WORK-ABILITY AND MOTIVATION'S IMPACT ON CIREBON EMPLOYEEPERFORMANCE

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ARTICLE INFO	ABSTRACT
Keywords: Work-ability, Motivation, Employee Performance	The main problem at PT. Dock & Shipping Kodja Bahari (Persero) Galangan Cirebon can be known to perform poorly, this is due to several obstacles such as not achieving project targets that must be completed. The target in question is for example there is a ship that wants to repair its ship, before the ship makes repairs there is a work contract that has been agreed upon by the ship that wants to be repaired and ship repair will be completed within a few weeks or months, for that employees in the production department are required to complete the work according to the agreed time. However, the results are less than optimal in doing work and the many competitors that can make customers divided, and result in customer employees switching to the company so that they can benefit these customers. This has not achieved employee targets. This research aims to determine the effect of work-ability and motivation Employee Performance totalling 67 people. The sampling technique used was non-probability sampling using saturated samples, so all population employee were sampled in this research. The data collection technique used a questionnaire, and the data analysis used was multiple linear regression analysis Thisis research indicates that work-ability has a positive and significant effect on employee es performance seen frothe m t count > t table, namely 5.613 > 1.997. Motivation has a positive and significant effect on employee performance, seen from tcount > ttable, namely 6.168 > 1.997. Simultaneously the variables of work-ability and motivation have a positive and significant impact on employee performance seen from the value of Fcount > Ftable, namely 68,816 >3.14. All the research, results both partially and simultaneously have a
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1. INTRODUCTION

Transportation make it easy access journey going to something place to place another, in the middle competition increasingly global business strict, aspect Indonesia's state economy is not Possible separated will own Lots island in its jurisdiction. Source Power nature (SDA) as need man, its essential sector maritime in fulfil need industry in Indonesia, is required participation activity between island, so with do journey between island more-easy and maintain riches sea from outsiders. PT. Dock & Shipping Kodja Bahari (Persero) is a moving State Owned Enterprise. industry shipping specifically in the field planning, construction, repair, maintenance ships, tools floating and construction building free beach as well as service support related. the company own galangan and branches in various city prominent in Indonesia. North Jakarta has 4 (four) branch units and units outside Jakarta have 6 (six) branch units including Padang, Palembang, Sabang, Semarang, Cirebon, and Banjarmasin.

Circumstances companies operating in the field galangan boat This is always a loss yearly. ranks Commissioner of PT. Dock & Shipping Kodja Bahari has also do investigation about condition company nor project being worked on. Some project choked up, like project (Alutsista TNI) belonging to the Ministry of Defence that is boat tank transport (AT-1) with mark of IDR 159.5 billion and jobs boat tank transport (AT-2) valued at IDR 159.5 billion. Total value of 319 billion jobs ordered by the Ministry of Defence since in 2011. Work The same between the Ministry of Defence with PT. Dock & Shipping Kodja Bahari started in 2011, supposedly project That finished in 18 months time artistry, however eight year walk work That needs to be clarified. PT. Dock & Shipping Kodja Bahari has been sign ten letters extension contract That moment This middle submit application return For extension Work The same with the Ministry of Defence, the aim is to target completion project Can return off. Not to mention, the

project national boat pioneer for the toll program sea belonging to the Ministry of Transportation which began in 2015 also still needs to finish artistry. [1]

As for Cases guess corruption project development galangan ship at PT. Dock & Shipping Banjarmasin Maritime Command. Rolando's testimony which is staff of Legal Secretary Division of PT. Dock & Shipping Kodja Bahari Persero revealed that, implementation project worth more from IDR 18 billion That time through addendum three times. Contract development physique galangan boat That apply for 210 days Work since month September 2018, however Because not done, done addendum with the main thing is extension time of the month March 2019, why There is constraint technical. Addendum both were done to contract Work it's on the moon June 2019 which is back extend working time for 90 days. Until the end of the deadline, the project also did not visit finished until done addendum third of the month September 2019 with a length of 75 days, the reason is also because factor external condition weather, however until end of that time is mid month November 2019, no work either reach and precisely part construction work collapse. [2]

The primary function of human resources in a business or organization. In order to strike a balance between employee requirements, company demands for labor, and staff skill levels, a corporation must manage its human resources competently. [3] Based on some circumstances, events, or past incidents that happened to PT. Dock & Shipping Kodja Bahari (Persero) learned that performance needs to be improved, p the because a numbesomeaint exists like No achievement of project targets resolved. intended target that is for example There is ship you want do repair the ship, before boat do repair there is contract work that the parties have agreed ship you want repaired and repaired boat will finished in time that's all Sunday or month, for That employee on the part production demanded For finish work in accordance time that has agreed however how. Even several employee convey that they must often overtime For finish task them. company will try various way to performance his employee can improved, however There is a numbeseveralions that make employee performanceconstrained and resulted in not achievement goals that have been set before. Obstacles faced by the company related with employee performancneeds to be clarified achieving the completion target boat in accordance with agreement that has been agreed back, as a result company must pay fine from inaccuracy time settlement ship.

A corporation needs the role of human resources in order to accomplish a goal. Management of human resources, which is a component of corporate management. effective administration of human resources. Human resources are one of the most crucial components of a business. Even when many other variables are present, the company will not function if the human element is not present.[4] Individuals, groups, and society all profit from the efficient and just utilization of these human resources. Without any corporate acknowledgement of the value of labor, a corporation cannot advance and cannot accomplish its objectives. [5] The contemporary period of globalization is marked by the advancement of science and technology, which is continuously bringing about new changes due to the importance of personnel to organizational operations. [6] Companies need superior human resources to ensure that their employees have the specialized skills necessary to compete in the business sector if they are to succeed. The business has a mission is to progress and develop in line with the company's objectives so that It can contend with other businesses.[7] Cost operational and employee rights, such as salary, choked up consequence from less performance Good in company this. Employee performance becomes essential for something company Where performance can determine procestill needs to finishy For capable compete with company other. Ability exhibited by a person in carry out not quite enough answer or work, goals can achieved with maintain established standards, p the considered excellent and satisfying. Most significant evaluation performed in a manner systematic For determine results Work employee is employee performance[8]. Performance and CapWork Abilitsignificantly significantly related tightly. Employee No will can finish work they in specified time If they No can do necessary work. A employee own the required skills, assigned tasks to her will run with right, deep increase performance [9].

Ability employee can showed in performance them, the optimal performance is good. Companies should too take into account staff performance. Success somebody in carry out task can considered as performance in a manner general. Employee performance is results end from effort somebody in carry out duties and responsibilities delegated responsibility for him to get fulfil objective work. Employee perform tall and must Work efficiently For an excellent job [10]. Source Power human at one organization No will produce the best results If organization No own capacity For evaluate quality moderate job done or performance its employee, for overcome matter This organization must recognize skills possessed employee must in accordance with his need for the task can resolved with success and motivation implanted For reach success [11].

The phenomenon that occurred at PT. Dock & Shipping Kodja Bahari (Persero) partially galangan Cirebon employee Still No evenly capabilities/expertise employee, so employee who haven't own ability No can replace position One each other, and can influence performance employee. Ability employee For grow and exploit talent they in a manner effective will impact how business grows, if own the necessary skills, that is will can help worker do task they moment this and in the future. Employee performance maximum No Possible achieved If No There is motivation because motivation exists For Work going to objective organization. Remember that employee is element central in performance, cause emergence and execution tasks and activities primary them, various ability employee will impact significant on performance [12]. Influencing factors employee performanceamong them ability (ability) and motivation (motivation) work. this Enough reasoned Because ability and motivation Work reflect attitude and character somebody in do food task principal and function, for reach desired result. organization will only be able to do the operation with help from various source power, incl source Power human, machine, inventory, capital, place, time, and method. On the other hand, Source Power humans stand out from several of the abovementioned components as the most important determining element success organization [13]. one effort For increase motivation Work employee so as not to happen matter so, usually company

give coaching form instructions for later employee more motivated, disciplined, orderly and conscientious in work. Other influencing factors employee performanceis Work-ability. Ability For Work in a manner independent in various activity different for one person each other, p This caused by differences ability individual [14]. According to Fritz Heider (1958) in (Friska Septriyanda et al., 2021) [15] state that " theory attribution is explaining theory about behavior someone ". Behavior somebody can determined by internal forces (personal antibut such as ability and effort) and strength external (attribute environment like regulations). Internal and external attribution can affect performance employee, for example in determining how superior treat subordinates, and influence attitude and satisfaction employee to his job. Employee Employee will behave differently if they feel more internal attribution (ability and effort) than external attributionion). Theory This refers to how somebody can explain because other people's behavior or self self determined from self determined internally and externally external in a manner together influence behavior someone. Internal and external attribution has stated can influence evaluation performance individual, eg in determine How method superior treat subordinates, and control attitude nor satisfaction individual to performance. Theory attribution assume that somebody can try determine why that person do what are they do, p This caused Because theory attribution can interpret reason from something incident or behavior.

Study this, researcher use base theory main that is theory attribution, usage theory attribution as base theory with consideration that theory This argue that behavior a person is determined by a combination internal strength (internal attribution) ie derived factors from in self someone, like ability or effort and strength external that is coming factor from outside or situational. usage theory attribution in study This can accommodate connection existing variables in Work-ability and motivation to performance employee. On results study previously There is influence positive and significant Work-ability through motivation Work to performance employee at PT. BPR Tridarma Putri [16]. According to [17] they also suggested his opinion that Motivation influential to performance PT employee Mighty Son Symmetry so the more Good motivation so performance PT. employee Mighty Son Symmetry will increase. Based on results study This seen that the effect that occurs in the regression is positive and significant. because that 's Work- ability and motivation each other related and significantly influenced performance employee. OrganiOrganizations need pay attento pay attention and improve Work-ability and motivation employee so they can increase performance and hieve objective organization in a manner effective and efficient.

Literature Reviews

Work-ability

Work-ability in fact can formulated as capacity intellectual, emotional, and physical For do various activity so that showing what will done For reach goal, goal here is objective from company [18], [19] It can be concluded that work ability is the potential or skill that a person has in the form of mentaland physical abilities in performing a job task that has been given to him, and to show what can be done toachieve his goals.

Motivation

Motivation as an anergizing condition of the organism that serves to direct that organism toward the goal of a certain class [20]. Researchers can conclude that work motivation is an encouragement for oneself from superiors to subordinates in order to create someone's passion for work, so that they want to work earnestly in order to get good results, quality and in accordance with company goals.

Employee Performance

According to Edison, (2022) put forward his opinion that : "Performance is results from a process that refers to and is measured during period time certain based on provision or agreement that has been set before ". Researchers conclude that performance is an output or output produced by individuals froman activity or work process that has been carried out for a certain period of time.

2. METHODS

The type of research used in this research is associative research (relationship). By using study associative, researcher want to know influence between variable free (independent) against variable bound (dependent). So that the variables that exist in this study there are two variables free namely Work-ability (X 1), Motivation (X 2) and one variable bound that is Employee Performance (Y). The population in this study are permanent employee at PT. Dock & Shipping Kodja Bahari (Persero) galangan Cirebon as many as 67 people. Researchers obtained the amount of data there were 67 permanent populations at PT. Dock & Shipping Kodja Bahari (Persero) galangan Cirebon. This study used a nonprobability sampling technique using the saturated sample method. The sample in this study was 67 people.

Data collection techniques used by researchers at companies that are the object of research include studies field like interview/interview and dissemination questionnaire/questionnaire, also use studies library. From this research two types of data were obtained: primary data from respondents and secondary data from journals, books and reports written from company. Method data analysis used in study covers instrument analysis with test validity and reliability. Then test the assumptions classic which includes normality test and multicollinearity test. Following test analysis regression multiple, coefficient test hypothesis determination and test.

Frame of Mind

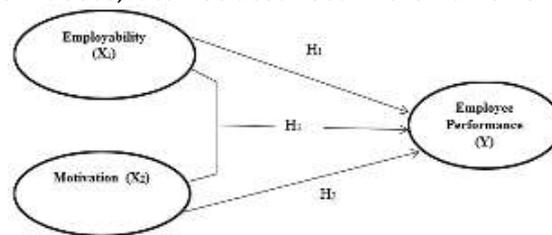Based on the framework above, it can be described in the framework scheme as follows:

Figure 1. Frame of Mind

Hypothesis

Based on the framework above, it can be concluded that the provisional answer in this study is thatthere is an influence between Work Ability and Motivation on Employee Performance. This means that the research above can be formulated research hypotheses as follows:

H1 : that Work Ability has a positive and significant effect on employee performance at PT. Dock & Shipping Kodja Bahari (Persero) Cirebon shipyard.

H2 : that Motivation has a positive and significant effect on employee performance at PT. Dock & Shipping Kodja Bahari (Persero) Cirebon shipyard.

H3 : that Work Ability and Motivation have a positive and significant effect on employee performance atPT. Dock & Shipping Kodja Bahari (Persero) Cirebon shipyard.

3. RESULTS AND DISCUSSION

Classical Assumption Test

Validity Test

The validity test is used to measure the validity or validity of a statement of a questionnaire and become a measuring tool that is able to reveal the appropriateness or absence of the statement. With the following criteria:

a. If the calculation > rtable and positive value then the statement is said to be valid (suitable for use in research).

b. If rcalculate < rtabel then the statement is said to be invalid (not suitable for use in research).

By using the number of respondents 67, the rtabel value can be obtained. Where to obtain rtabel using the calculation df = n - 2 = 67 - 2 = 65 and α = 0.05. Based on the correlation coefficient table r Product Moment, the calculation is obtained > rtable = 0.2404.

Employability Validity Test (X1)

The results of the calculation of the validity test of workability variables using the SPSS 25.0 for Windows program obtained the following results:

Table 1. Work Ability Variable Validity Test Results

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	80.82	26.816	.393	.815
X1.2	80.84	27.382	.435	.811
X1.3	80.73	28.290	.315	.818
X1.4	80.63	28.328	.426	.811
X1.5	80.75	28.010	.458	.809
X1.6	80.81	27.674	.500	.807
X1.7	80.67	28.527	.515	.809
X1.8	80.70	28.394	.482	.809
X1.9	80.75	29.132	.332	.816
X1.10	80.70	28.243	.512	.808
X1.11	80.63	28.874	.413	.813
X1.12	80.63	29.056	.345	.815
X1.13	80.67	27.891	.328	.818
X1.14	80.61	28.483	.351	.815
X1.15	80.54	28.555	.326	.816
X1.16	80.52	28.556	.441	.811
X1.17	80.67	29.436	.316	.816
X1.18	80.61	28.756	.370	.814
X1.19	80.58	29.126	.344	.815
X1.20	80.73	27.684	.417	.812

Based on the results of table 1, it can be seen that all values in the Corrected Item-Total Correlation column > 0.2404 or rcalculate > rtable, which means that all statements for the Workability variable (X1) are valid.

1) Motivation Validity Test (X2)

The results of the calculation of the validity test of motivation variables using the SPSS 25.0 for Windows program obtained the following results:

Table 2. Motivation Variable Validity Test Results

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	44.96	16.528	.343	.791
X2.2	45.03	15.938	.465	.781
X2.3	45.00	15.667	.394	.788
X2.4	44.75	15.829	.531	.776
X2.5	44.85	15.371	.481	.778
X2.6	44.79	15.986	.488	.779
X2.7	44.97	15.272	.451	.782
X2.8	45.00	15.333	.439	.783
X2.9	44.87	15.997	.449	.782
X2.10	44.93	15.979	.420	.784
X2.11	44.81	15.704	.434	.783
X2.12	44.90	16.065	.429	.784

Based on the results of table 2, it can be seen that all values in the column Corrected Item-Total Correlation > 0.2404 or rcalculate > rtable which means that all statements for the motivation variable (X2) are valid.

2) Employee Performance Validity Test (Y)

The results of the calculation of the validity test of employee performance variables using the SPSS 25.0 for Windows program obtained the following results:

Table 3. Employee Performance Variable Validity Test Results

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Varianceif Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	87.25	32.859	.304	.813
Y.2	87.27	32.745	.360	.812
Y.3	87.18	30.846	.462	.806
Y.4	87.03	31.999	.386	.810
Y.5	87.06	30.663	.408	.808
Y.6	87.00	31.667	.331	.812
Y.7	87.01	30.742	.399	.809
Y.8	87.09	30.992	.356	.811
Y.9	87.13	31.482	.356	.811
Y.10	87.16	30.594	.409	.808
Y.11	86.93	31.343	.312	.814
Y.12	87.12	31.440	.355	.811
Y.13	87.24	30.821	.381	.810
Y.14	87.06	31.663	.405	.809
Y.15	87.10	31.428	.350	.811
Y.16	87.24	32.275	.378	.811
Y.17	87.10	30.974	.349	.812
Y.18	87.06	31.421	.420	.808
Y.19	87.07	31.828	.384	.810
Y.20	87.12	30.804	.432	.807
Y.21	87.03	31.332	.395	.809
Y.22	87.06	31.451	.347	.811

Based on the results of table 3, it can be seen that all values in the Corrected Item-Total Correlation column > 0.2404 or rcalculate > rtable, which means that all statements for employee performance variables (Y) are valid.

Normality Test

Table 4 Normality Test Results

One-Sample Kolmogorov-Smirnov Test Unstandardized Residual

N		67
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.29438689
Most Extreme Differences	Absolute	.072
	Positive	.072
	Negative	-.062
Test Statistic		.072
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Based on table 4 it can be seen that the Kolmogrov-Smirnov normality test on the variables of work ability (X1), motivation (X2), and employee performance (Y) results show that the residual variable data has an Asymp value. Sig. (2-tailed) of 0.200 which means that it has a value of > 0.05, it can be concluded that all variables have been distributed normally.

Multicollinearity Test

Here's a table of multicollinearity test results:

Table 5 Multicollinearity Test

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	17.422	6.542		2.663	.010		
Total_ Employability	.477	.085	.455	5.613	.000	.755	1.325
Total_	.680	.110	.500	6.168	.000	.755	1.325

a. Dependent Variable: Total_Kinerja Karyawan

Based on table 5, it can be seen that all independent variables have a tolerance value of > 0.1, namely work ability of 0.755 and motivation of 0.755. The VIF value of the work ability variable is 1,325 and motivation is 1,325. All VIF values of independent variables < 10. Thus it can be concluded that the modelis free from the symptoms of multicollinearity.

Regression Test
Multiple Regression Analysis

Multiple regression tests are used to determine the effect of several independent variables (X) on the dependent variable (Y). The variables tested were variables of work ability (X1), motivation (X2), and employee performance (Y). The test results can be seen from the calculation results of SPSS Version 25.0 for Windows as follows:

Table 6. Multiple Linear Regression Analysis

Coefficients^a

Model Unstandardized Coefficients			Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	17.422	6.542		2.663	.010
Total_Employability	.477	.085	.455	5.613	.000
Total_ Motivation	.680	.110	.500	6.168	.000

a. Dependent Variable: Total_Employee Performance

Means:
1) The constant value is 17.422 meaning that if there is no change in value (X1 and X2 is 0) in the variables of work ability (X1) and motivation (X2), then the value of employee performance (Y) in PT. Dock & Shipping Kodja Bahari (Persero) Cirebon shipyard is 17,422.
2) The value of the regression coefficient of the work ability variable (X1) has a value of 0.477, meaning that if work ability increases by 1, employee performance will increase by 0.477 units at the constant level. The coefficient of work ability is positive, meaning that there is a positive relationship between work ability (X1) and employee performance (Y). This shows that the more work ability increases, the more employee performance increases.
3) The value of the regression coefficient of the motivation variable (X2) has a value of 0.680, meaning that if motivation increases by 1, employee performance will increase by 0.680 units at the constantlevel. The positive motivation coefficient means that there is a positive relationship between motivation (X2) and employee performance (Y). This shows that the more motivation increases, themore employee performance increases.
4) The more work ability and motivation increase, the more the performance of employees will increase.

Coefficient of Determination

The coefficient of determination is carried out with the aim of determining the magnitude of the influence of work ability (X1), motivation (X2), and employee performance (Y). From the output of SPSS Version 25.0 for Windows, the result of the coefficient of determination is obtained as follows:

Table 7 Detemination coefficient

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.826^a	.683	.673	3.345

a. Predictors: (Constant), Total_ Motivation, Total_ Employability

Based on table 7, it is known that the Adjusted R Square value is 0.673 or 67.3%, which means that the influence of work ability and motivation together on employee performance is 67.3% and the remaining 32.7% is influenced by other factors that are not studied.

Discussion

Influence Work-ability on Employee Performance

Hypothesis test results First is known that variable Work-ability influences performance. this proven with help SPSS version 25.0 for Windows, capabilities Work own influence on employee performance. This is evidenced by the calculated t value> t table, namely 5,613 > 1,997 and value p-value (Sig) < 0.05 which is 0.000 < 0.05 then Ha is accepted and Ho is rejected. So it can be concluded that nfluence positive and significant to the performance of employee of PT. Dock & Shipping Kodja Bahari (Persero) galangan Cirebon.

Work ability at PT. Kodja Bahari Dock & Shipping (Persero) Cirebon shipyard needs to be improved through training so that employees have good work skills, if the work ability is good, employee performance will also increase. With the work ability applied to PT. Dock & Shipping Kodja Bahari (Persero) Cirebon shipyard, employees will be able to complete work in accordance with predetermined targets so that it is more directed and can be evaluated properly.

The results of this study are in line with previous research conducted by (Rudini, 2021) [22] based on the results of the t-value of the work ability variable has a calculated value (3.186) while the table t value at a significant level of 5% in the formula df = n-k-1 = 35-2-1 = 32 is 2.036 (can be seen in the t distribution table) so that t calculate the table > t (3.186 > 2.036) and a significant level of 0.003 < 0.05 then H0 is rejected and Ha is accepted, meaning there is an influence between Work ability on employee performance. Then the research conducted by (Bustari et al., 2023) [23] work ability has a calculated value (3.186)

while the table t value at a significant level of 5% in the formula df = n-k-1 = 35-2-1 = 32 is 2.036 (can be seen in the distribution table t) so that t calculate the table > t (3.186 > 2.036) and a significant level of 0.003 < 0.05 then H0 is rejected and Ha is accepted, means that there is an influence between work ability and employee performance. This means that partially work ability has a significant effect on employee performance. Similarly, with research conducted by (Muratin, 2022) [24] work ability has a tcount value of 10.261 greater than ttable, namely (tcount 10.261 > ttable 0.179), then the variable work ability has a positive and significant effect on employee performance. On p This in accordance with results research obtained with data from 67 respondents, get results Where highest average value found in P16 of 4.40 regarding " employee capable coordinate his job with colleague work " meanwhile lowest average value found in P2 of 4.09 regarding " employee capable finish in accordance with targets".

Influence Motivation on Employee Performance

Hypothesis test results second is known that motivation variable influences employee performance. This is evidenced by the calculated t value > t table, namely 6,168 > 1,997 and value p-value (Sig) < 0.05 which is 0.000 < 0.05 then Ha is accepted and Ho is rejected. So it can be concluded that motivation has an effect in a manner significant to employee performance. this showing that hypothesis First about motivation has tested. Motivation at work is certainly very necessary, including at PT. Dock & Shipping Kodja Bahari (Persero) Cirebon shipyard, therefore the company needs to increase the motivation of its employees. The importance of motivation for employees at PT. Dock & Shipping Kodja Bahari (Persero) Cirebon shipyard is to improve the achievement of employee targets.

The results of this study are in line with previous research conducted by (Firmansyah, 2022) [25] which stated that the calculated value for motivational variables was as large and significant as the confidence level (a = 0.05), the significant value obtained was 0.003 smaller than 0.05. The value of ttable with a = 0.05 and free degree = 35-1-1 = 33 then obtained a ttable value of 2.034. Therefore, the calculated value for the coefficient of the motivation variable of 3.248 is greater than the table of 2.034, then at the error level of 5% H is rejected and H is accepted. This means that the Motivation variable has a positive and significant effect on Employee Performance at PT. Pelni (PERSERO) Makassar Branch.

Then research conducted by (Putri et al., 2023) [26] work motivation variables have a positive and significant influence on employee performance at PT. Bank Rakyat Indonesia Panakkukang Branch with the acquisition of t value > table (5.546>1.668) and significant value is at a value of 0.00 smaller than 0.05. Explain that the motivation of work carried out to employees of PT. Bank Rakyat Indonesia Panakkukang Branch is further improved, it will also improve employee performance.

Similarly, research conducted by (Farisi et al., 2020)[8] obtained a calculated value of 2.128 which is greater than the value of ttabel with a sig value of 0.038< alpha 0.05 from these results it was

concluded that Ho was rejected and Ha was accepted. This shows that motivation has a positive and significant influence on employee performance. On This in accordance with results research obtained with data from 67 respondents, get results Where highest average value found in P4 of 4.24 regarding " employee always try reach more achievements high " whereas lowest average value contained in P2 regarding " employee brave take risk For succeed entrusted work ".

Influence Work-ability and Motivation on Employee Performance

Based on study third variable Work-ability, motivation and employee performancewith SPSS version 25.0 for Windows assistance it calculated F value of 68,816 with a significant level of 0.00 0. This value is then compared with the F table of 3.14. That way it can be concluded that the calculated F value > F table namely 68,927 > 3.14 and a sig value < 0.05, namely 0.00 0 < 0.05. So that H 0 is rejected and Ha is accepted, meaning the ability variable work (X 1) and motivation (X 2) respectively simultaneous own influence significant to employee performance(Y) PT. Dock & Shipping Kodja Bahari (Persero) galangan Cirebon.

On research This value is also obtained coefficient correlation regression with Adjusted Rquare results of 0.673 or 67.3% which means influence Work-ability and motivation in a manner together to employee performanceof 67.3% and the rest 32.7 % is influenced by factors other. This research is supported by (Fikri &; Begawan, 2020) [12] it is known that the calculated F value of 46.903 is greater than the table F value of 4.11 and the probability value resulting from the calculation is 0.000b smaller than α (5%). Thus, it can be concluded that the variables of work ability and motivation together or simultaneously have a significant effect on employee performance. Based on results study on Work-ability and motivation are two variables that influence in a manner simultaneous to performance PT employee Dock & Shipping Kodja Bahari (Persero) galangan Cirebon, then from That company need maintain even increase Work-ability and motivation in the company.

5. CONCLUSION

Based results data analysis regarding influence Work-ability (X1) and motivation (X2) against employee performance(Y) PT. Dock & Shipping Kodja Bahari (Persero) galangan Cirebon, then can concluded as following, Work-ability (X1) effect in a manner positive and significant to employee performance(Y) at PT. Dock & Shipping Kodja Bahari (Persero) galangan Cirebon. It means the more Good ability owned work employee will increase employee performance. Motivation (X2) has an effect positive and significant to employee performance(Y) at PT. Dock & Shipping Kodja Bahari (Persero) galangan Cirebon. It means the more Good perceived and perceived motivation employee so will increase performance employee. And work-ability (X1) and motivation (X2) respectively together (simultaneous) have positive and significant influence to employee performance(Y) at PT. Dock & Shipping Kodja Bahari (Persero) galangan Cirebon. It means the more Good Work-ability and motivation, then second variable the will impact on improvement performance employee. This research is supported by (Fikri & Begawan) [12] it is known that the calculated F value of 46.903 is greater than the table F value of 4.11 and the probability value resulting from the calculation is 0.000b smaller than α (5%). Thus, it can be concluded that the variables of work ability and motivation together or simultaneously have a significant effect on employeeperformance.

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