

THE INFLUENCE OF JOB CHARACTERISTICS, WORK MOTIVATION AND WORK ABILITY ON EMPLOYEES OF THE ASTAMBUL DISTRICT OFFICE, BANJAR REGENCY

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ABSTRACT

Keywords:

Characteristics Jobs , Motivation Work , Ability Work on Employee Performance

Research objectives This is For know and analyze influence Good in a way simultaneous , partial and dominant variable characteristics job (X1), variable motivation work (X2) and variables ability work (X3) against variable effectiveness performance employee (Y) at the Sub-district Office Istanbul Banjar Regency . The method used is approach quantitative with Data analysis techniques consisting of from instrument testing (validity and reliability testing), multiple linear regression analysis , testing assumption classical (normality test , multicollinearity test , and heteroscedasticity test), as well as testing hypothesis (F test and T test). The sample used is 41 people or all over population . Research results show that variable Characteristics Job (X1), Motivation Work (X2) and Ability Work (X3) has an effect in a way simultaneous , variable Characteristics Job (X1) and variables Ability Work (X3) has significant and positive influence in a way partial to variable effectiveness performance (Y), then influential variables in a way dominant is variable Characteristics Job (X1).

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1. INTRODUCTION

One of challenge heavy and serious that must be faced a manager is How He can motivate employees to always willing and ready deploy ability the best , for interest organization . One of the business toward That is give motivation to Employee development is directed at the increasing realization of office administration support that is able to guarantee the smoothness and integration of tasks and functions of management implementation and to realize an increasingly reliable, professional, efficient and effective administration system that is responsive to people's aspirations and to the dynamics of strategic change (Indah et al., 2020). Efforts like this are closely related to the shift in the function and role of employees in the Second Stage of Long-Term Development which is more directed towards work professionalization and facilitators of *administration* and *service providers* (Rahmat, 2021).

The importance of employees in the implementation of development and government is certainly inseparable from the main task of management which is likened to a boat, whether the role of "management" as a driver who directs the boat or as a rower who paddles the boat to make the boat move (Sandyyawati, 2020). Because talking about a good office is not just a consumption of intellectuals, but what is more expected is that it is realized in the practice of organizing the office and becomes a characteristic that is expressed in employee performance (Shaleh & Firman, 2018).

Seeing the great role of human resources or employees in achieving organizational goals, the presence of employees who have the skills and abilities as well as motivation in each individual is very much needed. Talking about the quality of human resources, the future Indonesian people who want to be built are people who have strong idealism, professional people who are able to make significant contributions to society and people who believe and are devoted to their God (Kartasasmita, 2013).

In order to realize the ideals of the Indonesian nation and state as mandated in the Preamble to the 1945 Constitution through the national development process as an implementation of Pancasila, a state apparatus is needed that is always consistent and consistent, clean, responsible, oriented towards the future, and has a spirit of dedication and professional abilities in organizing the state and development (Rorong et al., 2020).

As one of the organization have the goal to be achieved achieved . A institution For reach the goals that have been set , set in motion by a group people (group of human beings) who play a role active as Actors (Prawirosentono , 2009) . *Office* Subdistrict Istanbul Regency Banjar in synergize all over existing

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components always do coordination in form meeting One monthly For all employees and also regular meetings between ranks leader with effort For discuss Problems faced and existing obstacles .

Office Subdistrict Istanbul Regency Banjar Lots influenced by behavior and attitude man in synergize various good resources human resources , nature , science knowledge and technology . Success a organization lies with the employees as capable and skilled human resources , have Spirit high work so that results Work can satisfying . If seen from aspect organization, human is dynamic human resources , not static like land and capital. It is humans who change valuable goods and services For a nation so that the result determine for welfare and standard life on the rise Good satisfaction and pleasure so that capable do motivation and improve ability work which in turn can influence performance . A organization his success very depends on ability leader in organize employees where to be notice Will and ability employee in meet the targets set . Efforts made man with by itself influence behavior individual

Behavior in demand humans in general as behavior conscious behavior will the goal that always based on by desire For reach beneficial purpose for his life . The role of motivation is very important in management to improve employee performance. Leaders, in addition to having the task of monitoring the running of the organization, have an important role to improve employee performance, namely by providing motivation. A leader must be able to communicate with his subordinates, move, influence and motivate.

Office Subdistrict Istanbul Regency Banjar as one of the institutions that has employees whose performance is influenced by motivation, work ability. There are three characteristic factors that influence the emergence of employee motivation in achieving goals, namely: Individual characteristics, job characteristics and work situation characteristics (Stoner and Freemond, (2009:431). Individual characteristics consist of: interests, attitudes and needs that a person brings to a work situation. Job characteristics include the nature of employee tasks which include: Type of task, amount of responsibility and level of satisfaction obtained. Work situation characteristics are the conditions in which the employee works. Certain motivations from employees influenced by these three characteristics will affect certain performance in the employee Stoneer, (2012:80). This study focuses on the influence of motivational factors, namely individual characteristics, job characteristics, work situation characteristics and work abilities on the performance of employees at the Astambul District Office, Banjar Regency.

Literature Review

According to Stoner (1986:87-88): Characteristics work is attribute task employees and includes amount not quite enough answer , various tasks , and the extent of the work That Alone have characteristics that people get satisfaction . A intrinsic work satisfying will more Motivate for many people than work that is not satisfying . Different job characteristics require different skill requirements, task identity, task significance and degree of autonomy. The different characteristics inherent in jobs require the right types of workers according to the existing job specifications.

Characteristics work is characteristic features from A job . According to Robbins (2010:119), " Characteristic model work identify five dimensions core work , its interrelationships , and its impacts to productivity , motivation , and satisfaction employee . Fifth dimensions the is diversity skills, identity task, significance tasks, autonomy, and feedback back " According to Mex Ley and Yulke (2008) motivation interpreted as the process by which behavior moved and directed. From limitation the can interpreted that motivation is giving or emergence motif for as condition become motive (Handoko, 2010) explains that motivation is something that causes spirit and encouragement work . In psikologi work motivation interpreted as booster Spirit work . Hasibuan (2011) is of the opinion motivation is providing the driving force that creates excitement Work someone , so that they Want to work together , work effective and integrated with all efforts For reach satisfaction .

From a number of opinion mentioned above, motivation is something thing that causes person For behave certain and arena of encouragement Spirit or motive power from outside.inside study This is encouragement from leader institution . In motivation work,motivation as draft need or needs and stimuli or incentive. Performance on a institution between needs and stimuli No can separated , because emergence need Because existence Stimulus . Stimulus can appear after individual have needs . needs relate with deficiencies experienced by someone at a time certain . Disadvantages nature physiological , for example need food and clothing , psychological for example need will award self (selfesteem), sociological for example need will interaction social (Gipson tal, 2004:88). When lack need so person will sensitive to motivation especially from manager or leader.

Motivation for performance employee is things needed once, because can help productivity work optimally . Skills For give motivation important for a leader institution . With give motivation leader institution or organizations can understand need from the employees . In Work employee No only need

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rewards in the form of enough salary, but environment work, recognition, awards also have an influence on optimality work effectively and efficiently. With thus leader institution in lead always notice the need give motivation to his subordinates.

According to Vroom (2002) in Winardi (2004:) stated employees who have level high mental ability state preferences they to positions difficult job. While employees who have more mental abilities low state preference to positions work more easy and not too difficult. According to Gibson, (2006) that variable ability work, instinct, level aspirations and factors personal like age, education, background behind family, will produce performance different work. Ability is characteristic default born or studied which allows somebody do something that is mental and physical. According to As'ad (2005) it means abilities that concern intelligence. Intelligence is ability For adapt self with the best with environment. Therefore That level intelligence is very important in Work.

According to Gibson (2004) In Bambang Swasto (2006) he argues how far someone can reach satisfactory result in Work depends on his ability. Ability is closely related to the physical and mental abilities that people have to carry out their work. According to England and Snel (2004) in Bambang Swasto (2006) argues that if the employee's ability is low, it will use more time and effort than employees with high abilities to complete a job. Every type of job requires certain knowledge, skills and attitudes in order to carry out the job well.

Knowledge ability includes everything that has ever been known about a particular object. Knowledge is a generic terminology that includes all branches of knowledge based on its ability as a thinking, feeling and sensing creature. Humans can also gain knowledge through intuition and revelation from God conveyed through His messengers (Sariasumantri 2004 in Bambang Swasto, 2006:45). Broadly speaking, knowledge can be classified into 3 categories, namely: 1) knowledge of good and bad (ethics), 2) knowledge of what is beautiful and ugly, 3) knowledge of right and wrong (logic).

Skill ability is psychomotor ability and certain work execution techniques. Attitude ability is mental readiness organized through experience that has a certain influence on a person's response to people, objects and situations related to them. The work ability variable is measured by question items, each of which has 5 levels of respondent statements. The measurement of the above indicators is based on an index scale (score) where the higher the index scale chosen, the better the work discipline of the teaching staff.

Ability Employee is skills required someone who is demonstrated by his abilities For with consistent give level adequate performance or tall in a function work specific. Competent must differentiated with competence, although in usage general term This used can exchanged. Initial efforts For determine quality from effective manager based on a number of properties personality and skills the ideal manager. This is a input model approach, which focuses on the skills required For do a Jobs. Skills This is competence and reflect ability potential For do something. With emergence management scientifically, people's attention turned more on the behavior of managers effective and on results successful management. Approach This is an output model, with which the effectiveness manager determined, which indicates that somebody has learn How do something with Good.

Competence employee originate from the word "competent". According to Sofo (1999), in (Praningrum, 2002) state that competence consists of from skills, knowledge and attitude but in a way special implementation skills, knowledge and attitudes the must in accordance with standard required performance in employment. McClelland (2007) in Rivai and Sagala (2009) define competence (*competence*) as the basic characteristics that are possessed someone influential straight away against, or can predicting, excellent performance. In other words, competence is what are the *outstanding performers* do more often on more Lots situation with more results well, than What is being done for *average performers*.

Evaluation performance this is basically is one of the key factors use develop a organization in a way effective and efficient. Evaluation achievement performance employee to achievement the expected target, at the same time evaluation to the magnitude deviation with method compare between results work in actual with expected results, then need set standards and their measurements. Related with measurement performance, As'ad (2012:89) stated good creed is if measurement performance the in accordance with reality, representative, more reliable and can predicted. Nainggolan (2007) states that performance Work is results achieved by a person employee in carry out assigned tasks to him. Achievement good job will help increase improvement of the status of the employee concerned. As stated by Musanef (2006:209) that performance Work a employees basically is:

2. METHOD

Design Study This is study quantitative, which is designed For know influence characteristics work, motivation, and ability Work to performance Employees of the Astambul District Office, Banjar Regency. Research This including in type study *explanatory* because will explain influence of characteristic variables work, motivation work, and ability Work to performance Employees of the Astambul District Office, Banjar Regency. Population in study This is all over employee Astambul District Office, Banjar Regency, totaling 41 people. Sample is part from me selected population For represent population Emory and Cooper, (2011: 82). Retrieval good sample should give equal opportunity for every member population For selected. Retrieval wrong sample (good amount and also method) will have big impact on the results a research. For interest analysis member population taken as sample as many as 41 respondents with method sampling saturated. Thing This in accordance with opinion Sugiyono (2017:85) technique sampling fed up is technique determination sample where all member population used become sample. *Variable independent* in study This is Job Characteristics (X1), Motivation Work (X2) and Work Ability (X3). Method used is approach quantitative with Data analysis techniques consisting of from instrument testing (validity and reliability testing), multiple linear regression analysis, testing assumption classical (normality test, multicollinearity test, and heteroscedasticity test), as well as testing hypothesis (F test and T test).

3. RESULT AND DISCUSSION

simultaneously have a joint influence on the Performance of Employees at the Astambul District Office. known that Fhitung 62,103 with sig value 0.000. Condition hypothesis can accepted if level significant not enough from a (0.05). The results of the F test were obtained level significant of $0.000 < \alpha(0.05)$ this It means hypothesis which states that in a way simultaneous Characteristics Job (X1), Motivation Work (X2), And Ability Work (X3) has an effect in a way significant on Performance (Y) is accepted. Based on the research results, it is known that the influence of the variable Job characteristics, work motivation and work ability have a significant simultaneous effect on employee performance. This is in line with research conducted by Dinda Frismandiri (2007) entitled "Analysis Influence Characteristics Jobs, Motivation Work, and Work Ability On Employee Performance". The results of the study stated that the characteristics of the work at the research location along with the motivation of employees and their work abilities can actually make their performance better if the three variables can be carried out together.

The t-test aims to see how much influence one independent variable individually has on the Performance variable. Astambul District Office Employees The results (t-Statistical Test) are as follows: Because the calculated t value of variable X1, which is 2.538, is greater than the t table value = 1.682, the decision taken is to reject H_0 or in other words, the Job Characteristics variable (X1) partially has a significant influence on the dependent variable of the Performance of Employees at the Astambul District Office, Banjar Regency.

Furthermore, job characteristics are proven to be able to influence employee performance partially positively and significantly. These results can be seen from the calculation results table from SPSS where the calculated t value is $> t$ table or the probability value is < 0.05 . This statement is in line with previous research conducted by Imam Ghozali (2017). Because the calculated t value of variable X2, which is 0.088, is smaller than the t table value = 1.682, the decision taken is that H_0 is accepted or in other words, the Work Motivation variable (X2) partially does not have a significant influence on the variable bound by the Performance of Employees of the Astambul District Office, Banjar Regency.

Furthermore, motivation is proven to be able to influence employee performance partially positively and significantly. The results can be seen from the calculation results table from SPSS where the calculated t value is $> t$ table or the probability value is < 0.05 . This statement is in line with previous research conducted by Sriwiyati Mahrani, Nasrul, Ekawati (2017). Because the calculated t value of variable X3, which is 3.126, is greater than the t table value = 1.682, the decision taken is to reject H_0 or in other words, the Work Ability variable (X3) partially has a significant influence on the dependent variable of the Performance of Employees at the Astambul District Office, Banjar Regency.

Furthermore, work ability is proven to be able to influence employee performance partially positively and significantly. The results can be seen from the calculation results table from SPSS where the calculated t value is $> t$ table or the probability value is < 0.05 . This statement is in line with previous research conducted by Sriwiyati Mahrani, Nasrul, Ekawati (2017). Based on the results of the dominant test, the results obtained were that the regression coefficient value of Job Characteristics (X1) was 0.550, indicating that every effort to improve Job Characteristics will improve the Performance of Office Employees in Astambul District. Banjar Regency is 0.550 units. This value is greater than the variables of

Work Motivation and Work Ability in influencing employee performance. It means variable Characteristics Job (X1) has an effect more dominant on Performance (Y) . Furthermore, based on the calculation results obtained information from the coefficient table in the SPSS analysis results obtained the highest value is in the respondent characteristics variable. This means that the characteristics of the respondents have the greatest/dominant influence among other variables on employee performance variables. And based on results study with condition object moment this is what I think researcher Already in accordance with results from study .

4. CONCLUSION

Based on results calculations and discussions that have been done in chapter previously , then conclusion in study This can concluded as following : The variables of job characteristics, work motivation and work ability simultaneously have a significant effect on the performance of employees at the Astambul District Office. Job characteristic variables and work ability partially has a significant effect on the performance of employees at the Astambu l District Office. And the variables Motivation Work No influential significant on Employee Performance. variables have a dominant and significant influence on the performance of employees at the Astambul District Office .

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