

EMPLOYEE PERFORMANCE BASED ON ABILITY, MOTIVATION AND DISCIPLINE IN THE TRANSPORTATION DEPARTMENT BINJAI CITY

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Abstract: This research investigates how the variables of ability, discipline and motivation influence the performance of honorary employees at the Binjai City Transportation Department. Saturated sampling was used for the population and sample of 45 honorary employees. used quantitative primary data from questionnaires and processed using multiple linear regression data analysis methods with Stastical Package for the Social Science 24.0. The research results show that the variables mentioned above have an influence on the performance of honorary employees at the Binjai City Transportation Department, with 87.8% of the results from the determination test.

INTRODUCTION

Every organization, including companies, has common goals to achieve, which makes every member try to achieve them. This goal can only be achieved if each member performs well in completing the tasks and responsibilities assigned by their organization or company. Because, employees are the primary culprits and actors in a company, assisting in the execution of activities in order to achieve corporate goals. Rivai (2018) states that employee performance refers to the actual conduct displayed by each employee in accordance with their function in the organization. Kasmir (2018) explains that many factors, Employee performance is influenced by factors such as skill and expertise, knowledge, work design, personality, motivation, leadership, leadership style, organizational culture, job satisfaction, and scope of work.

The Binjai City Transportation Department is a government organization in charge of transportation and transportation policy in the Binjai City district of North Sumatra. This institution consists of civil servants and honorary employees, and each of them has a different performance. Many employees do not use their work time effectively, resulting in tasks being assigned not being completed on time and the quantity of work output being low. In addition, because tasks are frequently revised by superiors, honorary employees cannot meet institutional standards and the wishes of

superiors.

The knowledge and skills of employees to complete various tasks in accordance with their responsibilities in the company are known as abilities. All honorary employees in the Binjai City Transportation Department should have sufficient abilities. This is due to the fact that a selection process is also used to recruit honorary employees, which includes various tests that assess academic ability and abilities in the respective fields. However, some honorary employees have not worked in the same place for long, so they do not have enough work experience, This has an impact on their ability to finish their job. Furthermore, some are assigned to professions that are vastly different from their major, requiring them to relearn.

The honorary employees of the Binjai City Transportation Agency were very disciplined at first. However, they are not supervised much, especially civil servants, so they are drawn into an undisciplined work culture. As a result, their discipline level gradually decreases. Discipline is defined as a person's willingness and readiness to comply with and comply with regulatory standards that apply in the company where the employee works. The findings indicate that there are still a significant percentage of honorary employees who arrive late to work and leave earlier than they should. This causes honorary employees to have low levels of discipline, which can impact performance if their time is spent on office work.

Honorary employees at the Binjai City Transportation Department do not receive bonuses, incentives, or career development promotions if they excel. Consequently, their motivation is quite low. Motivation, according to Munandar (2018), is a process in which needs encourage a person to take a number of actions that will help them achieve certain goals. At the Binjai City Transportation Department, there is no longer an option for honorary employees to be appointed or promoted to civil servants, even though good performance reduces their motivation. Honorary employees only hope for lots of incentives from activities organized by the Binjai City Transportation Department. The purpose of this study is to get a better knowledge of the abilities, motivation, and discipline of honorary employees, which have a favorable and significant effect on employee performance at the Binjai City Transportation Department in part and concurrently.

RESEARCH METHODS

This quantitative associative research uses saturated sample techniques. The sample consisted of 45 honorary employees from the Binjai City Transportation Department. The data collection technique used was questionnaires. Furthermore, the ability variable indicators are calculated based on knowledge, skills, attitudes and experience. Indicators of discipline variables include absenteeism, compliance with regulations, compliance with work standards, and alertness, while indicators of motivation variables include reasons, expectations, and incentives. Quality of work, quantity of work, working time, and cost effectiveness are indicators of employee performance. Data instrument tests, classical assumption tests, hypothesis tests (partial and simultaneous), and determination tests were used to analyze the data in this research.

RESULTS AND DISCUSSION

Data Quality

The results of data validity and reliability tests show that the calculated r-value of the overall statement for each indicator variable > r-table value of 0.3. These validity test results are shown below :

Tabel 1. Result Validity

Variable	Instrument Questions	Validity Test Results	Description
Ability	Q1	0,489	Valid
	Q2	0,701	
	Q3	0,500	
	Q4	0,400	
	Q5	0,647	
	Q6	0,694	
	Q7	0,531	
	Q8	0,656	
Motivation	Q1	0,587	Valid
	Q2	0,457	
	Q3	0,475	
	Q4	0,777	
	Q5	0,717	
	Q6	0,779	
	Q7	0,819	

Variable	Instrument Questions	Validity Test Results	Description
	Q8	0,544	
	Q9	0,629	
Discipline	Q1	0,693	Valid
	Q2	0,330	
	Q3	0,853	
	Q4	0,799	
	Q5	0,319	
	Q6	0,880	
	Q7	0,844	
	Q8	0,549	
Employee Performance	Q1	0,384	Valid
	Q2	0,605	
	Q3	0,731	
	Q4	0,457	
	Q5	0,685	
	Q6	0,364	
	Q7	0,631	
	Q8	0,730	

To test the validity of the data, the statement given to the questionnaire participants for each variable must have a Cronbach's Alpha value of more than 0.7. If the Alpha Cronbach value is more than 0.7, then the data is considered valid.

Tabel 2. Reliability Test Results

Variable	Reliability Test Results	Description
Ability	0,841	Realible
Motivation	0,886	Realible
Discipline	0,875	Realible
Employee Performance	0,836	Realible

Classical Assumption Test Results

The results of testing normality with a histogram show that the residual data is distributed normally, because the graph on the histogram tends to be convex in the middle and forms a bell shape. The P-P plot and histogram bar charts can be seen below:

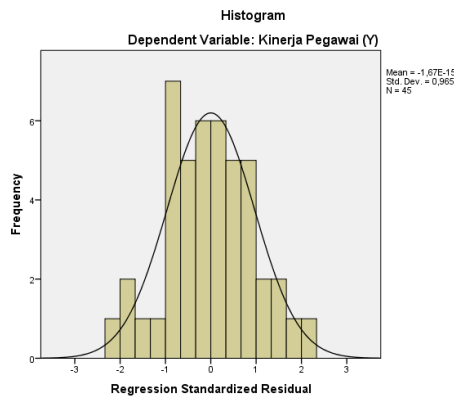


Figure 1. Histogram Uji Normalitas

The data normality test results using the P-P plot image demonstrate that 45 data points for the dependent variable Employee Performance (Y) are distributed around the diagonal line that follows the diagonal line. Many of the data points are in contact with the diagonal line, showing that the data is regularly distributed. Take a look at the image below :

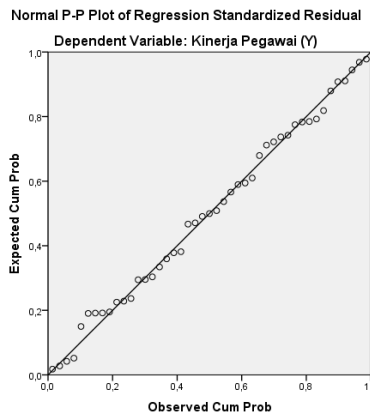


Figure 2. Normal PP-Plot Normality Test

Multicollinearity Test

The tolerance and VIF values taken from the results of the analysis using SPSS were used to carry out this test. If the tolerance value > 0.10 and the VIF < 10, it can be concluded that there is no multicollinearity problem. The multicollinearity test results are depicted below:

Variable	Tolerance Value	VIF Value
Ability	0,253	3,951
Motivation	0,212	4,713
Discipline	0,244	4,098

DISCUSSION

The results of the T test (Partial Test) show that the ability has a positive and significant effect on the performance of employees of the Binjai City Transportation Department. The T-hitung value of 3.051 is greater than Ttable 2.020 with a significant value of 0.05, which means H_a and H_o are accepted. The results of this research are also supported by the research findings of Pratama and Wardani (2017), which found that ability has a positive and significant effect on the performance of employees of the Binjai City Transportation Department. The ability of people to work effectively is critical to an organization's success in accomplishing its goals and objectives. In addition, the motivation variable has a positive and significant influence on employee performance; The T-hitung value of 3.715 > T-table 2.020, so H_o is rejected and H_a is accepted. This is in line with the research of Arini, Mukzam, and Ruhana (2017).

This is because motivation has an important role in enhancing employee performance. Motivation is able to encourage people to do something better because of the urge to achieve highly desired hopes. Next, the discipline has a significant effect with T-hitung value of 2.475 > T-table of 2.020, the employee's performance was rejected by H_o and accepted by H_a . This research is supported by research by Liyas and Primadi (2017), which found that employee discipline will make organizational goals easier to achieve.

The F test results show that F value is 106.734 > F table 2.833, which means that the three variables can be concluded simultaneously and have a significant impact on employee performance, in accordance with Hidayat and Taufiq (2012). For the determination test, the value is 0.878 with a percentage of 87.8%, while the last 12.2% can be explained by other variables.

CONCLUSION

The outcome of the analysis show that ability, motivation and discipline have a an influence impact on the performance of the Binjai City Transportation Department employees. The adjusted R Square test results showed a value of 87.8%, with the remaining 12.2% being variables that were not accurate. Therefore, these results can be used as a reference for subsequent researchers.

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