

Influence of Individual Abilities and Work Motivation on Employee Performance Public Works and Spatial Planning of Palembang City

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Abstract:

This research was conducted to see the influence between research variables, namely the ability variable (X_1), work motivation variable (X_2), on employee performance variables (Y). The research design is causality research with data analysis techniques using multiple linear regression analysis.

To analyze and answer research problems, researchers tested the data in four stages, namely: (1) Research Instrument Test, (2) Classical Assumption Test Research, (3) Descriptive Analysis of Research Variables and (4) Multiple linear regression analysis. The object of the research was employees of the PUPR Office of Palembang City, which amounted to 169 people (Sampling Results).

The results of the study prove that (1) the Individual Ability Variable (X_1) has a positive and significant effect on employees performance of the Public Works & Spatial Planning Office of Palembang City. (2) Work Motivation Variable (X_2) has a positive and significant effect on the performance of employees of the Public Works & Spatial Planning Office of Palembang City. (3) Individual Capability Variables (X_1) and Work Motivation Variables (X_2) influence simultaneously and significantly on the performance of Palembang Public Works & Spatial Planning staff.

Keywords: *Individual Ability, Work Motivation, Performance Of Employee*

INTRODUCTION

In realizing the aspirations of the people to achieve the goals and ideals of the nation and the state the application of good governance is a prerequisite for any government. Clear, measurable, and legitimate in developing and implementing the right factor of accountability, that governance and development can take place effectively, efficiently, successfully, and responsibly

To achieve this, Human Resource Management (HR) is needed to manage human resources as a major asset in an organization to maximize employee performance. In the world of

performance Human Resource Management is real behavior that is shown by everyone as the performance produced by employees according to their role in the organization. (Rival and Sagala (2009: 269). Meanwhile, Benardin and Rusel (2000: 270) declare that the performance is the result produced by a particular job function or activity - activity on a particular job for a specific time period.

The Factors that can affect employee performance as expressed Sutermeister (1999: 7) that one of them is an individual personal capacity. (Personal Ability). According to Greenberg and Baron (2003: 100) The ability of

the physical and mental capacity to realize a variety of tasks. An assessment of what can be done by someone today. "The ability of individuals is one of the main factors that affect how people work in an organization. (Mathis and Jackson, 2006: 270)

At this time, human resources is one of the most important resource in an organization. The human resources in order to function optimally within an organization must not only have the personal ability, human resources as individuals also must have a strong motivation to work. The term motivation comes from the Latin word "movere" which means a push or move. Motivation questioned how to steer the power and the potential to work the objectives set (Hasibuan, 2006). Basically, a work by the desire to meet their needs. Encouragement desire in a person is what will make people devote all their energy or strength and thoughts to one goal, that is the goal of the organization. Work motivation is the result of a collection of internal and external forces that cause the workers chose the path act accordingly and use of certain behaviors. Ideally, this behavior will be directed to the achievement of organizational goals (Newstrom, 2011: 109).

In the era of regional autonomy, the Department of Public Works and Spatial Palembang has sought to optimize the human resources that exist with regard to the principle of effective and efficient in the management and development to realize the Department of Public Works and Spatial Palembang the efficient and effective, clean and responsibly.

Based on the background described above, the writer interested in conducting further research on: "Influence of Individual Abilities and Work Motivation on Employee Performance Public Works and Spatial Planning of Palembang City".

LITERATURE REVIEW

definition of performance

The term performance derived from performance or Actual Performance Performance is also called the employee's performance to be achieved. According to Mangkunagara (2009: 67), performance is a result of the quality and quantity of work achieved by employees in accordance with the responsibilities given to them. While

Wirawan (2015: 5), describes performance is the output produced by the function or indicator of a job or profession at a certain time.

According Wirawan (2015: 69), every performance indicators measured by certain standard criteria. The standard criteria are as follows:

a. Quantitative (how much)

Quantitative size is the measure most easily prepared and measured, is to calculate how many units of output performance should be achieved within a certain time.

b. Qualitative (how good)

Describes how good or how full the results to be achieved.

c. Promptness

The criteria that determine the limitations of time to produce a product, make something or serve something.

Performance is a translation from meaningful performance work performance, execution of work, job attainment, job performance or appearance "(Rahadi, 2010: 1). Thus, an employee's performance can be measured from the work, the results of the task, or the results of activities within a certain time (Notoatmodjo, 2009: 124).

Definitions capability

Ability or ability indicates the capacity of individuals to achieve a variety of tasks in the job. An assessment of what can be done by someone today. Overall ability of individuals basically a group formed by two important factors: Intellectual and Physical Abilities (Robbins, 2003: 40). In line with Robbins, Greenberg and Baron (2003: 100) provide an understanding of the ability as physical and mental capacity to realize a variety of tasks. Everyone is different in relation to a number of capabilities, but can be grouped into two categories: Intellectual Abilities and Physical Abilities. Only emphasized by them in realizing Intellectual abilities including various cognitive tasks.

Ability demonstrated capability possessed the relatively stable to realize certain range of different activities, but related (Colquitt, Lepine, and Wesson, 2011: 339). They argue that unlike the skill or skills that can be improved over time

through training and experience, ability or ability relative stable. Although the ability to change slowly over time with practice and repetition, a certain skill level usually limits how much a person can improve, even with the best training. The reason is that while the skill is natural ability can be maintained.

Definition of Work Motivation

There are a lot of sense given by the authors about motivation. Among them is Robert Heller (1998: 6) states that the motivation is the desire to act. Each person may be motivated by several different forces. At work, we need to influence the motivation of subordinates to align with organizational needs.

Work motivation is the result of internal and external forces that cause people to choose to act according to and use certain behaviors. this behavior will be directed to achieve a goal in the organization (Newstrom, 2011: 109).

Another opinion states that motivation is an individual effort to achieve goals by taking into account the intensity, direction, and persistence. Motivation is generally associated with each destination organizational objectives while focusing on behavior related to work, and the intensity describes how hard a person tries. High intensity may not bring a satisfactory performance outcomes unless efforts channeled in directions that benefit the organization. It is therefore required quality and intensity. The effort is directed at and is consistent with the purpose of the organization is the type of business should be sought. While the dimensions of perseverance measuring how long people can maintain their business levels. (Robbins and Judge, 2011: 238).

Motivation Measurement Indicators

To measure a person's motivation to work we tend to see through the motivational indicate a strong desire to achieve something, as a product of the cultural environment in which they are located. This encouragement affects the way people look at his work. Motivation is the willingness of individuals to make high efforts to achieve organizational goals that are conditioned by the ability of efforts to meet certain individual needs proposed by Robbins and Couter (2004).

One theory that has been commonly used to describe the human needs is a source of motivation theory of Maslow's hierarchy of needs. Abraham Maslow's theory of motivation (1943-1970) called the "A Theory Of Human Motivation". This theory follows the theory that a plural behave / work, for their urge to meet various needs. The theory of motivation developed by Maslow says that every human being is made up of five levels of hierarchy of needs, namely:

1) Physiological Needs (Physiological Needs)

The most basic needs are eating, drinking, health, breathing, sexual needs and others. This is different and it is difficult to direct intervention by organizational management because it is related to the privacy of each employee. therefore it is categorized as a low level requirement

2) Needs of Security (Safety Needs)

The need for protection from threat, danger, conflicts and the environment, not in the sense of mere physical but also mental, psychological and intellectual. In PUPR Office itself, for example to meet this need have been provided such as health insurance, legal protection, SOP in execution of tasks etc. All of these have been provided but in its application in the field still can not be controlled optimally by the organization. As with any health insurance that requires a 3rd party outside the organization. Often we hear that a lot of complaints from insured people will be unsatisfied participants in health insurance products. In addition to the aspects of legal guarantees, an employee at the Department of PUPR required to be able to coordinate,

3) Social Needs

A need to feel that they have a need to be accepted in a group, affiliated, interacted and the need for mutual respect and respect. This requirement is similar to the first requirement. It cannot be controlled by organizational compliance. These needs exist and meet depending on how the individual employee can carry himself in his work environment.

4) Self-Esteem Recognition

A need for respect by other people related to feeling like to be respected and valued.

5) Self Actualization Needs (Self Actualization Needs)

A need to provide judgments and criticisms, showing abilities and skills, opinions, giving ideas and potential within an organization.

PUPR Agency is a governmental organization that has a complex organizational environment with high job demands. An employee is expected to be able to contribute the maximum performance in the work. For that in the case of all employees are required to have a high motivation to be in the implementation of employee job demands can give what he owns with up to people in Palembang.

Development of Hypotheses

H₁ : Individual ability (X₁) has a positive and significant influence on employee performance variable (Y).

H₂ : Work motivation (X₂) Has a positive and significant influence on employee performance variable (Y),

H₃ : Individual Capability (X₁) And motivation (X₂) simultaneously has a positive and significant influence on employee performance (Y)

RESEARCH METHODS

Data

The type of data used in this study is primary data, namely data collected by researchers by conducting research distributing questionnaires to respondents (staff of the PUPR Bureau of Palembang City).

Population and Samples

The population taken in this study were all employees of the Department of Public Works and Spatial Planning of Palembang City.

ANALYSIS METHOD

Data collection methods that I use in this study is a questionnaire method. According Suroyo (2009: 168), a questionnaire or questionnaires are a number of questions or a written statement of the factual data or opinions relating to self respondents considered fact or truth that is unknown and needs to be answered by the respondent. This questionnaire is addressed to all employees of the Department of Public Works and Spatial Palembang. As to how to vote on a

questionnaire statement that is by being given due weight in each statement questionnaire

RESULTS ANALYSIS

descriptive Analysis

Table 1

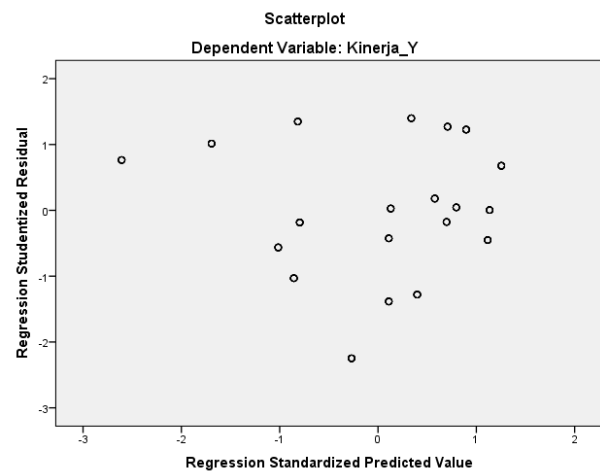
descriptive Statistics

At the table above can be seen that the number of observations is

Classical Assumption

Autocoleration Test Test

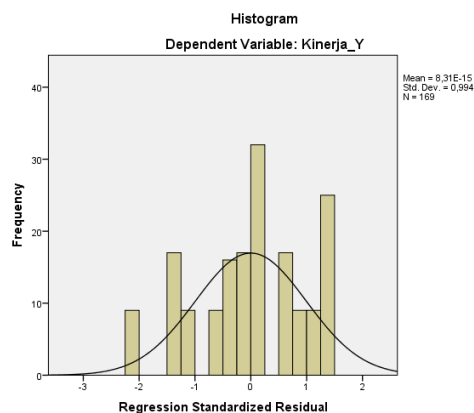
Table 2

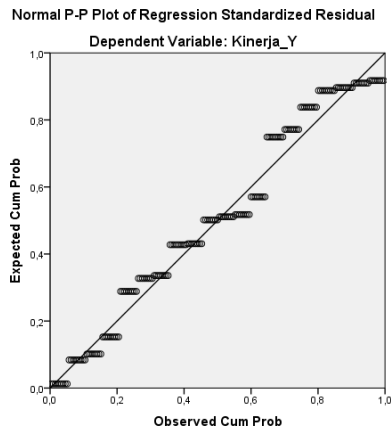


The scatterplot graph visible from the point - the point spread at random (random) either above or below the number 0 on the Y axis It can be concluded that there is no Heteroskidastity in regression models.

Test normality

Table 3





From the graph Histogram appears that residuals are normally distributed and symmetrically shaped not too skewed right or left. In normal probability plots graifik point - the point spread huddle around a diagonal line and this suggests that the residuals are normally distributed.

Multiple Regression Analysis

Table 4

Model	Coefficients ^a		
	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	,648	,088	
1 Kemampuan_X1	,459	,064	,510
Motivasi_X2	,395	,062	,453

a. Dependent Variabel: Kinerja_Y

Based on the results if the data is formulated regression equation as follows:

$$Y = 0648 + 0.510 X1 + 0.453X2 + e$$

here are some linear regression equations::

- 1) 0648 means a constant value of employee performance (Y) PUPR Palembang today is 0648 units, assuming that the variables of individual ability (X₁) and work motivation (X₂) is currently in a state of constant / fixed.
- 2) Ability regression coefficient (X₁) of 0510, these results provide evidence that the performance of staff at the Department PUPR directly Palembang City will increase by 0510 if the variable ability of employees (X₁) increased.
- 3) The regression coefficient of work motivation (X₂) of 0453, these results provide evidence that the performance of staff at the Department PUPR directly Palembang City will increase by 0453 if work motivation (X₂) increased.

So based on the results of multiple linear regression equation can be concluded from the

two independent variables, coefficients whose value is the largest and most significant is the ability of individual variable (X₁). That is between the two variables, variables Traffic (X₁) is a variable whose influence is dominant against employee performance variable (Y) PUPR Office of Palembang.

The Coefficient of Determination (R2)

Table 5

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,947 ^a	,897	,896	,15701

a. Predictors: (Constant), Motivasi_X2, Kemampuan_X1

b. Dependent Variabel: Kinerja_Y

Based on the results of the above data processing, The correlation coefficient (r) stood at 0.947 or ranges in the interval (0.80 - 1.00), which means the relationship between the independent variable (X) and the dependent variable (Y) is in the category of very strong interval.

Furthermore the coefficient of determination (R²) is 0896. or 89.6%. This shows that the percentage of independent variables (ability and motivation of individuals) to the dependent variable (performance) is able to explain 89.6% of the dependent variable, while the remaining 10.4% is influenced by other variables not included in this research model, such as the organizational environment , workplace culture and others.

Test the Hypothesis of the Statistical Test F

Table 6

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	35,750	2	17,875	7.251	,000 ^b
	Residual	4,092	166	,025		
	Total	39,842	168			

a. Dependent Variabel: Kinerja_Y

b. Predictors: (Constant), Motivasi_X2, Kemampuan_X1

The F statistical test shows basically an independent variable Whether Referred to in the models has a simultaneous influence on the dependent variable.

Based on the recapitulation of the F-test (ANOVA) found that the calculated F value obtained was 7,251 greater than 3,050 F table and simultaneously the significance level sig F was 0,000. This shows that together (simultaneously)

the independent variables that exist in the study of the ability (X_1) and motivation (X_2) has a significant influence on the performance dependent variable (Y). F test results that have been conducted have also proved that the third hypothesis which states that allegedly contained simultaneously influence the ability (X_1) and motivation (X_2) to bound performance (Y) proved to be acceptable.

Test of t statistics

Table 7

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
(Constant)	,648	,088		7,350	,000
1 Kemampuan_X1	,459	,064	,510	7,164	,000
Motivasi_X2	,395	,062	,453	6,357	,000

a. Dependent Variabel: Kinerja_Y

Basically the t test statistic shows the level of the variable that depends on the dependent variable. From Table 7 it can be seen how the influence of the independent variable on the dependent. Based on the test results Significance ability variable (X_1) In getting significant value at $\alpha = 0.05$ for the value t count > t-table (7164 > 1653) or value (Sig.) 0.000 > 0.05. This means that the influence of ability (X_1) on the performance (Y) is significant. It also proves that the first hypothesis stating that allegedly there is influence between the influence of ability (X_1) on the performance (Y) proved to be acceptable.

Furthermore, based on the test results Significance variable work motivation (X_2) in get significant value at $\alpha = 0.05$ for the value t count > t-table (6357 > 1653) or value (Sig.) 0.000 > 0.05. This means that the effect of work motivation (X_2) on the performance (Y) is significant. It also proves that the second hypothesis which states that allegedly there is influence between the performance (Y) proved unacceptable ..

Hypothesis Test of the X_1 on X_2

Hypothesis (1) Based on the results of the ability variable significance test (X_1), get a significant value at $\alpha = 0.05$ because the t-count value > t-table (7.164 > 1,653) or value (Sig.) 0.000 < 0.05. This means that the influence of ability (X_1) on performance (Y) is significant. This also proves

that the first hypothesis which states that it is assumed that there is an influence between the influence of ability (X_1) on performance (Y) is proven to be acceptable. The results of this study are in line with the results of research by Devischa (2018), Mukzam (2018), and Anggraeni (2018).

Hypothesis Test X_1 on X_2

Hypothesis (2) Next based on the results of the Significance Test Work motivation variable (X_2) gets a significant value at $\alpha = 0.05$ because the t-count value > t-table (6,357 > 1,653) or the value (Sig.) 0,000 < 0.05. This means that the effect of work motivation (X_2) on performance (Y) is significant. This also proves that the second hypothesis which states that there is an alleged influence between performance (Y) is proven to be acceptable. The results of this study are in line with the results of research by Mariana (2018), Tamsah (2018), Rusdi (2018), and Arifin & Hidayat (2018).

Hypothesis Test on the X_1 on X_2

Hypothesis (3) Based on the recapitulation of the F-test results (Anova) it was found that the calculated F value obtained was 7.251 greater than the F table of 3.050 and the level of significance simultaneously sig F was 0,000. This shows that together (simultaneous) the independent variables in the study, namely ability (X_1) and work motivation (X_2) have a significant influence on Performance-dependent variables (Y). The results of the F test that has been done also prove that the third hypothesis which states that there is a simultaneous influence between ability (X_1) and work motivation (X_2) on performance bound (Y) is proven to be acceptable. The results of this study were obtained from the results of previous studies.

DISCUSSION

Conclusion

Based on the results of the analysis it can be concluded as follows:

- 1) The ability of individual variables (X_1) has a very positive and significant effect on the performance of the Palembang City Public Works and Spatial Planning Department.
- 2) Work motivation variable (X_2) has a positive and significant influence on the performance

of the Palembang Public Works and Spatial Planning Office.

- 3) Individual ability variables (X1) and work motivation variables (X2) are so influential simultaneously and also significantly for the performance of employees of the Public Works and Spatial Planning of Palembang city.

Among the independent variables. Individual ability variable (X1) has a more dominant influence on the performance of the Palembang Public Works and Spatial Planning Office.

limitation

- a. The study only examined samples of the state-owned banks, it does not interpret the existing bank overall.

- b. The financial statements used are the quarterly financial statements, making it less able to explain earnings management itself.
- c. ROE used have not been able to explain earnings management itself.

Recommendation

- a. Further research is expected to use a different sample in order to obtain better research results.
- b. Further research is expected to replace the existing variable to be able to explain earnings management itself.
- c. Further research is expected to increase the number of observations to be examined so that research results can be better and accurate.

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