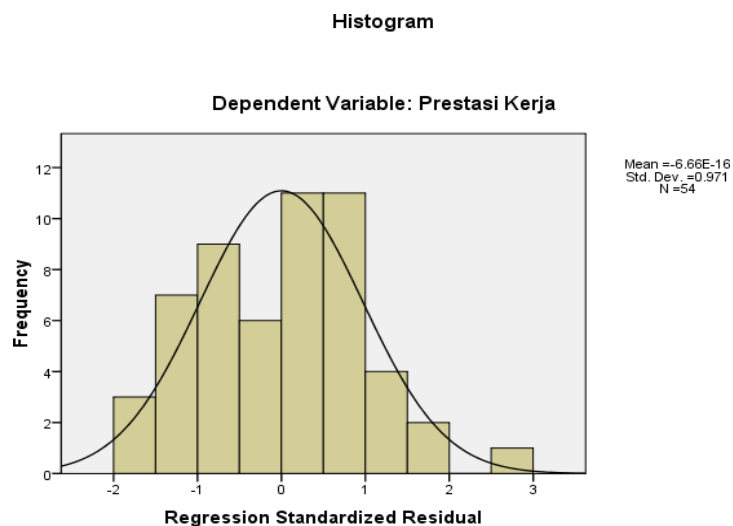
Hypothesis testing is a decision-making method based on data analysis, both from controlled experiments and from (uncontrolled) observations. In statistics, a result can be said to be statistically significant if the event is almost impossible to be caused by chance factors according to predetermined probability limits. Hypothesis testing in this research is the t test, F test and coefficient of determination.

RESULTS AND DISCUSSION

Classical Assumption Testing

1. Data Normality Test

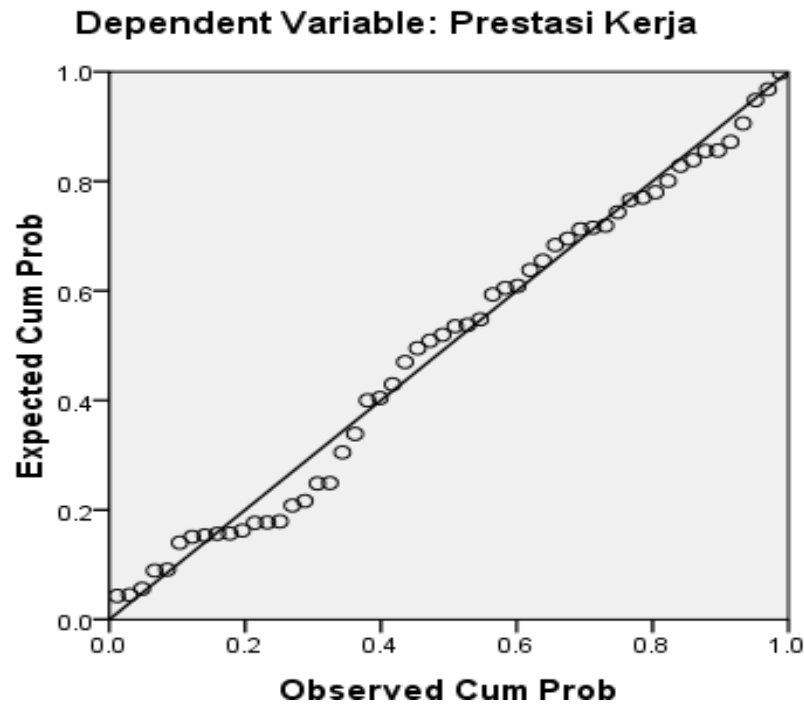
The normality test aims to test whether in a regression, the confounding or residual variables are normally distributed or not.



Picture1. Normality Test Histogram
 Source: SPSS Processing Results Version 16.0, 2023

Based on Figure 1, the results of the data normality test show that the data is normally distributed, where the histogram image has a line forming a bell and has a balanced convexity in the middle.

Normal P-P Plot of Regression Standardized Residual



Picture2. PP Plot Normality Test
 Source: SPSS Processing Results Version 16.0, 2023

Based on Figure 2, then for the results of testing data normality using the PP Plot image, it can be seen that the data points are spread around the diagonal line so that the data is normally distributed. From the two images above, it can be concluded that after carrying out the data normality test, the data for the work performance variable is normally distributed.

To further ensure whether the data along the diagonal line is normally distributed or not, the Kolmogorov Smirnov (1 Sample KS) test is carried out, namely by looking at the residual data whether the distribution is normal or not. If the value $Asym. sig (2-tailed) > real level (\alpha = 0.05)$ so the residual data is normally distributed.

Table1. One Sample Kolmogorov Smirnov Normality Test

		Unstandardized Residuals
N		54
Normal Parametersa	Mean	.0000000
	Std. Deviation	2.16598643
Most Extreme Differences	Absolute	,091
	Positive	,091
	Negative	-.051
Kolmogorov-Smirnov Z		,665
Asymp. Sig. (2-tailed)		,768

a. Test distribution is Normal.

Source: SPSS Processing Results Version 16.0, 2023

In Table 1, it can be seen that the results of data processing, the Smirnov Kolmogorov significance value is 0.768, so it can be concluded that the data is normally distributed, where the significance value is greater than 0.05 ($p = 0.768 > 0.05$). Thus, overall it can be concluded that the data observation values are normally distributed and can be continued with other classical assumption tests.

2. Multicollinearity Test

The multicollinearity test aims to test whether in the regression model a correlation is found between the independent variables. This test was carried out by looking at the tolerance and Variance Inflation Factor (VIF) values from the analysis results using SPSS. If the tolerance value is > 0.10 or $VIF < 10$, it is concluded that multicollinearity does not occur. The multicollinearity test of the questionnaire results that have been distributed to respondents can be seen in the following table.

Table2. Multicollinearity Test

		Unstandardized Coefficients		t	Sig.	Collinearity Statistics	
Model		B	Std. Error			Tolerance	VIF
1	(Constant)	1,604	2,278	,704	,484		
	Work ability	,025	,091	2,274	,015	,481	2,080
	Work Discipline	,686	,080	8,527	,000	,475	2,104
	Work motivation	,211	,072	2,939	,005	,641	1,560

a. Dependent Variable: Job Performance

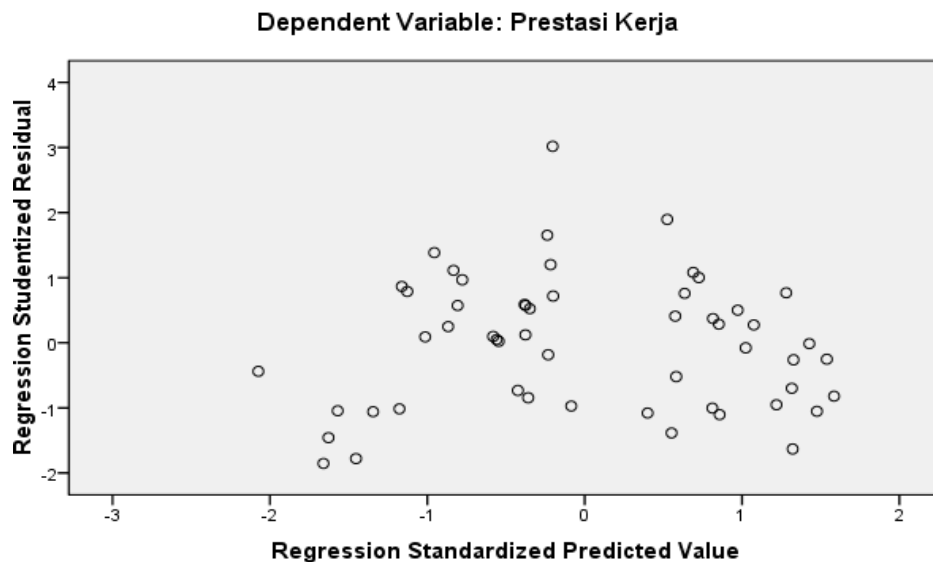
Source: SPSS Processing Results Version 16.0, 2023

Based on Table 2, it can be seen that the Variance Inflation Factor (VIF) number is smaller than 10, including work ability $2,080 < 10$, work discipline $2,104 < 10$ and work motivation $1,560 < 10$, as well as work ability Tolerance value $0.481 > 0.10$, work discipline $0.475 > 0.10$ and work motivation $0.641 > 0.10$ so that it is free from multicollinearity.

3. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. A good regression model is one where heteroscedasticity does not occur.

Scatterplot



Picture3 Heteroscedasticity Test Scatterplot
 Source: SPSS Processing Results Version 16.0, 2023

Based on Figure 3, the scatterplot shows that the resulting points are spread randomly and do not form a particular pattern or trend line. The image above also shows that the data distribution is around the zero point. The results of this test show that this regression model is free from heteroscedasticity problems, in other words: the variables that will be tested in this research are homoscedastic.

Multiple Linear Regression

Multiple linear regression aims to calculate the magnitude of the influence of two or more independent variables on one dependent variable and predict the dependent

variable using two or more independent variables. The multiple regression analysis formula is as follows:

$$Y = \alpha + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Table3. Multiple Linear Regression

		Coefficients ^a					
		Unstandardized Coefficients		t	Sig.	Collinearity Statistics	
Model		B	Std. Error			Tolerance	VIF
1	(Constant)	1,604	2,278	,704	,484		
	Work ability	,025	,091	2,274	,015	,481	2,080
	Work Discipline	,686	,080	8,527	,000	,475	2,104
	Work motivation	.211	,072	2,939	,005	,641	1,560

a. Dependent Variable: Job Performance

Source: SPSS Processing Results Version 16.0, 2023

Based on Table 3, the following multiple linear regression is obtained $Y = 1.604 + 0.025X_1 + 0.686X_2 + 0.211X_3 + e$.

The interpretation of the multiple linear regression equation is:

- a) If everything in the independent variables is considered zero then the work performance value is 1.604.
- b) If there is an increase in work ability of 1, then work performance will increase by 0.025.
- c) If there is an increase in work discipline by 1, then work performance will increase by 0.686.
- d) If there is an increase in work motivation of 1, then work performance will increase by 0.211.

Hypothesis testing

1. Partial Significant Test (t Test)

The Partial Test (t) shows how far the independent variables individually explain the variation. This test was carried out using a significance level of 5%. The t test is used to test hypotheses when researchers analyze partial regression (an independent variable with a dependent variable).

Table4. Partial Test

Coefficientsa

Model	Unstandardized Coefficients		t	Sig.	Collinearity Statistics	
	B	Std. Error			Tolerance	VIF
1 (Constant)	1,604	2,278	,704	,484		
Work ability	,025	,091	2,274	,015	,481	2,080
Work Discipline	,686	,080	8,527	,000	,475	2,104
Work motivation	,211	,072	2,939	,005	,641	1,560

a. Dependent Variable: Job Performance

Source: SPSS Processing Results Version 16.0 (2023)

Based on Table 4, it can be seen that:

a) The influence of work ability on work performance

The results show that $t_{count} 2,274 > t_{table} 2.008$ and significant $0.015 < 0.05$, then H_a is accepted and H_0 is rejected, which states that work ability has a partially positive and significant effect on work performance.

b) The influence of work discipline on work performance

The results show that $t_{count} 8.527 > t_{table} 2.008$ and significant $0.000 < 0.05$, then H_a is accepted and H_0 is rejected, which states that work discipline has a partially positive and significant effect on work performance.

c) The effect of work motivation on work performance. The results show that t_{count} is $2.939 > t_{table} 2.008$ and is significant $0.005 < 0.05$, so H_a is accepted and H_0 is rejected, which states that work motivation has a partially positive and significant effect on work performance.

2. Simultaneous Significant (F Test)

The F test (simultaneous test) is carried out to see the effect of the independent variable on the dependent variable simultaneously. The method used is to look at the level of significance ($=0.05$). If the significance value is smaller than 0.05 then H_0 is rejected and H_a is accepted.

Table5. Simultaneous Test

ANOVA ^a						
Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	1120.777	3	373,592	75.124	,000a
	Residual	248,649	50	4,973		
	Total	1369.426	53			

a. Predictors: (Constant), Work Motivation, Work Ability, Work Discipline

b. Dependent Variable: Job Performance

Source: SPSS Processing Results Version 16.0, 2023

Based on Table 5, it can be seen that F_{count} is 75.124 while F_{table} is 2.79 which can be seen at $\alpha = 0.05$. The probability of significance is much smaller than 0.05, namely $0.000 < 0.05$, so in the regression model it can be said that in this study work ability, work discipline and work motivation simultaneously have a positive and significant effect on work performance.

3. Coefficient of Determination

This coefficient of determination analysis is used to determine the percentage of variation in the influence of the independent variable on the dependent variable. If the determination (R^2) is greater or closer to one, then it can be said that the independent variable has a greater influence on the dependent variable.

Table6. Coefficient of Determination

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.905 ^a	.818	.808	2.23002

a. Predictors: (Constant), Work Motivation, Work Ability, Work Discipline

b. Dependent Variable: Job Performance

Source: SPSS Processing Results Version 16.0, 2023

Based on Table 6, it can be seen that the R Square value is 0.905 which can be called the coefficient of determination, which in this case means that 90.5% of work performance can be obtained and is explained by work ability, work discipline and work motivation. Meanwhile, the remaining $100\% - 90.5\% = 9.5\%$ is explained by other factors or variables outside the model. The Adjusted R Square value is 0.808 which can be called the coefficient of determination, which in this case means that 80.8% of work performance can be obtained and explained by work ability, work discipline and work motivation. While the remaining $100\% - 80.8\% = 19.2\%$ is explained by other factors or variables outside the model

CONCLUSION

1. Companies must pay attention to employees who lack the ability to carry out work in accordance with effective policies and procedures, with solutions to fix all deficiencies within the company.
2. Companies must pay attention to employees who are absent every working day, with the solution of giving appreciation to employees who have shown a good level of discipline at work.
3. Leaders must pay attention to employees who do not try to develop creativity at work, by providing encouragement and motivation to their employees according to the company's mission and vision so that in the future employee work performance can increase.
4. Leaders must pay attention to employees who are unable to complete the quantity of work within the specified time limit. Pay attention to employee cooperation, because helping the team to work will not reduce the employee's skills, so this kind of work attitude gives employees satisfaction and pride.

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